

ARISTA

Corporate Responsibility Report

2024

About This Report

As the market in which Arista does business transforms, so do the expectations and standards of our customers, investors, regulators, employees, and communities in which we work. We are proud to present our sixth Corporate Responsibility (CR) Report which illustrates our ongoing progress as well as plans for continual improvement in our ESG performance. This report demonstrates our commitment to the 'Arista Way,' signifying our intentions to increase transparency regarding our environmental, social, and governance performance. We plan to continue producing annual CR updates moving forward.

This report has been prepared in accordance with the GRI Standards: Core Option, covering fiscal year 2024 (January 1 - December 31, 2024), with multi-year trend data provided where possible. The report's scope includes all entities addressed in our financial statements and focuses on ESG topics relating to Arista's business operations. For more information about our sustainability programs, please visit our [Corporate Responsibility Webpage](#).

We value all stakeholder feedback and encourage you to engage with us. To learn more about this report or to enquire about our ESG performance, please email arista-esg-team@arista.com.

This report contains forward looking statements regarding future events. All statements herein other than statements of historical fact are statements that could be deemed forward-looking statements. All the information in the report is current as of the date of initial publication, and we do not assume any obligation to update the forward-looking statements. The statements in the report are based on our risks and assumptions described in our 10-K and quarterly reports and actual results could differ materially.



About Us

Message from Jayshree Ullal, CEO	3
About Arista	4
Key Events	5
Our Products	6
Our Customers	6
Materiality Assessment	7



Supply Chain

Supply Chain Policy	24
Building an Inclusive and Responsible Supply Chain	24
Global Trade	24
Supply Chain Responsibility	24
Supplier Engagement	25
Supply Chain Risk Assessment	26
Business Continuity Policy	26
Logistics	26



Environment

Environment Management System	8
Innovating Sustainability	8
Our Target: Net Zero Emissions by 2050	9
Greenhouse Gas Emissions & Energy	10
Waste Management	12
Product Design & Efficiency	13
Product Stewardship & Environmental Compliance	14
Arista Tree Planting Initiative Update	15



Governance

Board Composition & Governance	27
Business with Integrity	31



Social Responsibility

Social Responsibility	16
Arista Employee Experience	17
Belonging at Arista	19
Community Engagement	22



Corporate Responsibility Goals

Corporate Responsibility Goals	33
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Appendix

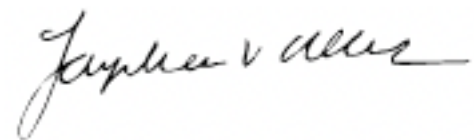
GRI and SASB Indexes	35
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Message from Jayshree Ullal, CEO

In 2024, we celebrated 10 years as a public company, 20 years since our founding, and more than 100 million ports installed globally. While we are proud of these achievements, Arista has never been a company to rest comfortably on success. Recent years have marked our transformation to Arista 2.0 cloud and data-driven platforms. This represents our next phase of growth and the recognition of what it will take to achieve continued success. We intend to be the agent of change in open AI networking.

We believe that networks are now at the epicenter of mission critical transactions. Our Arista 2.0 strategy with modern networking platforms and operating models are foundational for the transformation of silos to centers of data. This can be campus centers, data centers, WAN centers or AI centers. At the heart of it all is our state oriented publish subscribe Network Data Lake (NetDL™). It's all about the centers of data, as one cannot learn without having access to real time data. Arista is well positioned with the right architecture and platforms for client to campus, cloud and AI networks. Our customers have relied on this elegant solution since Arista's inception, and we hold fast to this advantage as we enter the next phase of growth together.

We remain steadfast in our core values that we call the Arista Way, centered around one key principle: Always do the right thing for customers, partners, employees and shareholders.



Jayshree Ullal

CEO and Chairperson, Arista Networks



Arista leadership celebrates its 10-year IPO anniversary at the New York Stock Exchange.

About Arista

Arista Networks is an industry leader in data-driven, client to cloud networking for large data centers, campus, and routing environments. Arista's award-winning platforms deliver availability, agility, automation, analytics, and security through CloudVision® and Arista EOS®, an advanced network operating system. For more information, visit www.arista.com.



A central infographic celebrating Arista's 20th anniversary. It features a large '20' in the center with 'ARISTA' above it and 'YEAR FOUNDING ANNIVERSARY 2004 - 2024' below it. Surrounding the '20' are four circular icons: '10,000 Customers' (top), '100M Ports Shipped' (right), '10-year IPO Anniversary' (left), and a flag icon (bottom).

Headquarters
Santa Clara, California

Founded
2004

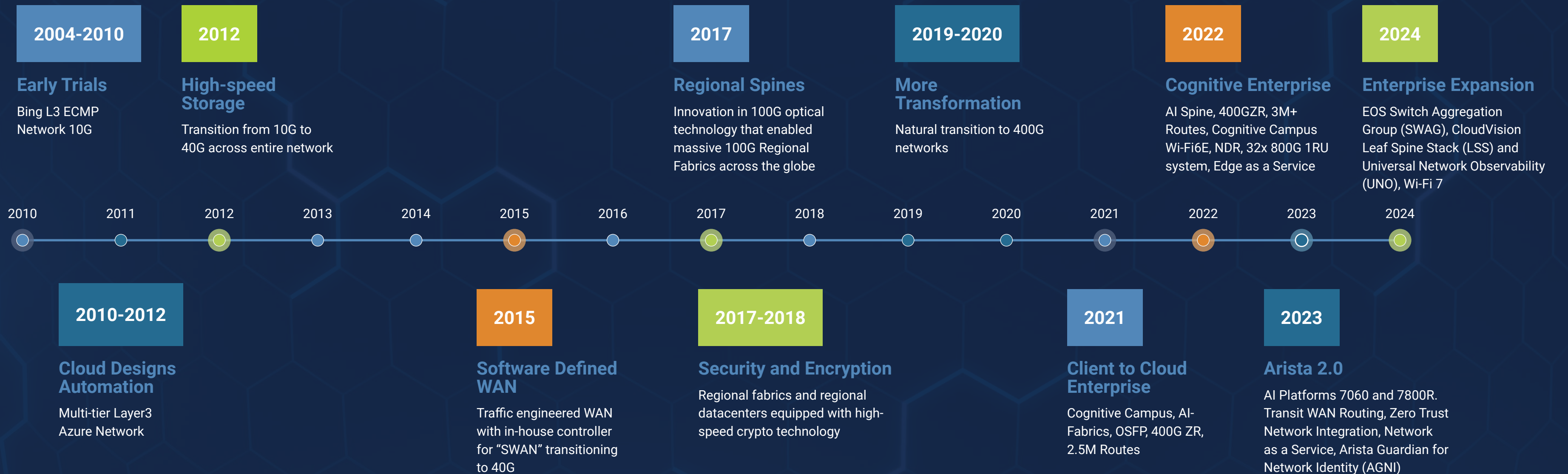
Offices
17

Countries
7

Revenue
\$7B

Total Employees
4,600+

Key Events



Our Products

We lead the industry in data-driven networking from client to cloud, powering large-scale data centers, campus networks, and routing environments. Our award-winning platforms set the standard for availability, agility, automation, analytics, and security.

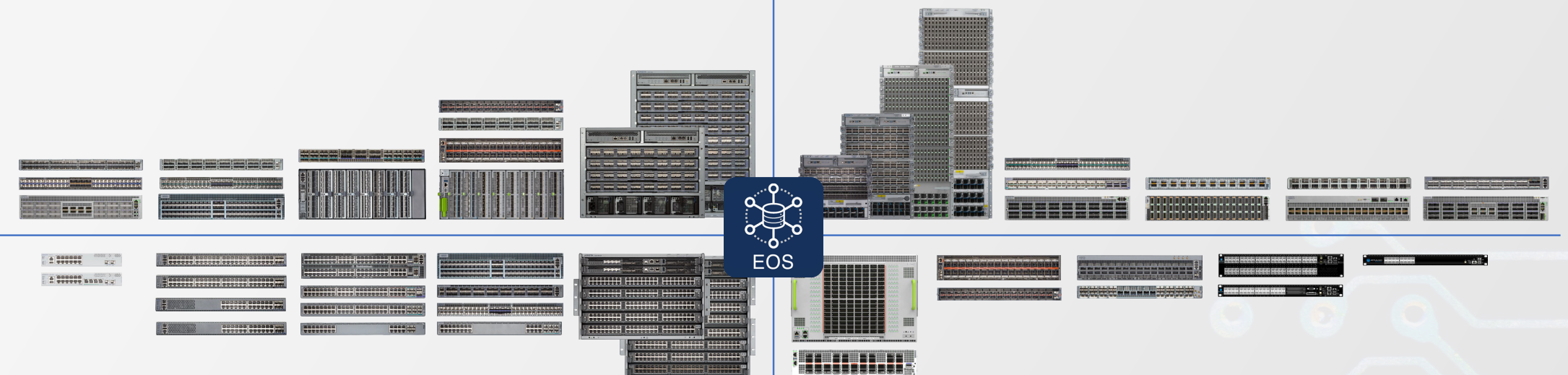
The Arista EOS network stack consolidates streamed device state, telemetry, packets, flows, alerts, sensors, and third-party data into a unified Network Data Lake (Arista NetDL™). Built on best-in-class merchant silicon, our platforms deliver top-tier efficiency, reliability, and performance for modern data center, cloud, and campus networks. To meet the demands of generative AI, we launched the Arista 7800R AI Spine and 7060 AI Leaf, purpose-built for the scale and performance of AI-driven workloads. We also introduced a zero trust security framework that integrates security policy directly into the network via Arista EOS and CloudVision.

Our Customers

Our customers span industries and regions—from hyperscalers and internet providers to financial services firms, government agencies, and service providers. We’ve broadened our enterprise reach to include media and entertainment, healthcare, oil and gas, education, and manufacturing. We deliver data-driven, client-to-cloud networking solutions for large data center, campus, and routing environments, selling into Fortune 500 and Global 2000 companies through a global network of distributors, integration partners, and resellers focused on customer success.

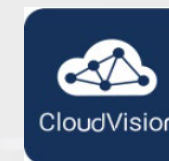
Cloud and Data Center
7388X, 7368X, 7358X, 7060X, 7050X Series

Core Routing & Intensive Workloads
7280R3, 7500R3, 7800R3 Series



7050X3, 750X, 720X, 720P, 710P Series
Campus and Branch

7060X, 7700R, 7130 Series
AI and Specialist Applications



Materiality Assessment

Determining Materiality

Our corporate responsibility report provides a great opportunity to highlight Arista's efforts around our key environmental, social, and governance (ESG) programs. Through this report, we consider the various topics that our internal and external stakeholders deem material to our business and our systems in place to manage risk and capitalize on opportunities. Through conversations with internal and external stakeholders alike, Arista can efficiently prioritize our corporate strategy to enhance and build upon the topics that directly affect our financial and reputational well-being. These impacts, be they direct or indirect, steer our ESG efforts over the years to come.

Arista utilizes our GRI Content Index to disclose lower priority topics that have not been considered as material to our business but may still be of interest to our stakeholders. Through our SEC filings and Annual reports, Arista can provide further understanding of our business and financial performance. These reports and filings help provide insight into our material risks as defined by the SEC through which a reasonable shareholder would consider the risk important.

In 2025, Arista is undergoing an updated materiality assessment to more comprehensively understand our impacts, risks and opportunities. This assessment will help guide our future programs to align closely with internal and external stakeholders alongside regulation.

Approach & Results

Through a rigorous peer review process and an evaluation of both internal and external stakeholder inputs and opinions, we were able to vet vital corporate responsibility topics. As a result of our assessment, this report focuses on eleven broad themes to guide Arista's disclosure on material ESG topics.



Environmental

- Energy, Emissions & Waste
- Climate Change Risk Management, Resilience & Adaptation
- Product Governance
- Supply Chain Stewardship



Social

- Diversity, Equity & Inclusion
- Employee Attraction, Retention & Development
- Occupational Health & Safety
- Community Support
- Responsible Supply Chain



Governance

- Governance of Business Ethics
- Data Privacy & Security



Environment

We build and deliver innovative, high-quality products and services by prioritizing customer needs, continuous innovation, and unwavering commitment. Our software-driven cloud networking solutions are designed, manufactured, and delivered with environmental and social responsibility in mind. Through the environmentally responsible provision of high-performance energy-efficient data center technology and net zero carbon reduction initiatives, we work to mitigate climate change risks for both our company and our customers.

Environmental Management System

Arista's [Environmental Policy](#), ethos, and culture of efficiency and innovation underpin our pragmatic yet passionate approach to environmental sustainability. Through our comprehensive Environmental Management System (EMS), we strive to achieve our objectives of pollution prevention, environmental protection and monitoring, and continuous improvement in the environmental performance of our operations. While we do not manufacture products in-house, we reinforce our commitment to environmental sustainability by ensuring that our contract manufacturers' facilities meet ISO 14001 certification standards.

Innovating Sustainability

Arista's Sustainability Committee continues to set the direction and strategy on sustainability matters, overseeing the execution of various initiatives, including:



Greenhouse Gas (GHG) Emissions: We measure, report, and reduce GHG emissions through our annual third-party verified GHG inventory. Our efforts include energy efficiency and renewable energy initiatives, as well as supplier engagement through the CDP Supply Chain program and the Responsible Business Alliance (RBA).



Net Zero Strategy: In 2024, we established a new net zero emissions target, which has been validated by the Science Based Targets initiative (SBTi). Arista is committed to reducing Scope 1, 2, and 3 emissions¹ by 42% by 2030 and achieving science-based net zero emissions by 2050. Our ongoing efforts in 2025 will focus on refining our climate action strategies, deepening our supplier and customer net zero engagement, and renewable energy procurement.



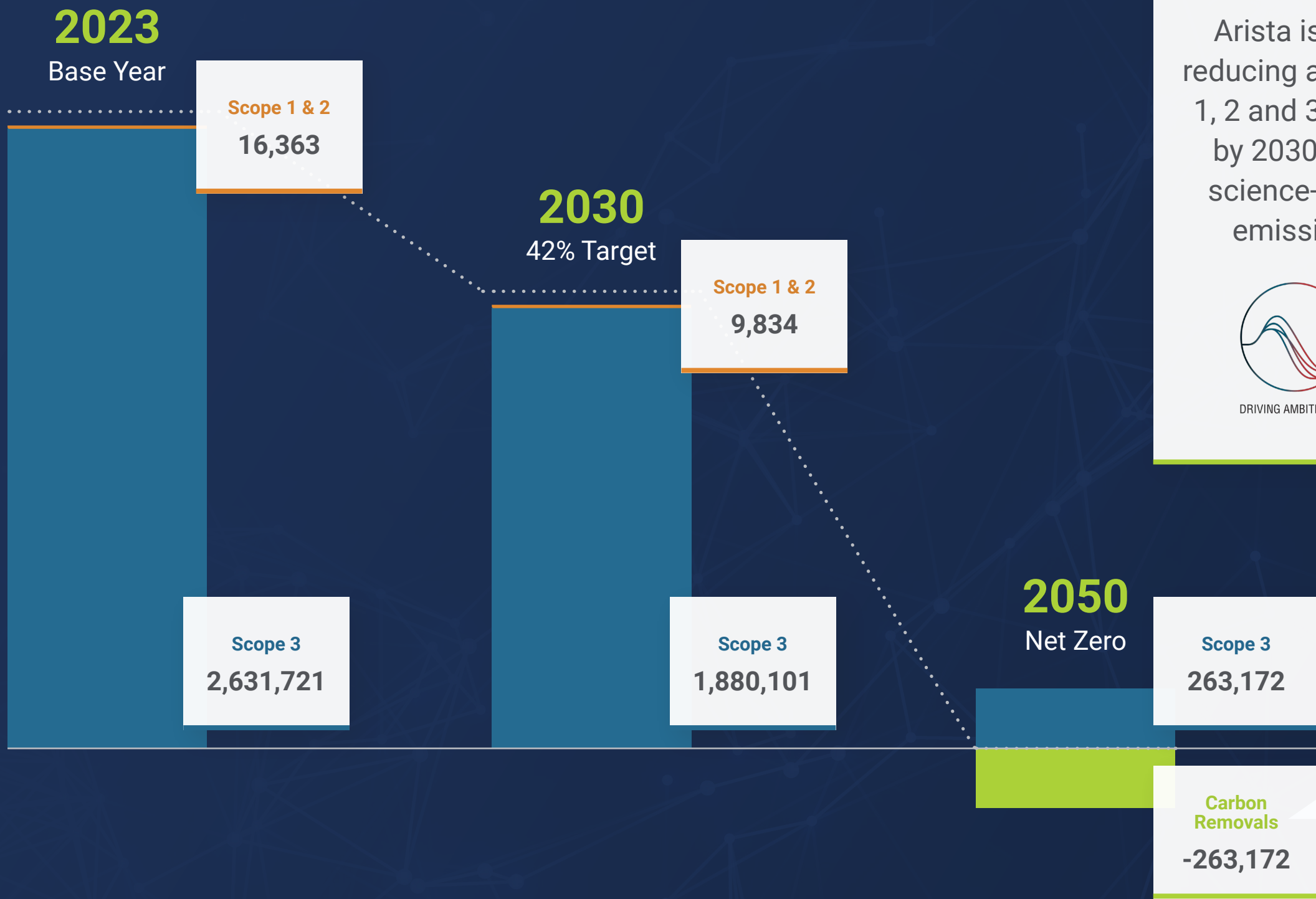
Climate Risks and Opportunities: We recognize the importance of managing climate risks and opportunities. In 2025, we intend to conduct a comprehensive climate risk assessment, supported by a third-party consultant, to ensure alignment with the latest standards, scenarios, and best practices.



Product Life Cycle Sustainability: We are committed to integrating sustainability into every aspect of our products' life cycles, from the types, amounts and sources of materials used to the end of life of the product, while meeting our customers' requirements. For example, we implement Design for Environment principles in our development process to minimize the overall environmental impact.

¹ Scope 3 categories included in the target are Category 1–7, 9, 11 and 12.

Our Target: Net Zero Emissions by 2050



Arista is committed to reducing all relevant Scope 1, 2 and 3 emissions 42% by 2030 and achieving science-based net zero emissions by 2050.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Greenhouse Gas Emissions & Energy

Arista remains committed to addressing climate change by reducing our GHG emissions across our value chain. We continue to lead through transparent measurement and external verification of our Scope 1, 2, and 3 GHG emissions, advancing our journey toward complete decarbonization.

In 2023, we enhanced our GHG inventory management plan, improved emissions accounting methodologies, and implemented new GHG accounting software. In 2024, we sustained these improvements, further refining data accuracy, and expanding our Scope 3 boundary to incorporate deeper insights into manufacturing and Tier 2 commodity purchases. We also ran a 2024 pilot of the CDP-CO2 AI Product Ecosystem with select suppliers, as part of our ongoing journey toward product level value chain emissions accounting. These refinements, and ongoing continuous improvements to our value chain emissions accounting continue to provide a more complete and accurate view of our emissions.

We continue to align with the latest GHG Protocol best practices, and now also the Science Based Targets Initiative (SBTi), maintaining key methodological updates such as including co-located data center electricity in Scope 2 and selecting the most accurate and up to date emissions factors available. We also continued to work closely with our landlords and manufacturing partners to improve data collection from our leased facilities, contract manufacturing and direct fulfillment operations. As a result, our emissions baselines continue to more accurately reflect our impact and inform our net zero program.

At the time of publication of this report, we have completed the third-party verification of our 2024 GHG emissions and received our verification statement.

Our Journey to Net Zero

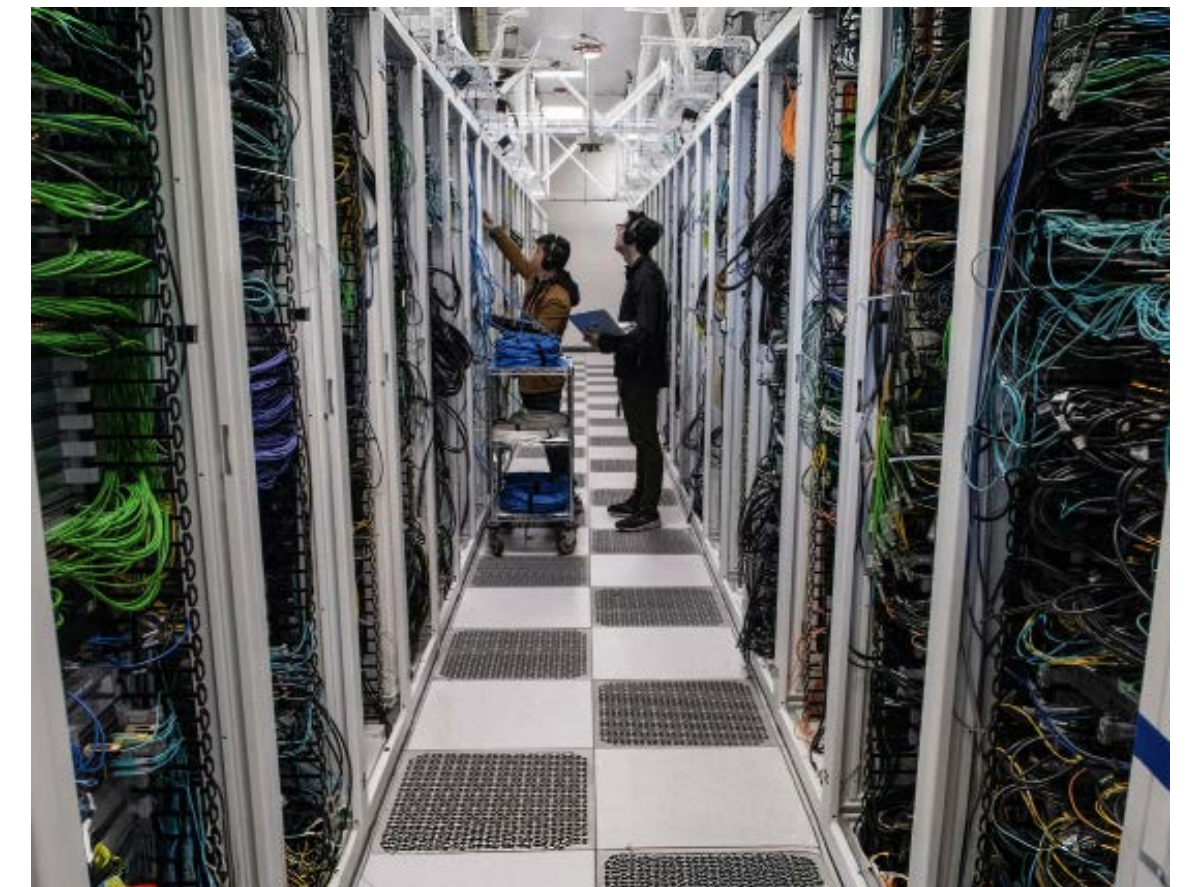
As a young company with a relatively small footprint, we aim to grow while keeping our emissions intensity consistent, if not following a decreasing trend. While periods of growth may result in an increase of emissions, as we saw in 2024, we remain committed to accuracy and completeness in our emissions data, ensuring all boundary components are accounted for. Building upon our strong accomplishments to date, we submitted new science-based targets to the SBTi in 2024 for their validation. Our science-based targets include a 42% absolute reduction in Scope 1, 2 and 3 emissions² by 2030 and achieving science-based Net Zero by 2050.

We also conducted a fresh employee commuting survey in 2024 to better understand and address emissions associated with our workforce. These initiatives are part of our broader commitment to minimizing our direct carbon footprint while ensuring more precise and transparent emissions accounting.

Recognizing that supply chain emissions account for the largest share of our overall footprint, we have deepened our engagement with suppliers in 2024. We worked closely with them to improve emissions data accuracy and communicate our net zero ambitions and forthcoming targets and increasing expectations. Through our participation in CDP's Supply Chain program, we engaged with over 260 suppliers—significantly expanding our efforts compared to 2023. This initiative has helped enhance the precision and granularity of our Scope 3 emissions data, providing a stronger foundation for emissions reduction across our value chain.

Our FY 2024 emissions have increased, largely due to business growth. However, this growth is also a reflection of our continuous improvement in our GHG inventory process, gaining more comprehensive and more accurate data from an increasing number of locations and suppliers, while applying more accurate and updated emissions factors, and including ever more complete lifecycle emissions calculations (e.g., well-to-tank, etc.).

In 2025, Arista will advance its commitment to net zero by implementing our new science-based Net Zero program, to include expanded engagement with both customers and suppliers. We will further refine our emissions accounting through SaaS-based solutions, ensuring even greater accuracy in tracking value chain emissions, and reaching further toward product-based value chain emissions accounting. Additionally, we are actively exploring new renewable energy procurement opportunities through strategic partnerships that will support our 2030 near-term science-based target. The implementation of our Net Zero program will begin to yield absolute emissions reductions in coming years, as we approach our 2030 near-term target year.



² Scope 3 categories included in the target are Category 1–7, 9, 11 and 12.

Greenhouse Gas Emissions

2022 2023 2024

Emissions (in metric tons carbon dioxide equivalent)			
Scope 1	930	2,284	1,345
Scope 2 (location-based)	4,346	14,079	28,607
Total Scope 1 and 2	5,276	16,363	29,952
Total Scope 1 and 2 emissions intensity by revenue (mtCO2e/\$100,000 revenue)	0.12	0.28	0.43
Scope 3	1,991,648	2,619,577	3,592,781
Energy Consumption (in MWh)			
Direct Energy Usage (i.e. natural gas for heating)	5,115	6,780	5,616
Indirect Energy Usage (i.e. electricity for facilities)	15,713	53,548	80,249
% Renewable Electricity	31	34	30

* Renewable energy metrics relate to our standard energy mix as purchased from utilities.

** Our carbon footprint is calculated according to the guidance of The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Data is collected from offices and sources for which we have operational control; emissions factors are sourced from the EPA, IEA, and Global Warming Potentials are based on the IPCC’s Sixth Assessment Report (2021-2024).



EMPLOYEE SPOTLIGHT

Glenn Sonntag
Sustainability Program Manager

When I joined our incredible team, Arista was already a sustainability leader with a strong environmental management system, highly efficient leading technology, nearly a decade of solid CDP disclosure, and a rich history of sustainability innovation and accomplishment. After two decades working in the environmental, clean energy, and sustainability sectors, I knew that these were not small accomplishments!

However, we still needed to confirm and publish our new science-based greenhouse gas (GHG) emissions reduction commitments.

This was a primary area of focus for us in 2024. We expanded our inventory boundary and refined our methodology, including new carbon accounting software, to capture the more complete, accurate baseline needed for science-based targets. We performed intensive target scenario analysis, also analyzing supplier and customer commitments, to confirm a technically and economically viable emissions reduction pathway.

We submitted our new targets to the Science Based Targets Initiative (SBTi) for validation in 2024, and I am very pleased to share that we’ve just received final SBTi approval. This important milestone is just the beginning. We are getting right to work on refining and implementing, with two additional Net Zero Team members now on board. We’re “all-in”, and 2025 will be an even more exciting year – stay tuned!

Waste Management

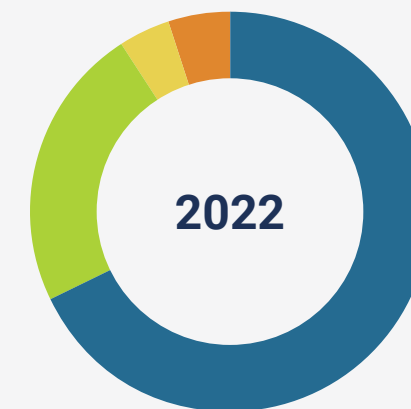
While our offices do not generate large quantities of waste, we adhere to the principle of using less, re-using where possible, and ensuring that the materials used in our operations and products are recyclable. We are encouraged by the consistently low proportion of waste sent to landfill, even as we enhance our data collection. However, we recognize the need to further reduce absolute landfill waste and are actively expanding our recycling and reuse initiatives.

We apply Design for Environment principles to minimize material use in our products while maintaining performance and reliability. Our product packaging is carefully engineered to provide protection while optimizing volume, reducing excess material. Additionally, this approach ensures that both products and packaging are designed for easy disassembly and recycling.

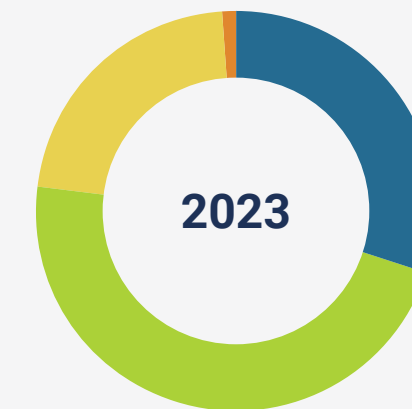


In 2024, Arista continued its commitment to responsible waste management across internal and external warehouses. Cross-functional teams collaborated to identify end-of-life inventory suitable for recycling through our ISO 14001-certified recyclers.

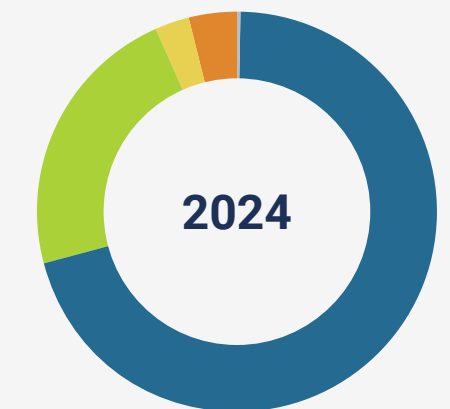
Arista Waste by Type (lbs)	2022	2023	2024
Batteries	0	698	107
■ Landfill*	586	7,676	629
■ Recycled E-Waste	70,307	193,592	159,973
■ Recycled Metal	24,399	301,182	50,634
■ Recycled Packaging	4,818	138,669	6,622
■ Returned Material	4,167	7,350	8,268
Grand Total	104,277	649,167	226,233



- .005% Landfill*
- 68% Recycled E-Waste
- 23% Recycled Metal
- 4% Recycled Packaging
- 5% Returned Material



- .001% Landfill*
- 30% Recycled E-Waste
- 47% Recycled Metal
- 22% Recycled Packaging
- 1% Returned Material

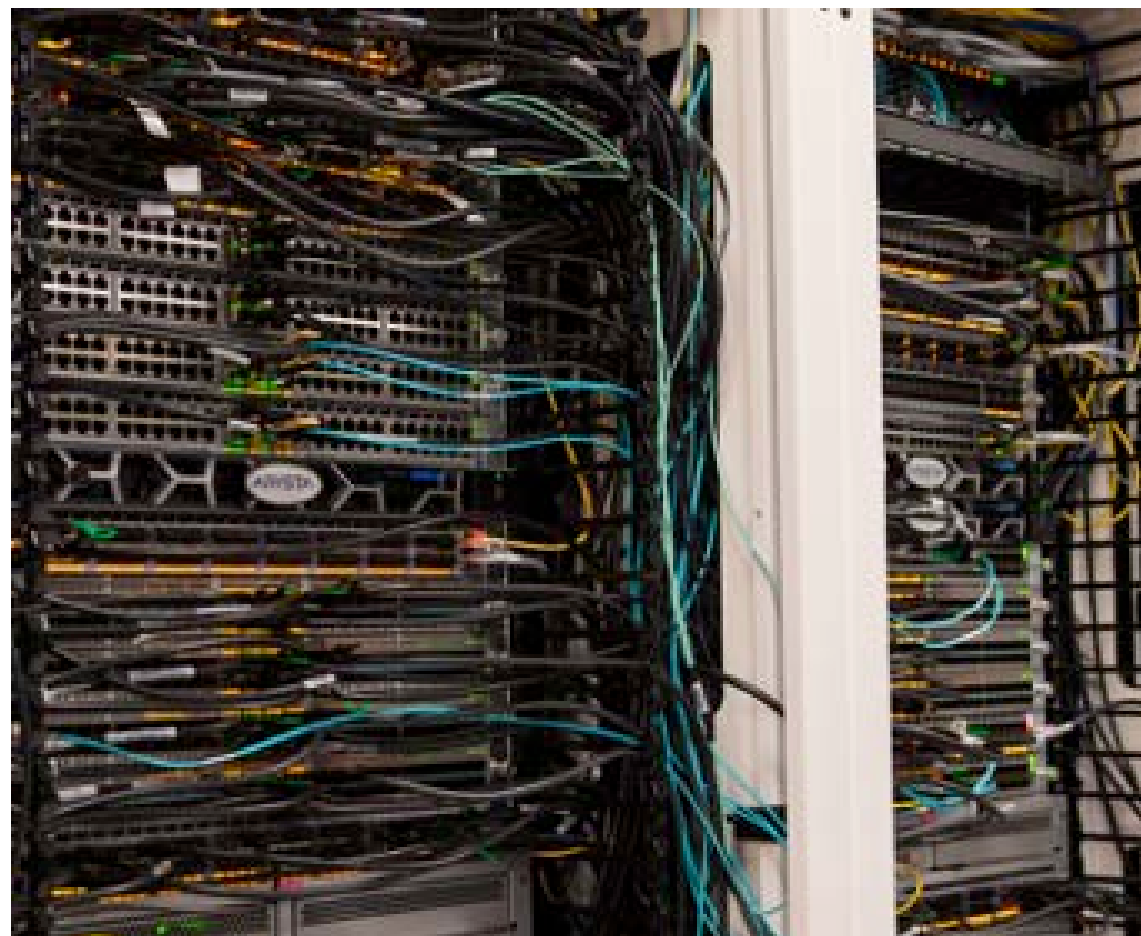


- .28% Landfill*
- 71% Recycled E-Waste
- 22% Recycled Metal
- 3% Recycled Packaging
- 4% Returned Material

*Landfill is comprised of ESD bags (metalized mylar bags), rubber, non-recyclable wood, silica desiccants, and packaging stickers.

Product Design & Efficiency

We are committed to designing, manufacturing, and delivering industry-leading, software-driven cloud networking solutions with environmental and social sustainability at the core. We aim to embed sustainability throughout the entire product life cycle—from material selection to responsible end-of-life management.



Design for Environment

Our product design philosophy embraces the principles of Design for Environment, which evaluates the environmental impact at every stage of the product’s life cycle. We prioritize reducing product material weight, using environmentally friendly materials, enhancing energy efficiency, facilitating recycling, offering reuse and refurbishing options, and optimizing packaging.

Cooling Efficiency

Data center cooling is highly energy intensive. Our products support our customers’ data center cooling strategies with front-to-rear or rear-to-front fan configurations, which enhance airflow efficiency and reduce energy consumption by optimizing the cooling process. As our products are designed to run 24/7, cooling efficiency is a must to ensure our products meet the demands of our customers as well as our imposed product performance requirements.

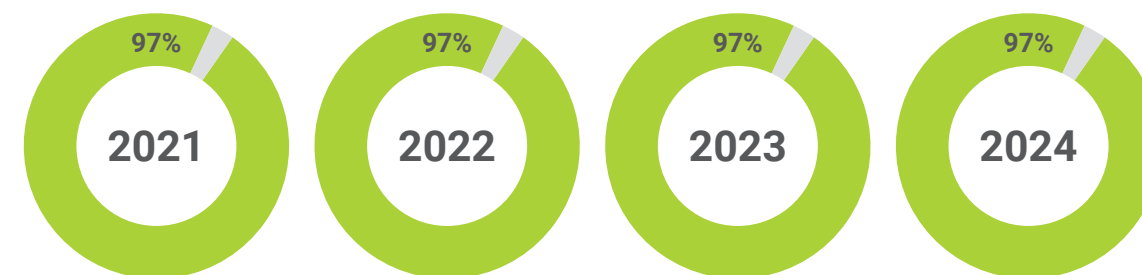
Product Energy Efficiency

Operating our data center products can consume significant energy. We continuously strive to improve the energy efficiency of new products to save energy and reduce greenhouse gas emissions during the product’s use phase. By minimizing and upgrading components in product hardware design and simplifying the architecture, we achieve better performance and throughput relative to power consumption.

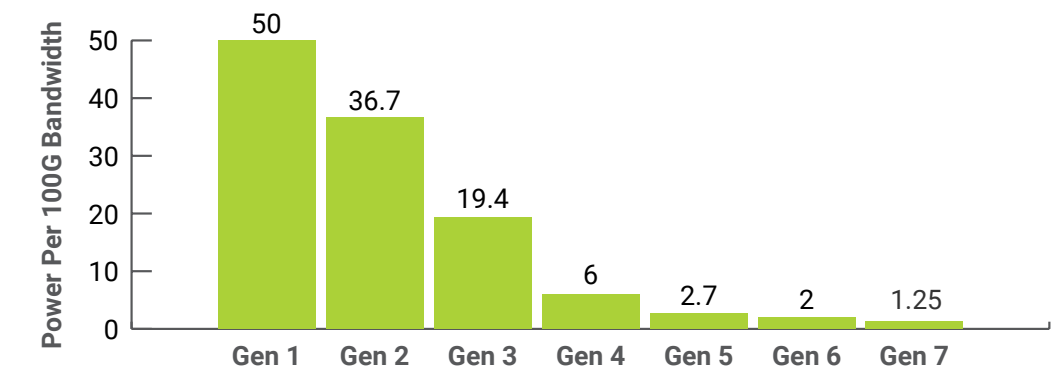
Power Supply Efficiency

Energy loss occurs during the conversion and delivery of power in electronic products. Latest products feature Platinum and Titanium efficiency power supplies, reducing total product power consumption and heat generation. In FY16, 83% of our power supplies shipped to customers were 80-Plus Platinum rated or better. In 2024, 97% of our power supplies shipped to customers were rated Platinum or better.

Power Supplies rated 80-Plus Platinum or better



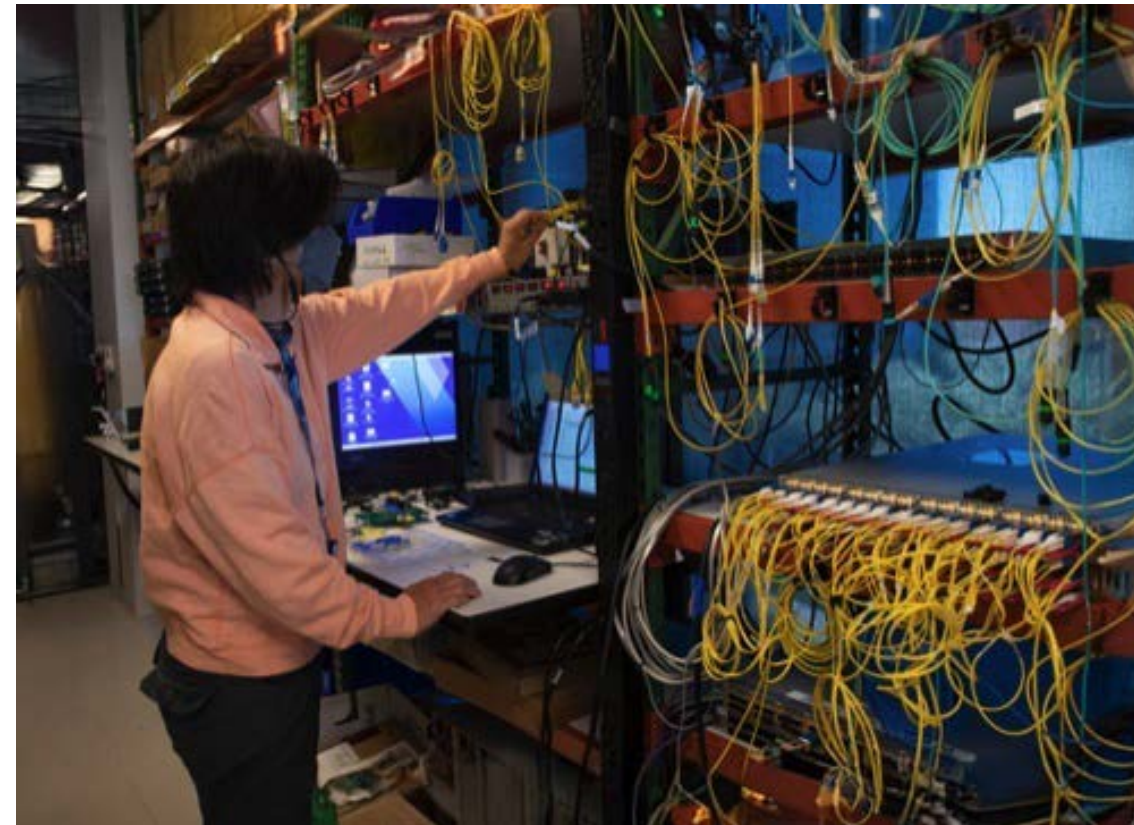
Arista Product Power Consumption by Generation



Product Stewardship & Environmental Compliance

Our product stewardship program ensures compliance with global product environmental laws, regulations, and customer requirements. We verify that our suppliers adhere to applicable environmental laws and regulations for the parts they supply or manufacture for us. This includes, but is not limited to:

- Directive 2011/65/EU of the European Parliament and of the Council on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (recast), including applicable exemptions as adopted by the European Commission (RoHS) Directive.
- Commission Delegated Directive (EU) 2015/863 amending Annex II to Directive 2011/65/EU regarding the list of restricted substances.
- Regulation (EC) No 1907/2006 concerning the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH).
- EU Batteries Directive (EU Regulation 2006/66/EC).
- The European Union's Waste Electrical and Electronic Equipment Directive (WEEE).
- SCIP Database for information on Substances of Concern in articles or complex objects, established under the Waste Framework Directive (WFD). Companies supplying articles containing substances of very high concern (SVHCs) above 0.1% weight by weight (w/w) on the EU market must submit information to ECHA from January 5, 2021.
- Toxic Substances Control Act (TSCA) Section 6(h).



Compliance with these regulations has been verified using internal design controls, supplier declarations, and/or test data in accordance with clause 4.3 of standard IEC 63000, which includes internal design controls, data from supplier declarations and/or material disclosures. Arista Networks possesses the technical documentation relating to this declaration of compliance.

Takeback & Recycle

As a hardware producer, Arista provides a takeback and recycling program in the U.S. and Europe, enabling customers to return end-of-life products. Our certified recycling partners ensure environmentally responsible disposal in compliance with ISO 14001 standards.

Product Packaging

Our packaging program is constantly evolving to maximize the use of recycled materials. By integrating product packaging into the product development cycle, we have optimized the package/product relationship, finding the most efficient and sustainable method for product protection. The corrugated board used to ship our products contains post-consumer content, and the high-density polyethylene end caps and cushions are 100% post-consumer recycled. These packages are designed to optimize cube size, reducing material and energy consumption in manufacturing and lowering the energy required for delivery through dimensional weight reduction. Arista is also pushing to decrease our reliance on foam, by replacing those components wherever possible with alternative materials like thermoform plastic or corrugated. As the packaging landscape continues to mature, Arista will continue to build on yearly progress to push for completely recyclable product packaging.

E-Waste Management

We are committed to responsible e-waste management through partnerships and adherence to environmental standards. Our recycling partners ensure that e-waste is processed in compliance with international regulations, minimizing environmental impact. Additionally, we provide a 'Statement of Volatility' to inform customers about the safe disposal of electronic components.



Arista Tree Planting Initiative Update

In late 2018, after touring a deforested, stark, and barren area near his hometown of Pune, India, Arista Executive Pravin Bhagwat was inspired to launch an ambitious initiative to restore the area's lush, green landscape.

Our Commitment to Global Climate Action, Reforestation, & Carbon Neutrality

Since that pivotal day, driven by Pravin's tireless energy and enthusiasm, and through our initial partnership and investment with the non-profit 14 Trees Foundation, Arista has sponsored the planting of over 15,000 trees in India. Building upon Pravin's initial vision, we have expanded our tree planting efforts globally in alignment with our Net Zero journey. In 2024, in addition to our efforts in India we partnered with Forest Planet to plant 30,000 trees in Tanzania, Africa. Since 2018, Arista has planted over 170,000 trees globally.



Social Responsibility

At Arista, we celebrate our employees and foster a culture of leadership, innovation, and inclusivity, ensuring every team member feels valued and empowered to thrive. We are committed to providing a safe and supportive work environment, investing in programs that promote physical, mental, and financial wellness, as well as career development and upskilling opportunities for our valued employees.

We take pride in our sustained progress toward building a team of the best and brightest in the industry and expanding the reach of our global philanthropic initiatives to best serve the communities around us. Our social impact extends beyond our workplaces—through responsible supply chain practices, we uphold our commitment to model corporate citizenship and positively influence the communities we engage with while maintaining the highest standards of data security for our employees and customers.

In 2024, Arista was extremely honored and humbled to receive a record number of external awards and recognitions including: as one of Time’s World’s Best Companies; as the #15 Americas Best Company to Work for and Invest In by Forbes Magazine; as the #2 Bay Area Top Workplace (Large Company) by the SF Chronicle; a top 100 Global Most Loved Workplace by Newsweek; a Best Place To Work (Large Company) for Culture, Happiness, Career Growth, and Compensation by Comparably; a Most Loved Workplace for Wellness, Volunteering and Veterans by Most Loved Workplace; for Best Internships (Large Company) by Vault; as one of America’s Climate Leaders by USA Today.



Arista Employee Experience

Culture is Our Differentiator

Year after year, our employees highlight that it is Arista’s unique culture that makes their experience truly special, meaningful, and enjoyable. Rooted in the core values established by our early founders and leaders, the ‘Arista Way’ continues to define who we are, shaping a workplace built on innovation, inclusivity, and shared success.



Emphasizing Total Wellness & Work-Life Balance

Prioritizing our employees’ health and overall wellness, Arista offers a wide range of physical, mental and financial wellness programs to support our global workforce in various formats—whether in-person, virtual, or on-demand. These programs aim to provide practical wellness strategies, mental health support, work-life balance tips, career development, financial wellness, and social activities through regular webinars and hybrid events. Our wellness pillars include physical well-being, nutrition, mental well-being, social engagement, career development, financial wellness, and holistic health. In 2024, Arista was recognized as a Most Loved Workplace for Wellness by Most Loved Workplace.

Our 2024 wellness initiatives included:

- Monthly virtual webinars by medical professionals and mental health wellness experts.
- Monthly virtual fitness classes and additional wellness weeks tailored for our Americas, EMEA, and APAC employees, focusing on Sustainability and inclusivity.
- A new global webinar dedicated to understanding neurodiversity, including giving working tips.
- Webinars dedicated to career development/ upskilling and financial wellness.
- Fresh, organic fruits and vegetables available at our on-site HQ Farmer’s Market.
- Regular social engagement activities, such as an online Magic Show, cultural activities in India and our HQ celebrating Diwali, an electric vehicle show, and virtual family visits with Santa.
- In-house fitness challenges with high global participation: our Global End of Year 40 Day Fitness Challenge saw hundreds of Arista employees complete nearly a cumulative 19,000,000 steps or over 8,800 miles.



Comprehensive Employee Benefits Package

We recognize that to attract and retain the best and the brightest employees, competitive compensation and benefits packages are vital. We offer competitive and comprehensive benefit packages that allow customization to meet the unique needs of our employees, their families, and their lifestyles to support and recognize our dedicated team members.

Arista US benefits include:

- Medical, Dental, & Vision Plan Coverage
- Life Insurance, Accidental Death & Dismemberment, Short- and Long-Term Disability, and 401k Plans
- Flex Spending Accounts & Commuter Benefits
- Merchandise and Community Discounts
- Employee Assistance Programs that include mental health, backup child and elder care benefits
- Flexible Time Away Policy that allows employees to take time off when they would like (subject to manager approval)
- Family planning benefits for US employees

Total Compensation & Annual Appraisal Reviews

We provide a comprehensive and competitive benefits package to all our global employees. This includes participation in the Employee Stock Purchase Plan (ESPP) where legally permissible, a 401k plan for retirement support, equity compensation, as well as a peer-to-peer recognition bonus program. Annually, we review compensation as part of our performance appraisal process for all global employees and our employees share in the company's success through yearly variable bonuses and ongoing restricted stock unit grants based on individual and company performance to goals. Employees are reviewed annually on their performance and achievements versus pre-defined, measurable goals that are both personal and team related and are collaboratively set with their manager annually or more frequently. Additionally, reviews incorporate 360-degree feedback from peers, internal business customers, direct reports, if applicable as well as their manager. Regular analyses are conducted through external consultants to ensure our total compensation, including salary, bonus, and equity, aligns with local government pay transparency statutes as well as remains equitable. We were honored to be recognized by Comparably as a Best (Large) Company for Compensation for a second consecutive year based on employee feedback.

Employee Engagement

At Arista, we are committed to continuously improving the employee experience by actively listening to our team members and maximizing feedback opportunities. We measure our success through annual global employee engagement surveys conducted with accredited external partners, with focus on improving employee job satisfaction, happiness, purpose and stress. The insights and employee feedback gained from these surveys have, for example, led to meaningful change, such as the recent creation of levels and career growth paths within functional departments in the company, ensuring that our employees have clear and rewarding career trajectories. In our 2024 global survey, we are proud that 95% of employees stated Arista was going in the right direction and we received higher than industry average scores for work-life flexibility and empowerment. Arista also continued to experience a low annual turnover rate of 8%

Employee Training

All Arista employees, during onboarding and annually and/or legally required thereafter, participate in mandatory training including Arista Code of Business Conduct, Anti-bribery and Anti-corruption Compliance Policy, Harassment Prevention, and Insider Trading Policy. In addition to this, our employees undergo critical mandatory Arista Data Protection, Data Privacy and Cybersecurity training. Arista India employees also completed updated training on Sexual Harassment of Women at Workplace (PoSH), including on remediation procedures for victims of discrimination and harassment. All new Arista employees attend a New Hire Orientation to successfully on-board and many programs have been created to develop Software and Sales Engineers, including our Arista Certified Engineering (ACE) certification program, which is often complemented by mentorship from senior peers. We also collaborate and develop programs with universities, such as Arizona State University's Technical Upskilling program, to create technical curricula and training programs, leading to valuable internships. Career and upskilling development opportunities are offered through webinars and on-demand via our E-Learning portal. In 2024, Arista employees averaged 18 hours of training and development.



Artificial Intelligence Efforts

Given recent industry advancements, Arista is in the midst of an enterprise-wide effort to actively investigate and/or deploy artificial intelligence (AI) to accelerate development cycles, improve our customer experience, and improve productivity and efficiency. AI is currently being used to more rapidly search and review candidates for open positions, supply chain data analysis, as well as software development. As Arista is committed to responsible AI, AI policies and guidelines have also been implemented or are in development to ensure security, fairness, intellectual property protection and oversight.

Workplace Safety

At Arista, we prioritize creating the healthiest and safest work environment possible for our employees. In 2024, we maintained an exceptionally low injury rate of less than 0.05% per 100 employees in the US, with zero lost workdays and continued to have no work-related fatalities throughout our history. We also had no fines or citations for non-compliance with environmental, health, or safety regulations. Our Health and Safety team works proactively and diligently to identify and mitigate potential workplace hazards. We collaborate with external experts to conduct thorough inspections and audits and conduct hazardous material communication training with lab personnel. Additionally, we have established an Emergency Response Team to address any emergencies at our headquarters. Arista is committed to continuously improve our workplace safety through ongoing focus on evaluation of metrics and risks and development and execution of health and safety action and emergency plans.

Employment Policies

All Arista employment policies, including work hours, overtime limits and pay for annual leaves, are comprehensively detailed in our Employee Handbook, which is provided to all new employees upon hiring.

Belonging at Arista

Fostering Inclusion and Opportunity

At Arista, our culture has always been rooted in respect, integrity, innovation, passion, pride, and trust. These values drive our commitment to creating a workplace where every employee can thrive, contribute meaningfully, and grow professionally. By embracing the unique backgrounds and perspectives of our team, we strengthen our ability to innovate and better serve our customers and communities.

We take pride in cultivating leadership pipelines that recognize excellence and potential across our global team. Our leadership's expertise, including the contributions of our female CEO and CFO, reflects our focus on merit and the value of diverse experiences in driving business success.

In 2024, Arista's strategy and activities continued to be led by our Inclusion Council consisting of our most senior leaders in Global HR, Finance, and legal. Key accomplishments and people analytics were reviewed regularly with our Board of Directors.

Recognition for Arista's Belonging Initiatives

At Arista, we believe that our employees' feedback is the most accurate indicator of our success in creating an inclusive and respectful workplace. In both 2023 and 2024 Global Employee surveys, Arista received very high mid-90th percentile scores from all employee demographic groups in fairness, highlighting our on-going dedication to maintaining a valued inclusive culture and work environment. In 2024, we were also humbled and honored to receive external recognition as a top 100 Global Most Loved Workplace by Newsweek and a Best Place to Work (Large Company) for Happiness by Comparably.

Talent Attraction

In 2024, Arista continued expansive global recruiting efforts to connect and hire talented professionals from a wide range of backgrounds. We engaged with organizations and platforms dedicated to broadening access to opportunities in technology, including partnerships with universities and professional societies that attract candidates from underrepresented communities. Our participation in career fairs and virtual hiring events focused on identifying skilled high potential individuals who align with Arista's core values of innovation and collaboration.

We hosted or participated in new grad recruiting events with major colleges, women's colleges as well as HBCUs and attended in person recruiting events, such as City Career Fairs. We also strengthened our internal referral program to encourage employees to refer high-potential candidates, further diversifying and deepening our talent pool. These efforts have all enhanced our ability to attract exceptional professionals who contribute to Arista's culture.

Building on our longstanding partnerships with organizations like Code2040, we prioritized internships and mentorship programs designed to equip emerging technologists with the skills to thrive in the industry. By collaborating with nonprofits focused on closing opportunity gaps in tech, we welcomed interns from many different academic and professional backgrounds into our Software Engineering Team as well as other functional teams. These partnerships reflect our focus on investing in the next generation of innovators while advancing Arista's technical leadership.



EMPLOYEE SPOTLIGHT

Augusto Rolando Wong
Software Engineer

Reflecting on my 5+ years as a Software Engineer at Arista Networks, I see a journey of professional and personal growth, shaped by technical growth and a deep commitment to fostering diversity. I have been able to contribute to numerous teams such as DHCP Server, DHCP Relay, ARP, SNMP, and CVP, each providing me the opportunity to solve complex projects, develop my technical skills, and work alongside diverse, creative, and innovative colleagues. These experiences have strengthened my skills and have given me perspective on the passion and effort every engineer has to have, in order to deliver first-class products with a relentless focus on quality.

Since I have joined, I have taken an active role in recruiting, recognizing how essential it is to bring in talented engineers who share our drive for innovation. Attending career fairs, conducting interviews, and mentoring new hires has and continues to be a fulfilling part of my job. This involvement has deepened my appreciation for the essential role of representation and inclusion in our industry.

Additionally, I have been delighted to be a co-founder of the AfroLatinX Employee Resource Group, launched a year ago. The goal was simple, but significant: to create a space where AfroLatinX employees could connect, support each other, and advocate for diversity within the company. Through this ERG, we have organized networking events, partnered with universities and organizations, and engaged with students from underrepresented backgrounds.

My time at Arista has been both rewarding and transformative, giving me invaluable technical expertise, leadership opportunities, and a platform to drive positive change in the spaces I am passionate about.

Advancing STEM Education in Underserved Communities

Investing in STEM education initiatives that expand access for students facing barriers to opportunity is central to the Arista Foundation’s mission. Through strategic partnerships, we aim to equip future innovators with the skills and resources needed to thrive in technology-driven fields.

In 2024, Arista continued its partnership and support with Arizona State University’s Technical Upskilling Program that creates new pathways for women to enter the IT workforce by accelerating training to receive Arista Certified Cloud Engineering certifications that provides a path to workforce readiness for Arista as well as its customers.

The Arista Foundation also collaborated with organizations dedicated to STEM education access, including:

- Resource Area for Teachers (RAFT)
- UC Berkeley T-PREP
- Power My Learning

- The Tech Interactive
- Girls Who Code
- Community in Schools, Washington (CISWA)
- NPower
- The Sanneh Foundation

Employee Resource Groups

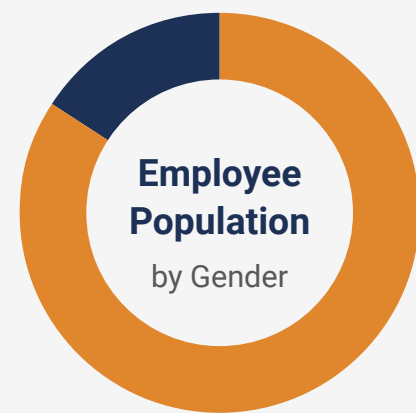
At Arista, supporting and developing our employees’ careers through active employee resource groups (ERGs) remains a priority. In 2024, our Women@Arista ERG hosted a number of highly attended hybrid guest speaker events and panels as well as launched a Big Sister program for new hires and continued efforts mentoring, hosting a regional book club and sponsoring a highly successful internal referral #ReferHer programs. In 2024, 21% of new Software Engineering hires were female. Additionally, employee teams began efforts to launch AfroLatinX and LGBTQ+ focused ERGs.

Anti-Discrimination Policy, Pay Transparency, and Unconscious Bias Training

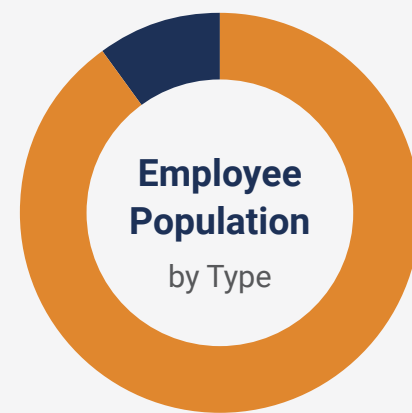
Our Code of Ethics and Business Conduct affirms the principle of equal employment opportunity. Arista affirms the principle of equal employment opportunity without regard to any protected characteristic, including color, gender, age, disability, pregnancy, marital status, military status, or sexual orientation. This principle of freedom from discrimination applies to all aspects of the employment relationship. Arista works with an external party to conduct annual pay equity reviews and is committed to equitable remuneration for men and women. All regular employees are required to complete Code of Ethics and Business Conduct Training on a periodic basis. In 2024, we are currently at or above standards required by any applicable local statutes with regards to pay transparency and disclosures and will continue to provide employees who are involved in interviewing with Unconscious Bias Training.



- 49% US
- 30% APAC
- 11% EMEA
- 10% Canada/Mexico

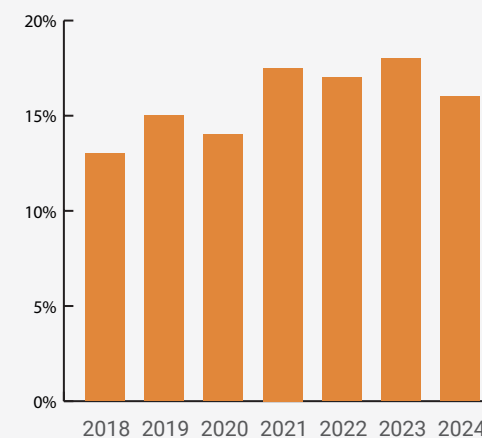


- 84.4% Male
- 15.6% Female

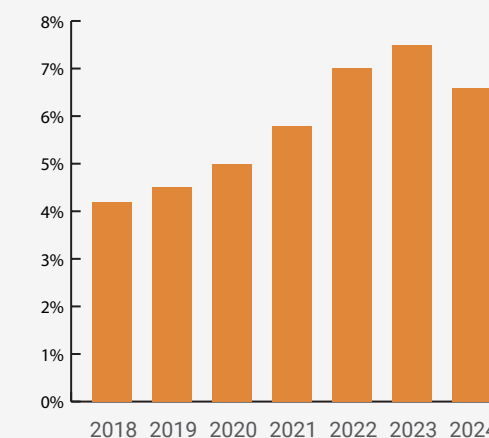


- 90% Technical/Sales
- 10% Non-Technical/Sales

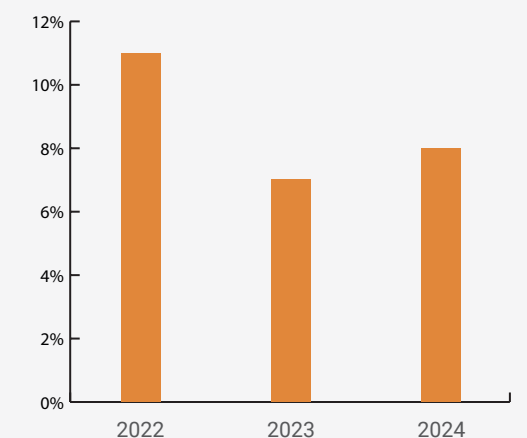
Female New Employees



Underrepresented Ethnic/Racial Background

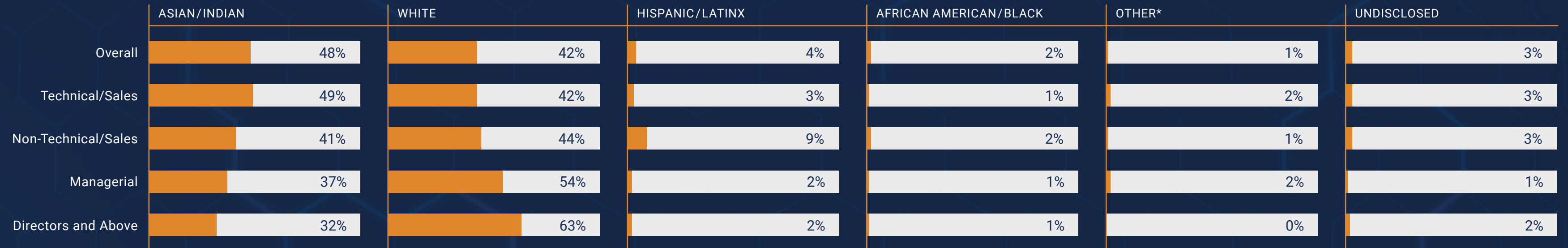


Annual Turnover Rate



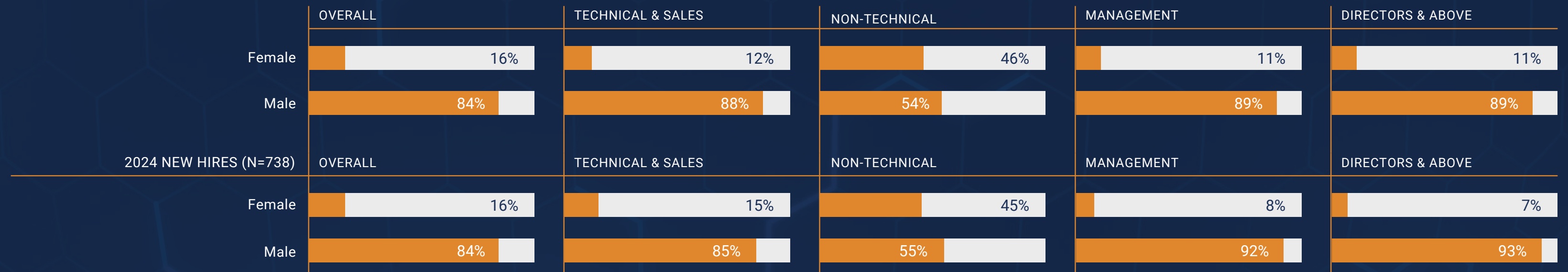
Belonging at Arista (continued)

US Employee Demographics (as of 12/31/2024)



* Other includes 2 or more races, Native American, Alaskan, or Native Hawaiian

Global Employee Demographics by Gender (as of 12/31/2024)



Community Engagement

Giving Back to Our Communities is the Arista Way

Community engagement and partnership are fundamental values at Arista. We believe that cultivating strong relationships and connections with the communities where we operate and serve enhances our employees' sense of belonging and satisfaction. This commitment also bolsters our reputation as an employer of choice and illustrates exemplary corporate citizenship. Through our charitable foundation, we support numerous non-profit organizations worldwide, focusing on impactful solutions in areas such as hunger, environmental sustainability, children's education and humanitarian disaster relief, aligning with the United Nations' Sustainable Development Goals (SDGs).

Since 2018, our community engagement efforts have expanded each and every year. We began with the launch of our Global Community Engagement Planning & Strategy, supported by a Human Resources lead. In 2019, we held an end-of-year hunger fundraiser at our Santa Clara HQ, raising over \$80,000. Building on this success, in 2020, we organized our first simultaneous global giving event for hunger, providing over 1.1 million meals worldwide. In 2022, our total giving efforts rose to over 1.9 million meals.

In 2024, we are extremely proud that the Arista Foundation and our employees combined to set yet another record in terms of both total number of grants and dollars given. Our global giving highlights include rapidly launching an employee giving drive with matching support from the Arista Foundation that provided thousands of dollars of relief and aid for those impacted in Tennessee and Florida by Hurricane Helene through the Red Cross and local non-profits; and a Global Giving Drive that included employee donations and grants to UNICEF, the Children's Health Foundation (Dublin, Ireland), Foodbank Australia, Feeding America, Helping Hands Silicon Valley, New Hampshire Food Bank, and Central Texas Food Bank, among many others.



2024 Update: Continuing Our Legacy of Giving Back

In 2024, we continued our focus on measuring and maximizing the impact and outcomes of our philanthropic efforts, and we were proud that our grants were able to actualize the following impactful programs:



Second Harvest Food Bank of Silicon Valley

Continuing our longstanding partnership, the Arista foundation provided funding to provide 500,000 meals per month to those with hunger insecurity in the Silicon Valley.



Akshaya Patra

The Arista foundation partnered with Akshaya Patra to provide food for education, sustainability projects and scholarships for children in need in India.



Greater Vancouver Food Bank

Generous Arista employee donations and an Arista Foundation grant assisted the Greater Vancouver Food Bank in providing over 150,000 meals to those with food insecurity in the Greater Vancouver (Canada) area.



American Red Cross Sound the Alarm Event

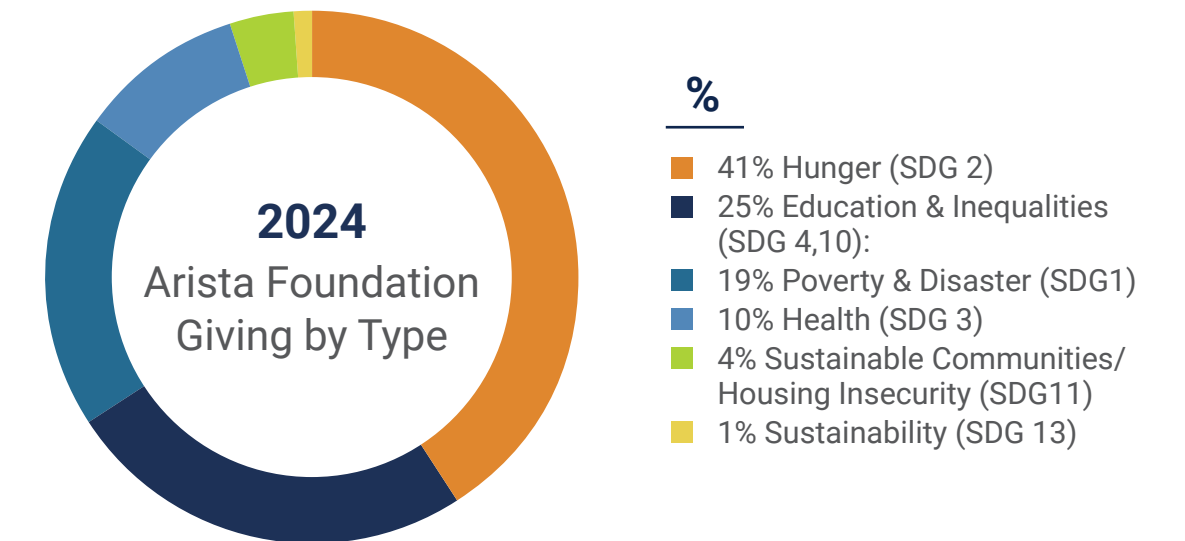
The Arista Foundation was a lead sponsor for the purchase and installation of home fire alarms in economically challenged, under-represented communities in Northern California.



Arista Employees Making a Difference

In 2024, Arista employees demonstrated their unwavering commitment to community service through a variety of global volunteer and engagement events, dedicating a record number of hours to support various causes. Highlights of our 2024 employee volunteer efforts include: invasive plant removal at Half Moon Bay State Park, event support at the Tech Challenge, Sequoia (virtual), educational kit building with RAFT, Clash of the Companies (Dublin), our 1st UK volunteer event (facility upgrade), India Book Donation Drive, Pune Tree planting, Nashua NH Canned Food Drive, Second Harvest Food Bank food sort, hygiene kit assembly with Helping Hands Silicon Valley, One Warm Coat Donation Drive, and Sneaker donation drive with Active Circle among many others.

Showcasing Arista's Corporate Giving



Supply Chain

The environmental and social impacts generated by our manufacturing extend far beyond our physical footprint. To manage, mitigate, and improve upon these impacts, we collaborate with our suppliers to sustain resources, lessen costs, and foster ethical social practices within our supply chain.

Supply Chain Policy

At Arista, we uphold stringent standards for our employees, partners, and contractors, extending these expectations to our suppliers as well.

Our Supply Chain Sustainability Expectations Policy establishes clear guidelines to align with industry best practices. As a proud member of the Responsible Business Alliance (RBA), we support its mission to build a socially, environmentally, and economically responsible global electronics supply chain. The RBA Code of Conduct sets standards for labor practices, health and safety, environmental responsibility, ethics, and management systems—drawing from internationally recognized frameworks such as the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and ISO and SA standards.

At Arista, we use the RBA Code of Conduct to standardize and enforce best practices in social, environmental, and ethical responsibility throughout our supply chain. We are committed to aligning our own operations with these principles and ensuring that our tier-one suppliers do the same, reinforcing our dedication to protecting human rights and promoting sustainable business practices.

Building an Inclusive and Responsible Supply Chain

At Arista, we believe that collaboration with partners who share our values of innovation, integrity, and excellence strengthens our business and the communities we serve. We are committed to fostering a supply chain that prioritizes equitable access for small businesses and entrepreneurs, particularly those in underserved regions or industries.

We seek to deepen partnerships with organizations and suppliers that demonstrate agility, competitive value, and alignment with Arista's operational standards. By engaging with a broader range of businesses, including small enterprises and those facing systemic barriers to growth, we aim to drive innovation while contributing to economic inclusion.

We prioritize suppliers that meet the following classifications, among others:

- Small-business enterprises (SBEs)
- Minority-owned enterprises (MBEs)
- Woman-owned enterprises (WBEs)
- Veteran-owned
- Proprietors with disabilities
- LGBTQ-owned

Global Trade

Arista acknowledges that the world of trade is continually evolving, and ongoing changes to the global trade environment could have implications on our organization. As a responsible multinational corporation, Arista places the utmost importance on adhering to all global export and import trade laws and regulations. Our programs, policies, procedures, and training are designed to reflect not only Arista's internal business operations, but also to ensure we stay abreast of changes in the external trade environment.

Supply Chain Responsibility

Environmental and social responsibility are fundamental to Arista's products and supply chain. To continually evaluate and minimize our supply chain impacts while meeting customer expectations, we request and monitor data in key areas such as:

- Greenhouse Gas Emissions
- Energy Use
- Water Use
- Waste Management
- Labor Practices
- Health and Safety

Utilizing industry-standard data collection techniques allows us to efficiently gather data from our suppliers. Additionally, we ask our suppliers to report energy, greenhouse gas, water, and waste data via the RBA Online tool as well as disclose via CDP. Training is provided as needed in these areas to ensure efficient and accurate data collection.

Facilitated by our alignment with the RBA Code of Conduct, which addresses freely chosen employment, child labor, discrimination, health and safety, harsh or inhumane treatment, minimum wages, and working hours, Arista takes the following steps to validate the absence of slavery, human trafficking, and forced labor in our supply chain. This ensures substantial compliance with the California Transparency in Supply Chains Act (SB657), the UK Modern Slavery Act, and the Australian Modern Slavery Act of 2018:

- **Freely Chosen Labor:** The "Freely Chosen Labor" section of the RBA Code of Conduct prohibits forced, bonded, or indentured labor, involuntary prison labor, and slavery or trafficking of persons.
- **Supplier Risk Assessments:** We perform supplier risk assessments using yearly supplier campaigns and the RBA's self-assessment questionnaires to determine if any action is required.
- **Supplier Agreements:** Our suppliers are encouraged to adhere to the RBA Code of Conduct.

Supplier Engagement

We engage with our suppliers annually to validate compliance with a wide range of Human Rights and Responsible Sourcing-centered regulations, including the regulations listed below. Through our supply chain engagement, Arista can ensure our suppliers' compliance with new and existing laws and regulations.

California Transparency Supply Chains Act (SB657)

The California Transparency in Supply Chains Act (SB657) was signed into law in October 2010 and went into effect in January 2012. SB657 requires that certain companies doing business in California and having annual worldwide revenue exceeding one hundred million dollars to disclose their specific actions for eradicating slavery and human trafficking in their supply chains. Arista complies with this requirement by implementing the measures outlined above.

Human Rights Due Diligence

Arista continues to monitor reports of human rights abuses against the Uyghur Muslims in the Xinjiang region of China. To ensure we protect human rights within our supply chain, Arista excludes components manufactured in this region from our products. Our ongoing due diligence suggests that none of our product components are sourced from Xinjiang. Arista will remain abreast of this situation as it develops, remaining vigilant and conducting investigations as necessary to ensure compliance with our relevant policies.

UK Modern Slavery Act of 2015

The UK Modern Slavery Act 2015, which became law in 2015, consolidates previous UK legislation tackling slavery, child labor, and human trafficking offenses. The Act requires organizations to make public the steps they are taking to ensure that modern slavery offenses are not taking place in either their business or their supply chain. At Arista, we are committed to full compliance with the UK Modern Slavery Act.

Australian Modern Slavery Act of 2018

The Australian Modern Slavery Act of 2018 requires entities based or operating in Australia, with an annual consolidated revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and the actions taken to address those risks. Other entities based or operating in Australia may report voluntarily. Arista is committed to full compliance with this act.

Conflict Minerals

Monitoring our usage of four valuable minerals that have been known to fund conflict in the Democratic Republic of Congo is an ongoing priority for us. Arista is a member of the Responsible Minerals Initiative (RMI) and has management systems in place to ensure that the components of our products are sourced responsibly. We collect conflict minerals data from all our suppliers and file Form SD every year. Due diligence is performed on all our suppliers, and we work with our suppliers to remove the high-risk smelters from their supply chain. To learn more, please see our [Conflict Minerals Policy](#).

Cobalt Reporting Template

In 2024, Arista continued to build upon our Extended Minerals reporting program and expanded our supplier engagement. We will continue to expand this program and commit to surveying our suppliers annually. Through our alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Afflicted and High-Risk Areas, Arista will continue to extend our program's reach to ensure our products are sourced ethically.



EMPLOYEE SPOTLIGHT

Ishan Nagpal
Senior Legal Counsel

At Arista, we make it our top priority to ensure our suppliers conduct themselves respectfully, ethically, and in full compliance with applicable laws. We begin with rigorously screening new suppliers for regulatory and business risk and conducting yearly surveys and due diligence on existing suppliers to ensure that our components are responsibly sourced. We believe that responsible sourcing is a company-wide effort—our multidisciplinary approach brings together numerous teams—including Legal, GSM, Sustainability, and HR—to collaborate closely and uphold these standards.

Additionally, as part of our commitment, we periodically conduct ad-hoc “certification campaigns” to request that suppliers demonstrate their compliance with certain applicable laws (e.g., Sections 889 and 5949 of the NDAA, and the FCC Covered List). We strive to ensure the absence of modern slavery in the company's operations and supply chain, in compliance with applicable Modern Slavery Laws. We maintain an effective system for preventing and addressing any form of modern slavery or human trafficking. Whenever we suspect human rights violations or sourcing from conflict areas or legally prohibited entities or regions, we investigate thoroughly. We swiftly address violations, reduce risks, or remove vendors from our supply chain as needed.

Supply Chain Risk Assessment

Our vendor onboarding process consists of a comprehensive organizational review, across financial performance, production and support capacity, supply chain risk analysis, contractual coverage, and IP ownership. We also check if the supplier has committed to adhering to the RBA Code of Conduct.

When deemed appropriate, our commodity team prepares a complete financial analysis report that provides insights on company details, the technology and equipment available at the supplier’s facility to support production, its financial summary, and comparison to its peers. Based on various financial metrics, the company’s financials are rated on a scale of 1 to 10, with 10 being Excellent, and are monitored annually to identify and mitigate potential risks to our business.

For strategic vendors, our Component Engineering team and our NPI Engineering team conduct comprehensive full on-site audits that cover general quality, NPI and manufacturing capacity, handling, inspection and shipping processes, supply chain risks, as well as specific technological aspects that are commodity dependent. This results in a scoring letter and percentage as follows:

- A - Satisfactory (Score 90% to 100%)
- B - Improvement Required (Score 80% to 89%)
- C - Major Improvement Required (79% or less).

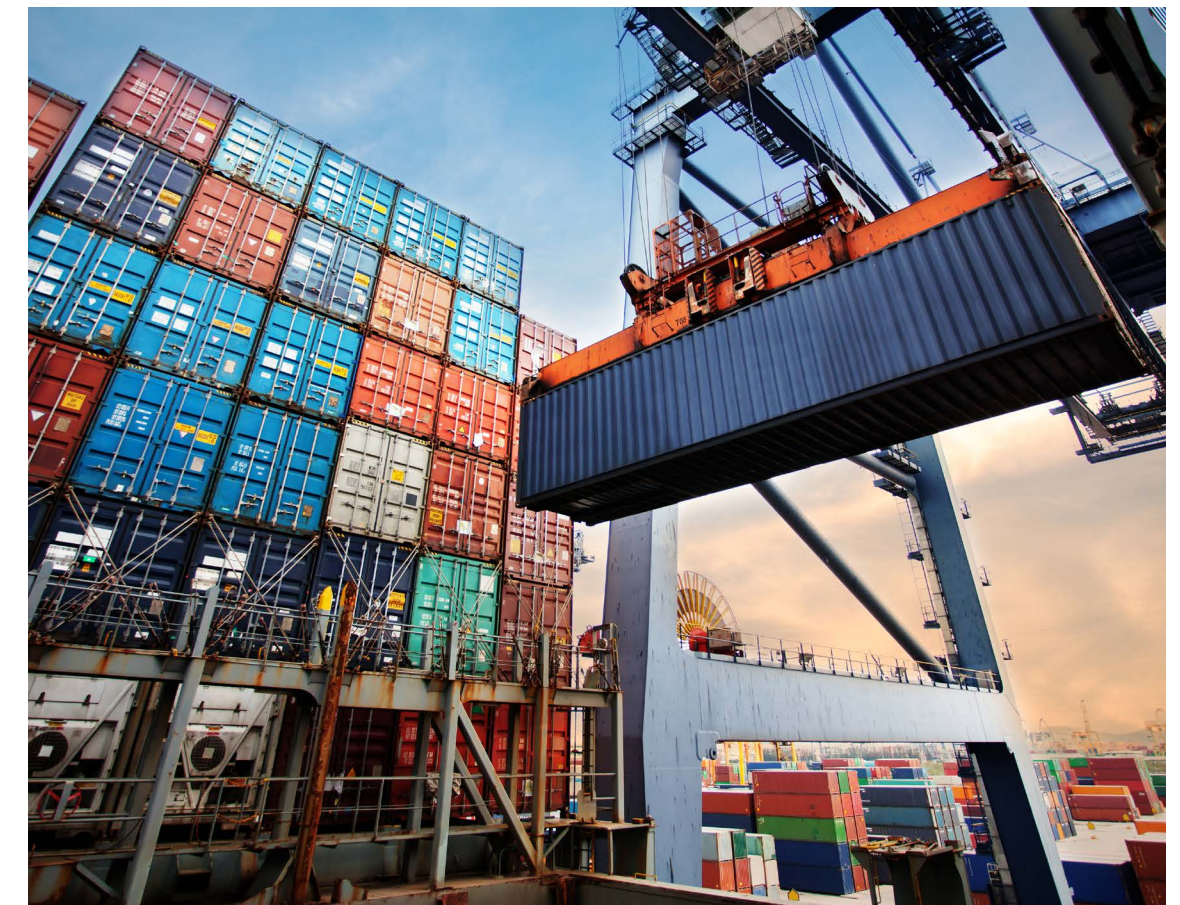
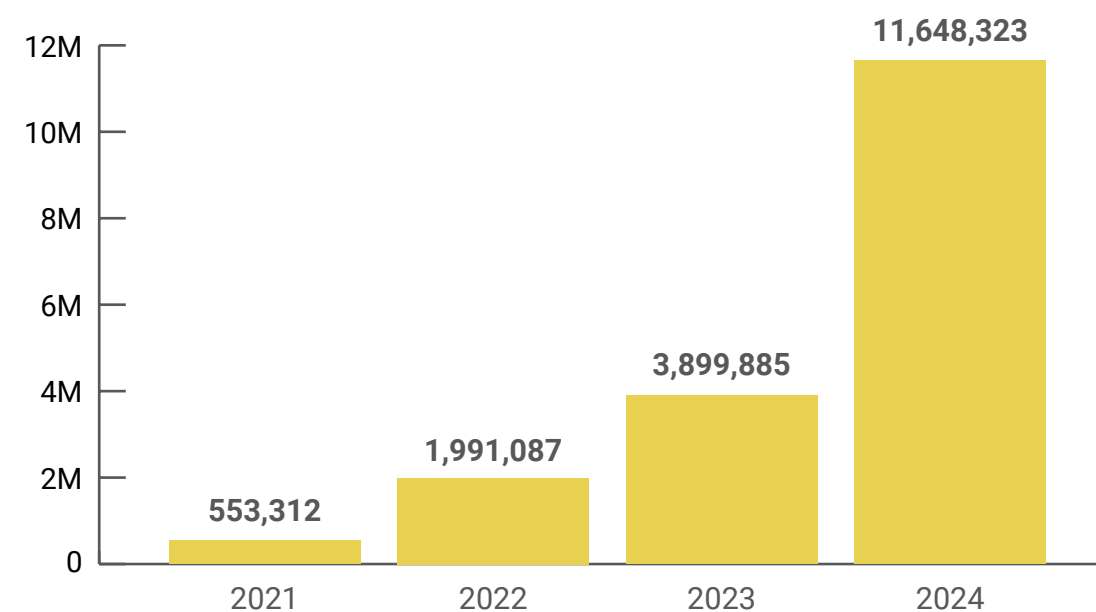
We are committed to improving our risk assessment process by extending it to include sustainability aspects such as climate and human rights issues in the future.

Business Continuity Policy

Our products play a critical role in the functioning of our customer data centers. Therefore, Arista strives to provide outstanding products, services, quality, and delivery. Arista’s Business Continuity Policy provides the necessary structure and guidance to ensure resiliency within our operations, maintaining our commitment to excellence and delivering a Best-In-Class customer experience. As a world-class, publicly traded company, we are dedicated to upholding these standards in all aspects of our business.

As a leading priority within the organizational resiliency framework, Business Continuity is embedded, resourced, and practiced throughout the fabric of our operations from top-down business strategies to daily operations. Sponsored by the Chief Platform Officer and promoted by related staff, Business Continuity evolves within Arista’s global manufacturing, supply chain, and distribution infrastructure. It combines applicable industry and international standards with best business practices to ensure health and safety for our employees and partners, despite unexpected events.

Actual Weight Shipped via Ocean in LBs



Logistics

As Arista utilizes multiple shipping modes, both upstream and downstream, we have come to understand which mode works best for each shipment type. Over the past years, Arista has been able to rely more on ocean freight for less time sensitive shipments. With help from our supply chain, planning and manufacturing teams Arista has been able to further increase the overall poundage of ocean freight to new heights.

As Arista has set near- and long-term science-based emissions targets, ocean shipping will only continue to allow us to decrease our carbon footprint and support our net zero goals. Looking forward to 2025, Arista will continue to take initiative by optimizing our shipping lanes to not only meet the needs of our customers but also align with the targets we have set.

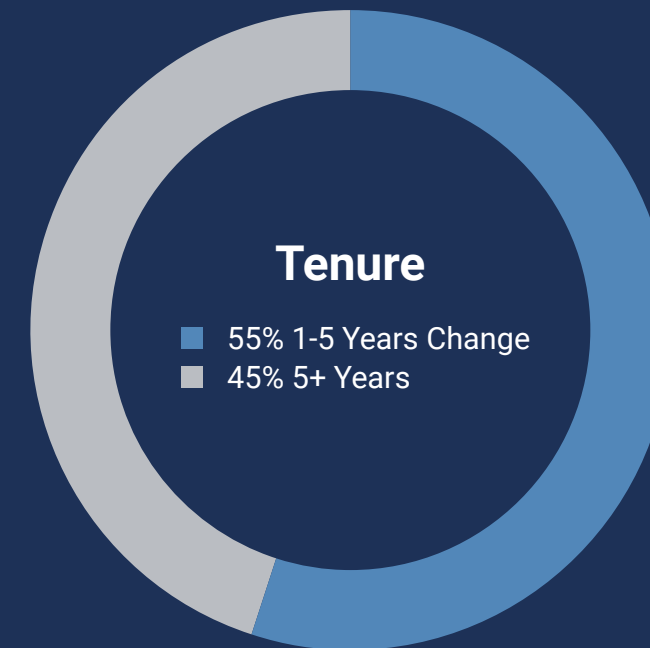
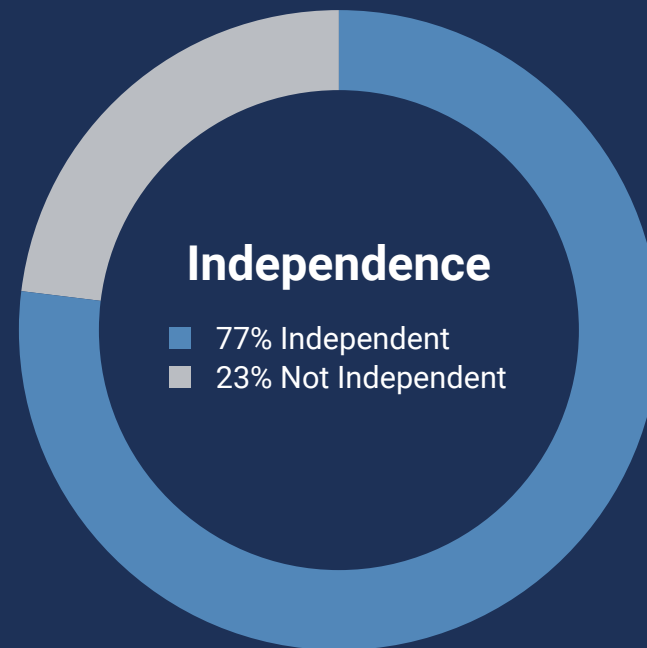
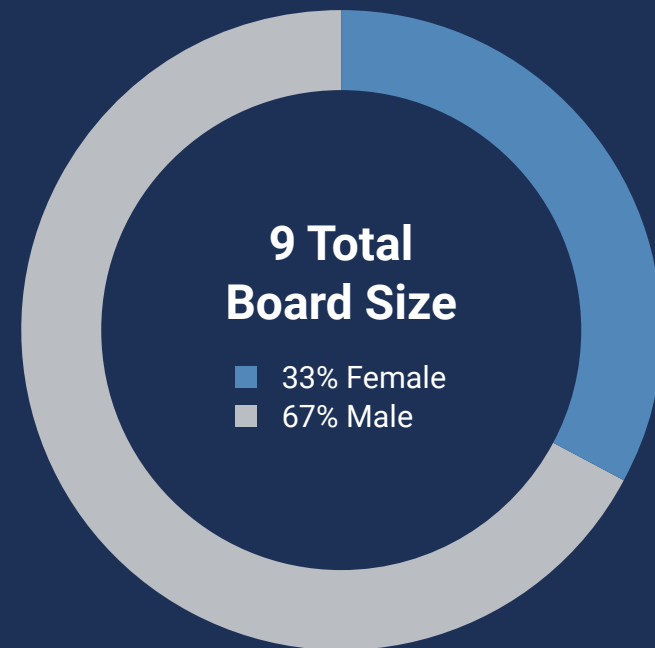
Governance

Arista believes that good governance leads to high board effectiveness, promotes the long-term interests of our shareholders, strengthens the accountability of the Board of Directors and management, and improves our standing as a trusted member of the communities we serve. High standards and rigorous policies ensure that Arista's activities undertaken to pursue our objectives are aligned with responsible conduct and ethics, such as our Code of

Ethics and Business Conduct Policy, Human Rights Policy and Whistleblower Policy. Our Board of Directors are the gatekeepers of these standards, providing accountability, objectivity, perspective, and judgment when monitoring performance, in addition to standard duties such as providing oversight in the formation of the long-term strategic, financial and organizational goals of the Company and of the plans designed to achieve those goals.

Board of Directors Highlights

Our Board of Directors are the gatekeepers of these standards, providing accountability, objectivity, perspective, and judgment when monitoring performance.



Board Composition & Governance

Our Board of Directors is comprised of nine industry veterans with extensive experience in the technology sector, including seven independent members, our Chief Executive Officer and Chairperson of the Board Jayshree Ullal and Chief Technology Officer and Senior Vice President, Software Engineering Kenneth Duda. This technical expertise has been vital in steering the growth of our company. A range of tenure is important to the organization for providing fresh perspectives, deep experience, and intricate knowledge of the company. Our Nominating and Corporate Governance Committee considers diversity and a broad range of backgrounds and experiences in making determinations regarding nominations of directors.



Kelly Battles

Board Member, Audit Committee Member



Lewis Chew

Board Member, Audit Committee Chair



Kenneth Duda

Senior Vice President, SW Engineering & CTO Software Engineering, Board Member



Charles Giancarlo

Board Member, Compensation Committee Chair



Greg Lavender

Board Member, Audit Committee Member



Dan Scheinman

Lead Independent Director, Compensation Committee Member, Nominating and Corporate Governance Committee Chair



Mark Templeton

Board Member, Compensation Committee Member



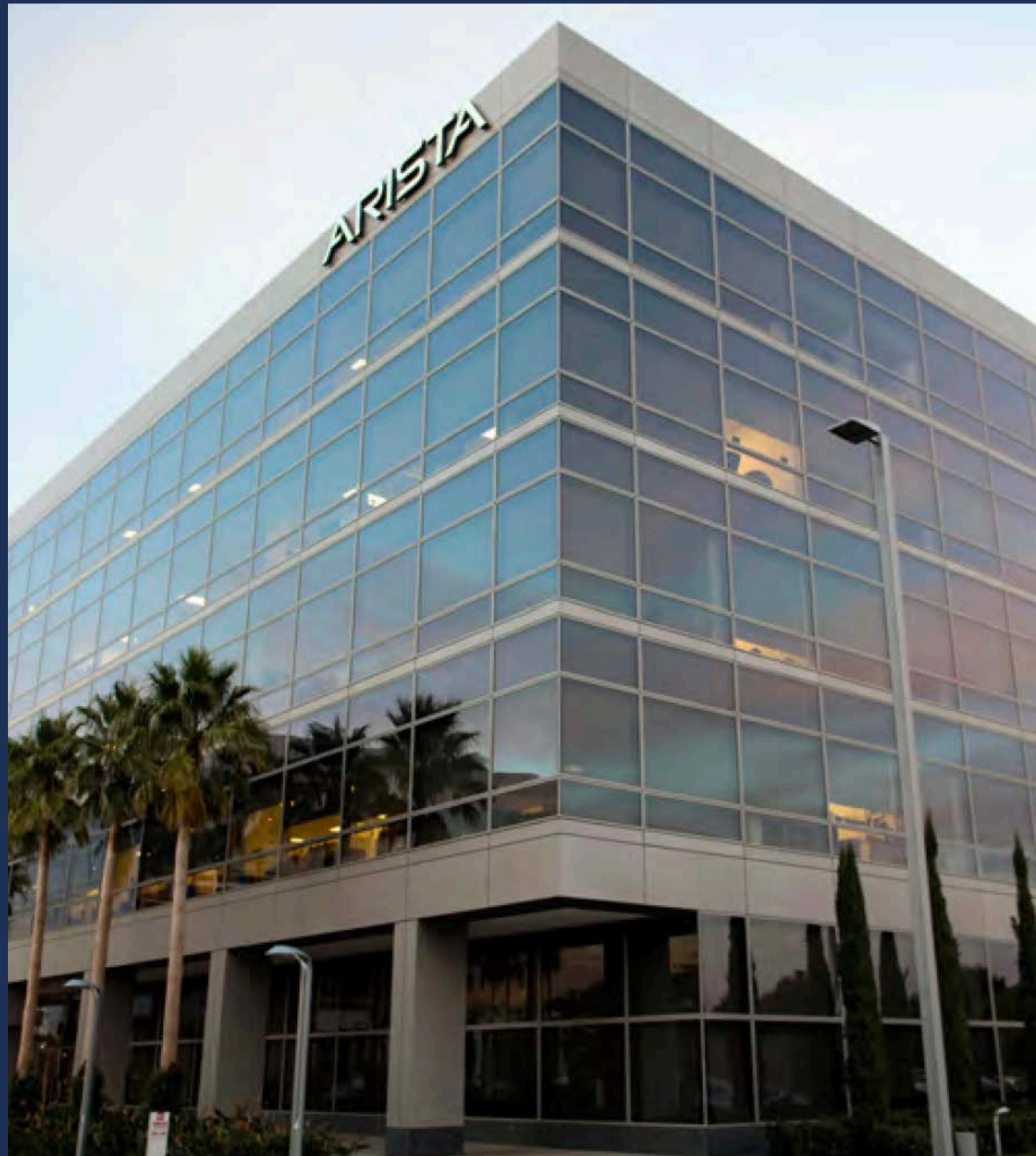
Jayshree V. Ullal

President, Chief Executive Officer, Chairperson of the Board



Yvonne Wassenaar

Board Member, Audit Committee Member, Nominating and Corporate Governance Committee Member



Commitment to Experience

We are committed to ensuring that the Board of Directors continues to represent a broad range of experiences and abilities. Our Nominating and Corporate Governance Committee considers a wide range of backgrounds, experiences, gender, diversity and tenure when determining director nominations to ensure their expertise maps with Arista's goals and the evolving industry landscape.

Nominating and Corporate Governance Committee

Our Nominating and Corporate Governance Committee reviews and makes recommendations regarding corporate governance, reviews and makes recommendations regarding the composition and size of our Board of Directors and its committees and determines relevant criteria for board membership, including integrity, diversity, independence, skills, education and business experience, identifying, evaluating and nominating director candidates, reviewing conflicts of interest, reviewing succession planning for our executive officers and leads the annual performance review of the Board of Directors, its committees and management.

Audit Committee

Our Audit Committee oversees our accounting and financial reporting process, as well as our risk management policies. This includes reviewing certain compliance programs and information security policies.

Compensation Committee

Our Compensation Committee establishes and oversees salaries, administering the incentive compensation programs, and general remuneration policies for our employees and our equity incentive and benefit plans. To attract and maintain skilled and satisfied employees, our Compensation Committee recognizes that we need to offer competitive compensation and benefits packages. In addition to base salary and benefits, Arista employees participate in incentive plans that support our organizational philosophy of allowing employees to share in our performance and success. Arista has a clawback policy that applies to executive officers under which Arista can seek the recovery of cash and equity compensation of executive officers for certain material financial statement errors caused by gross negligence, fraud or intentional misconduct of an executive officer.

Executive Compensation

For detailed breakdowns of our Executive team compensation, please review the Executive Compensation section in our latest Proxy Statement, available on our [Investor Relations page](#).

Ownership & Business Practice

Our stock ownership guidelines are designed to encourage our directors and Chief Executive Officer to achieve and maintain a meaningful equity stake in Arista, more closely aligning their interests with those of our stockholders. According to Arista's Stock Ownership Guidelines, our Chief Executive Officer is required to own common stock valued at least three times their annual base salary. For our directors, the requirement is to own stock valued at least three times their annual base retainer.

Responsibilities of Our Board of Directors

The chart below illustrates some of the responsibilities of our Board of Directors and board committees in overseeing risk in our operations. For more information, please refer to Arista’s latest [proxy statement](#).

Board of Directors

- Meets with CEO and other members of the senior management team at quarterly meetings of our board of directors where they discuss strategy and risks facing the company
- Confirms the risk management processes designed and implemented by management are appropriate and functioning as designed
- Reviews strategic and operational risk in the context of reports from the management team, receives reports on all significant committee activities at each regular meeting, evaluates the risk inherent in significant transactions, and provides guidance to management

Audit Committee

- Assists in the areas of internal control over financial reporting and disclosure controls and procedures, legal and regulatory compliance
- Discusses with management and the independent auditor guidelines and policies with respect to risk assessment and risk management
- Reviews our major financial risk exposures and the steps management has taken to monitor and control these exposures
- Monitors key risks on a regular basis throughout the fiscal year, such as cybersecurity risk and risk associated with internal control over financial reporting and liquidity risk
- Reviews the adequacy and monitoring of our compliance programs for legal, ethical and regulatory requirements
- Reviews our risk management policies, including our investment policies
- Reviews management reports in internal compliance policies and procedures
- Reviews and discusses with management our policies and practices relating to environmental and social responsibility matters
- Reviews and discusses with management our cybersecurity and information security policies and internal controls, and procedures.

Nominating and Corporate Governance Committee

- Manages risks associated with board organization, membership and structure, corporate governance and succession planning
- Reviews any conflicts of interest

Compensation Committee

- Assesses risks created by the incentives inherent in our compensation policies
- Evaluates compensation policies and practices that could mitigate risks

Risk Management

Risk is inherent to every business, and we are exposed to risks, including strategic, financial, business and operational, legal and compliance, and reputational risks. Management is responsible for the day-to-day handling of these risks, while our Board of Directors oversees the overall risk management process. Our board committees support the Board in fulfilling its oversight responsibilities in specific areas of risk, as laid out in the above table.

Additionally, Arista’s internal risk management team performs ongoing enterprise risk assessments covering key risks across information security, data privacy, supply chain, human capital, and others. The Audit Committee reviews the risk assessments quarterly, and the full Board reviews it annually.

Business with Integrity

Arista is committed to upholding the highest professional and ethical standards in all our global business operations. Our reputation for honesty, integrity, and fair dealing is crucial to our success and the personal satisfaction of our employees. Ethical behavior is fundamental to a company's well-deserved success. Arista has established policies and procedures to ensure that our operations, employees, and suppliers adhere to rigorous standards of conduct and comply with all expectations and regulations. All policies are reviewed periodically, and periodic internal audits are performed to ensure compliance with these ethical standards.

Code of Conduct

Our [Code of Ethics and Business Conduct](#) outlines our business standards, serving as a guide for behavior that aligns with our company's values and the Arista Way. This Code of Conduct is reviewed annually and approved by the Board with each refresh cycle. According to the Code of Conduct, employees are prohibited from receiving, offering, promising, authorizing, directing, or making any bribes, kickbacks, or payments of money or anything of value to gain an improper business advantage for Arista. We also strictly forbid giving money or anything of value directly or indirectly to a government official to influence a foreign government corruptly. To emphasize compliance with these requirements, all employees, including part-time and contractors, undergo periodic training on Arista's Anti-Corruption Compliance Policy, Code of Ethics and Business Conduct, insider trading, and harassment prevention.

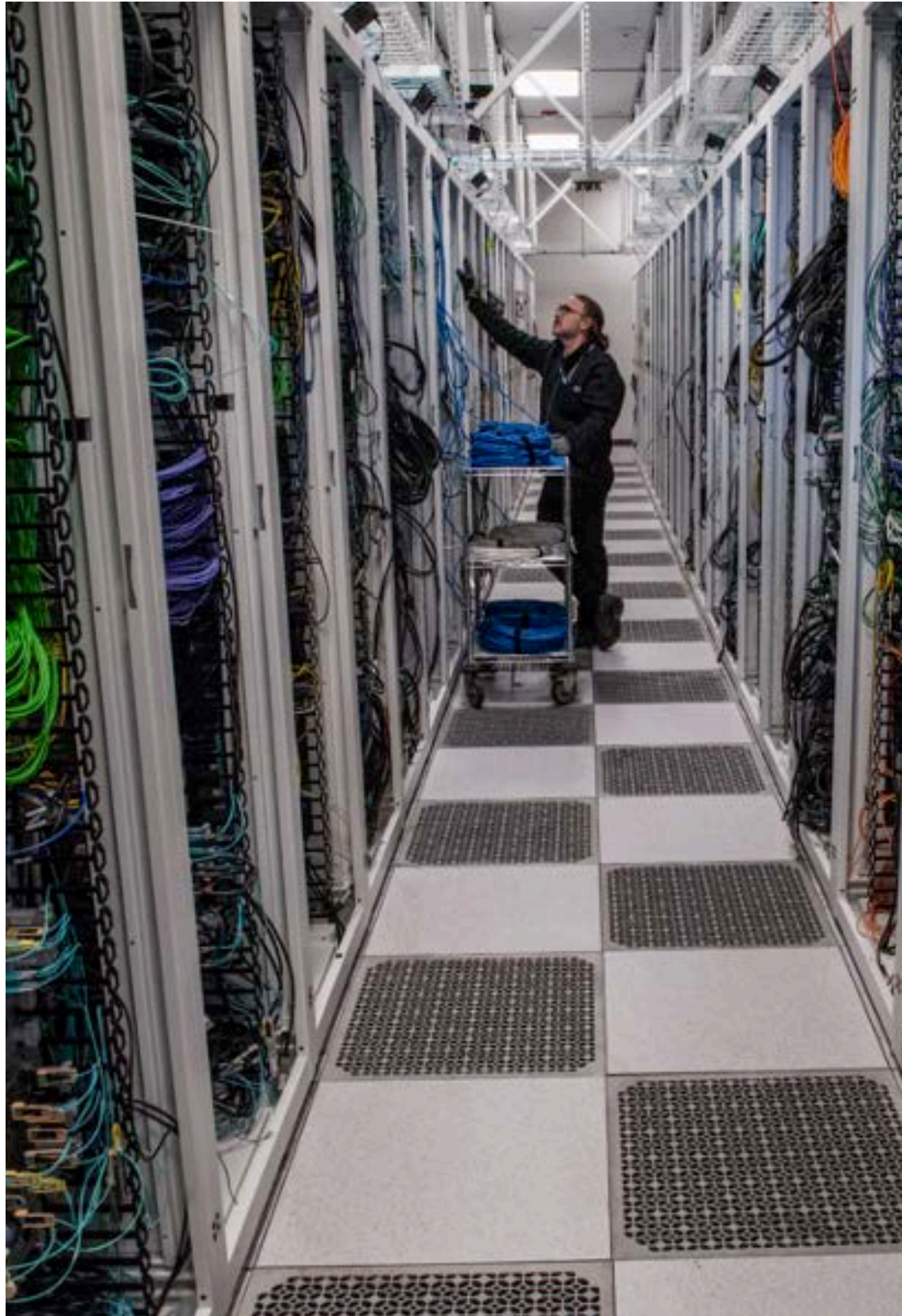
Anti-Competitive Behavior

We strictly adhere to all applicable antitrust or competition laws within all the countries we serve and organizations in our value chain. As laid out in our [Code of Ethics and Business Conduct](#), anti-competitive agreements are expressly prohibited.

Anti-Counterfeit

Arista will not knowingly procure, use, or supply any counterfeit item or material. We shall take all reasonable steps to identify and prevent such actions. Arista implements specific procedures to manage the risk of counterfeit material in the supply chain, as laid out in our [Anti-counterfeit policy](#). All Arista staff must adhere to this Policy and associated anti-counterfeit management plans. Arista works hard to promote awareness of the issues concerning counterfeit material within our supply chain.





Whistleblower Policy

Our [Whistleblower Policy](#) promotes transparency, ensures confidentiality, and guarantees the appropriate handling of complaints. It provides multiple avenues for both employees and non-employees to submit concerns related to accounting or auditing matters through our [whistleblower website](#) and our ethical/violation hotline (telephone numbers available at www.arista.ethicspoint.com). Employees are proactively made aware of the hotline's presence and reporting mechanisms upon hiring.

All complaints are reviewed and addressed appropriately. Initially, management reviews the complaints, and more complex issues are subsequently reviewed by the audit committee. Third-party organizations may be involved in the investigation of whistleblower complaints to ensure thorough and unbiased evaluations.

As of this report's publication, there are no pending litigation matters alleging anti-competitive behavior or antitrust violations by Arista.

Anti-Corruption

Arista is committed to complying with applicable international and domestic anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. Our Anti-Corruption Compliance Policy and Guidelines clearly outline acceptable and impermissible conduct from an anti-corruption perspective. Companies like Arista can be held liable for the bribery acts of third parties, including commercial intermediaries, agent representatives, and joint venture partners. To mitigate these risks, we have established procedures for conducting due diligence on channel partners involved in international sales, manufacturers, suppliers, logistics providers, customs agents, and other third parties that may interact with foreign officials on our behalf. Arista's policies strictly prohibit the payment of bribes and facilitating payments. All employees must sign off on the Anti-Corruption Policy upon joining the company, and annual training on the Anti-Corruption Policy is mandatory thereafter.

Human Rights Policy

Respect for human rights is a core value of Arista. Our [Human Rights Policy](#), encourages treating workers with dignity and respect while promoting human rights and responsible conduct in conformance with the Universal Declaration of Human Rights.

Cybersecurity











Arista's internal risk management teams oversee compliance with applicable laws and regulations and coordinate with subject matter experts throughout the business to identify, monitor and mitigate risk, including information security risk management and cyber defense programs. These teams maintain testing programs and provide updates to the Audit Committee and the Board of Directors. Arista has an information security program that incorporates multiple layers of physical, logical and written controls. Arista leverages encryption configurations and technologies on its systems, devices, and third-party connections. Arista performs an enterprise risk assessment that is reviewed by the Audit Committee annually and monitored quarterly by the Audit Committee. The enterprise risk assessment is an assessment of key risks, including information security risks, data privacy, supply chain, human capital, and others.

Training

Arista conducts compliance training with our employees periodically on various topics, including our Arista's Anti-Corruption Compliance Policy, Code of Ethics and Business Conduct, data privacy, cybersecurity, insider trading, and harassment prevention.

Corporate Responsibility Goals

Arista takes great pride in the progress and numerous accomplishments we achieved in 2024. However, consistent with our Arista culture, our journey is ongoing, as we continually strive for even greater levels of corporate responsibility success and achievement.

Goal	Status
 Sustainable Packaging	 Ongoing Arista evaluated and tested new thermoform design concepts and styles that allow for high potential for foam replacement
 Internal Referral System	 Ongoing In 2024, Arista successfully launched a Big Sister/Buddy program through our Women@Arista ERG in two sites as well as expanding our #ReferHer referral program and put two new ERGs in-flight.
 Align Arista's Tree Planting Initiative with Net ZeroGoals	 Ongoing In 2024, Arista planted over 30,000 trees across India & Tanzania, through our global non-profit partnerships with 14 Trees Foundation & Forest Planet.
 Science Based Greenhouse as Goals & Targets	 Ongoing In 2024, we established a net zero climate change goal, which was just approved by the Science Based Targets Initiative. Arista has committed to reducing Scope 1, 2 and 3 emissions ³ by 42% by 2030 and reaching net zero emissions by 2050. In 2025, we are refining our climate action roadmaps, including renewable energy procurement, and enhanced customer and supplier sustainability engagement.
 Invest in Renewable Energy	 Ongoing In 2024, we advanced our renewable energy goals by identifying new potential partners for sourcing electricity from renewable sources. In 2025, we will solidify these partnerships into new procurement transactions. Currently, customers using 100% renewable electricity account for about 58% of our total electricity usage for the use phase. We will continue working with customers to refine GHG calculations, showing progress in reducing emissions. We will also be engaging our suppliers more deeply on increasing their renewable energy adoption in 2025.

³ Scope 3 categories included in the target are Category 1–7, 9, 11 and 12.

Arista CR Goals for 2025 and Beyond

For 2025, Arista has established the following goals:



Expand our customer and supplier outreach and engagement on Net Zero.



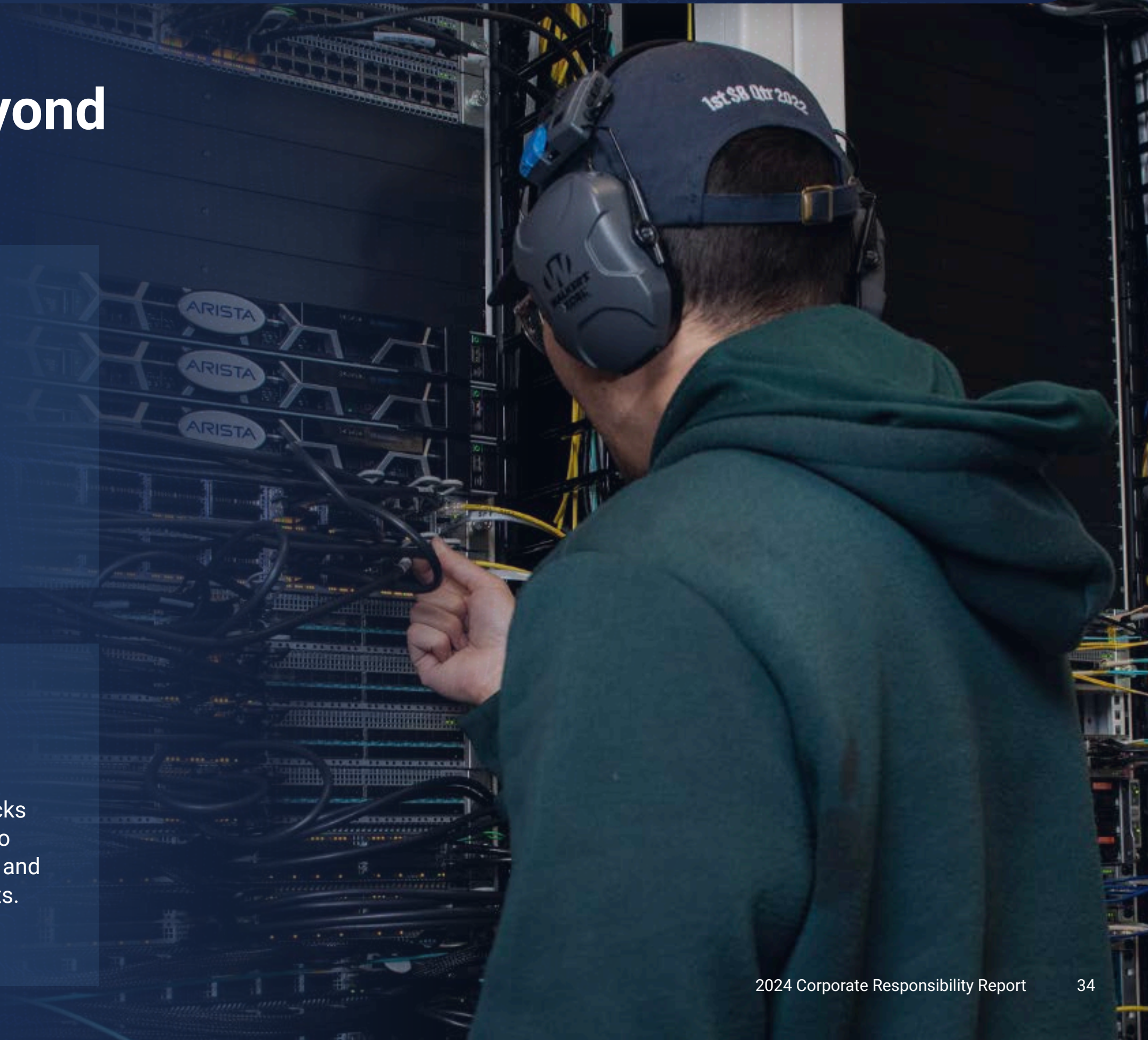
Increase our renewable energy use through new strategic procurement.



Replace 10% of remaining foam components used in Arista's packaging solutions with recyclable materials like thermoform, plastic and corrugated.



Redesign current foam packs to decrease part weight to positively impact emissions and weight related freight costs.



GRI Content Index

This table is a snapshot of Arista’s material ESG topics, mapped to the Global Reporting Initiative’s Sustainability Reporting Standards and Disclosures. These topics and Arista’s approach are addressed in this Corporate Responsibility Report and our company webpages. Our topic-specific standard disclosures report on the material ESG topics identified through our materiality assessment.

Arista 2024 CR Report GRI Content Index

The following table presents these material topics, the specific considerations within that topic that are relevant to Arista, and whether the topic is relevant inside and/or outside of Arista.

Arista’s Material ESG Topics	Scope	Topic Boundary	
		Inside Arista	Outside Arista
Responsible Supply Chains	<ul style="list-style-type: none"> Supply chain labor and human rights Conflict minerals Responsible materials sourcing 		✓
Ethical Business Practices	<ul style="list-style-type: none"> Ethical conduct, including anti-corruption and anti-competitive behavior 	✓	✓
Product Materials	<ul style="list-style-type: none"> Restricted substances 	✓	✓
Employee Morale & Engagement	<ul style="list-style-type: none"> Employee wellness and culture Community engagement 	✓	
Climate Change	<ul style="list-style-type: none"> GHG emissions reduction Energy consumption 	✓	✓
Diversity & Inclusion	<ul style="list-style-type: none"> Inclusive company culture 	✓	✓
Product & Packaging Design	<ul style="list-style-type: none"> Product design for Environment philosophy Product Energy Efficiency Hazardous materials reduction, compliance, and stewardship Product packaging 	✓	✓
Regulatory Compliance	<ul style="list-style-type: none"> Social and environmental regulatory compliance 	✓	✓
Waste Management	<ul style="list-style-type: none"> Recycling and reuse E-waste 	✓	✓

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI General Disclosures		
ORGANIZATIONAL PROFILE		
GRI 102-1	Name of the organization	Arista Networks (NYSE: ANET)
GRI 102-2	Activities, brands, products, and services	About Arista Refer to our latest SEC Form 10-K available on our investor relations page
GRI 102-3	Location of headquarters	5453 Great America Parkway, Santa Clara, CA 95054
GRI 102-4	Location of operations	About Arista Arista Contact Us Page
GRI 102-5	Ownership and legal form	Refer to our latest SEC Form 10-K: Part I, Item 1 and Part 2 available on our investor relations page
GRI 102-6	Markets served	Refer to our latest SEC Form 10-K: Part I, Item 1 available on our investor relations page
GRI 102-7	Scale of the organization	About Arista Refer to our latest SEC Form 10-K available on our investor relations page
GRI 102-8	Information on employees and other workers	About Arista Refer to our <i>Belonging at Arista</i> section on page 19 and page 20 in this report.
GRI 102-9	Supply chain	Responsible Supply Chain
GRI 102-10	Significant changes to the organization and its supply chain	Arista made no significant changes to the organization's size, structure, ownership and supply chain during fiscal year 2024.
GRI 102-11	Precautionary Principle or approach	Our precautionary approach is demonstrated through several codes and policies implemented to mitigate the risks associated with doing business. These include Code of Ethics and Business Conduct

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI 102-12	External initiatives	Arista endorses the following external voluntary environmental and social charters, principles, standards/sets of guiding principles: <ul style="list-style-type: none"> • Sustainability Accounting Standards Board - Hardware Sector • Responsible Business Alliance (RBA) Code of Conduct • GRI Sustainability Reporting Standards • CDP • ISO (ISO 14001 required for our contract manufacturers) • Science Based Targets Initiative (SBTi) Corporate Net Zero Standard
GRI 102-13	Membership of associations	Responsible Business Alliance Clean Energy Buyers Association
STRATEGY		
GRI 102-14	Statement from senior decision-maker	A Message from Jayshree Ullal
ETHICS & INTEGRITY		
GRI 102-16	Values, principles, standards, and norms of behavior	Anti-Corruption Policy , Anti-Competitive Policy & Whistleblower Policy
GRI 102-17	Mechanisms for advice and concerns about ethics	Anti-Corruption Policy , Anti-Competitive Policy & Whistleblower Policy
GOVERNANCE		
GRI 102-18	Governance structure	Corporate Governance Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here .

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
STAKEHOLDER ENGAGEMENT		
GRI 102-40	List of stakeholder groups	Our key stakeholder groups include, but are not limited to: current and former Arista employees and contractors; customers; suppliers and vendors, communities in which we operate; trade associations; government and regulatory agencies; and investors.
GRI 102-41	Collective bargaining agreements	Our employees are generally not covered by collective bargaining agreements, none of our employees were represented by unions as of Dec 31, 2024.
GRI 102-42	Identifying and selecting stakeholders	<u>Determining Materiality</u> Our employees, customers, and investors are among the primary stakeholders with whom Arista frequently engages as they represent key influencers of our decision-making process.
GRI 102-43	Approach to stakeholder engagement	<u>Determining Materiality</u>
GRI 102-44	Key topics and concerns raised	<u>Determining Materiality</u>
REPORTING PRACTICE		
GRI 102-45	Entities included in the consolidated financial statements	Arista operates as one reportable segment as described in our SEC Form 10-K, Note 11: Segment Information. Accordingly, the Arista entity covered by Form 10-K is addressed by this Corporate Responsibility Report.
GRI 102-46	Defining report content and topic Boundaries	<u>Determining Materiality</u>
GRI 102-48	Restatements of information	Not applicable: We do not have any relevant restatements of information to disclose since our first disclosure of our response to material ESG topics.
GRI 102-49	Changes in reporting	Not applicable: We have made no changes in reporting.
GRI 102-50	Reporting period	The information shared in this report covers fiscal year 2024. We provide multi-year trend data where available.

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI 102-51	Date of most recent report	This is our sixth Corporate Responsibility Report, dated Q2 2025. Our fifth Corporate Responsibility Report was published in Q2 2024.
GRI 102-52	Reporting cycle	Arista plans to publish forthcoming reports on an annual basis.
GRI 102-53	Contact point for questions regarding the report	Questions about this report can be directed to arista-esg-team@arista.com .
GRI 102-54	Claims of reporting in accordance with the GRI Standards	We self-declare that this report has been prepared in accordance with the GRI Standards: Core Option.
GRI 102-55	GRI content index	This GRI Content Index Table.
GRI 102-56	External assurance	As Arista currently does not have a policy regarding external assurance for our Corporate Responsibility reporting, the information presented in our report is not externally assured.
GRI Specific Standard Disclosures - Economic		
ECONOMIC PERFORMANCE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	About Arista
GRI-201-1	Direct economic value generated and distributed	About Arista Refer to our latest SEC Form 10-K available on our investor relations page
GRI-201-3	Defined benefit plan obligations and other retirement plans	We have established a tax-qualified Section 401(k) retirement plan for all employees who satisfy certain eligibility requirements, including requirements relating to age and length of service. In 2024, we made matching contributions for the contributions made to the 401(k) plan by our employees, including our Named Executive Officers. In addition, we provide other benefits to our Named Executive Officers on the same basis as all of our full-time employees. These benefits include standard health, vacation, and other benefits offered to our employees. Refer to our latest SEC Form 10-K available on our investor relations page

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
ANTI-CORRUPTION		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Anti-Corruption Policy , Anti-Competitive Behavior Policies
GRI-205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption Policy , Anti-Competitive Behavior Policies
ANTI-COMPETITIVE BEHAVIOR		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Anti-Corruption Policy , Anti-Competitive Behavior Policies & Code of Business & Business Conduct Policy
GRI-206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption Policy , Anti-Competitive Behavior Policies Code of Ethics and Business Conduct
GRI Specific Standard Disclosures - Environment		
MATERIALS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Product Design & Efficiency and Product Stewardship & Environmental Compliance
GRI-301-2	Recycled input materials used	Product Design & Efficiency and Product Stewardship & Environmental Compliance
GRI-301-3	Reclaimed products and their packaging materials	Product Design & Efficiency and Product Stewardship & Environmental Compliance
ENERGY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Greenhouse Gas Emissions & Energy
GRI-302-1	Energy consumption within the organization	Greenhouse Gas Emissions & Energy
GRI-302-3	Energy intensity	Greenhouse Gas Emissions & Energy
GRI-302-4	Reduction of energy consumption	Greenhouse Gas Emissions & Energy

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
WATER & EFFLUENTS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Arista recognizes that several stakeholders have communicated an interest in this topic. As we do not own or manage any manufacturing facilities and our operational water requirements are minimal, we believe this indicator is not material to our business. We include this topic in this Content Index to facilitate transparency with interested stakeholders.
GRI-303-2	Management of water discharge-related impacts	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant.
EMISSIONS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Greenhouse Gas Emissions & Energy
GRI-305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions & Energy
GRI-305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions & Energy
GRI-305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions & Energy Our 2024 Scope 3 Breakdown (in mtCO2e) is as follows: <ul style="list-style-type: none"> • Total: 3,592,781 • Purchased Goods and Services: 387,210 • Capital Goods: 0 • Fuel & Energy: 7,056 • Upstream Transportation and Distribution: 115,936 • Waste Generated In Operations: 3,100 • Business Travel: 3,518 • Employee Commute: 4,683 • Upstream Leased Assets: 0 • Downstream Transportation and Distribution: 6,358 • Use of Sold Products: 3,063,033 • End of Life Treatment of Sold Products: 1,886

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI-305-4	GHG emissions intensity	Greenhouse Gas Emissions & Energy
GRI-305-5	Reduction of GHG emissions	Greenhouse Gas Emissions & Energy
WASTE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Waste Management
GRI-306-2	Communication and training about anti-corruption policies and procedures	Waste Management
ENVIRONMENTAL COMPLIANCE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Environmental Performance Our environmental management system ensures we are in compliance with relevant environmental regulations in all of the regions where we operate.
GRI-307-1	Non-compliance with environmental laws and regulations	No fines or sanctions have been levied against Arista for non-compliance with environmental laws and/or regulations. Non-compliance issues have not been identified. Arista considers the U.S. threshold of \$10K for environmental fines/penalties. Arista has not levied any fines or sanctions falling above this threshold.
GRI Specific Standard Disclosures - Social		
EMPLOYMENT		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Social Responsibility
GRI-401-1	New employee hires and employee turnover	Belonging at Arista

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
OCCUPATIONAL HEALTH AND SAFETY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Employee Wellness and Culture Arista does not own or manage any manufacturing facilities for which this indicator would be material. For our standard operations, we provide basic training, a dedicated Health & Safety program for the lab, and an evacuation program system for all employees.
GRI-403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant and/or material.
DIVERSITY AND EQUAL OPPORTUNITY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Belonging at Arista
GRI-405-1	Diversity, Equity, & Inclusion	Belonging at Arista Responsible Supply Chain
FORCED OR COMPULSORY LABOR		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Responsible Supply Chain
GRI-409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Supply Chain While we do not have specific data to report for this disclosure, we mitigate this risk by requiring suppliers to follow the RBA Code of Conduct and its “Freely Chosen Labor” policy as well as perform annual Supplier Risk Assessments via the RBA’s self-assessment questionnaires.
LOCAL COMMUNITIES		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Community Engagement Corporate Responsibility Goals

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI-413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
CUSTOMER PRIVACY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Our IT department has implemented the necessary controls to ensure that the GDPR privacy requirements were met by Arista as part of normal business. This work was also used to concurrently improve some of our Security processes.
GRI-418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints were received during the reporting year.

SASB Index

This table contains and refers to information related to the Sustainability Accounting Standards Board (SASB) for the Hardware sector.

On an annual basis we will continue to maintain progress and report on the specific topic areas in our future reports.

SASB CODE	TOPIC	ACCOUNTING/ METRIC	LOCATION NOTES & ADDITIONAL REFERENCES
TC-HW-330a.1	Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Please refer to page 21 of this report.
TC-HW-410a.4	Product Lifecycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	Please refer to page 12 of this report.
TC-HW-430a.1 (a)	Supply Chain Management	Tier 1 supplier we have VAP audits from:	73% of our Tier 1 supplier facilities have been audited in the RBA Validated Audit Process (VAP) or equivalent.
TC-HW-430a.1 (b)	Supply Chain Management	High Risk Facilities	0%, as none of the Tier 1 supplier facilities are high-risk facilities.
TC-HW-430a.2 1 (a)	Supply Chain Management	Non-conformance rate with (priority)	We have a total of 120 non-conformances reported through RBA VAP audits. Of which 0% account to priority non-conformances when compared to total non-conformances.
TC-HW-430a.2 1 (b)	Supply Chain Management	Non-conformance rate with (everything else)	We have a total of 120 non-conformances reported through RBA VAP audits. Of which 100% account to major plus minor non-conformances when compared to total non-conformances
TC-HW-430a.2 2 (b)	Supply Chain Management	Corrective action rate (priority)	As no priority non-conformances are present in this data cycle, no percentage can be given. Arista will continue to work with its Tier 1 suppliers to ensure corrective action plans are implemented when applicable.
TC-HW-440a.1	Supply Chain Management	Corrective action rate (everything else)	76% of the other non-conformances have a corrective action plan in place. Arista will continue to work with its Tier 1 suppliers to ensure the corrective action plans are implemented fully. Arista will also work with its Tier 1 suppliers who are yet to initiate a corrective action plan.
TC-HW-000.B	Materials Sourcing	Description of the management of risks associated with the use of critical materials	<i>Product Stewardship:</i> Please refer to page 14 of this report. <i>Conflict minerals:</i> Please refer to page 25 of this report.
TC-HW-000.B	N/A	Area of manufacturing facilities	Not relevant - our manufacturing is outsourced.
TC-HW-000.C	N/A	Percentage of production from owned facilities	Not relevant - our manufacturing is outsourced. We don't own a manufacturing facility.

The image features a dark blue background with a subtle, light blue circuit board pattern. The pattern consists of various lines, nodes, and circular elements, resembling a complex network or data flow. The word "ARISTA" is centered in the image in a white, bold, sans-serif font.

ARISTA