

The background of the cover is a photograph of a server room with rows of server racks. The image is overlaid with a blue and white digital pattern of lines and dots. On the left side, there are four circular cutouts showing different perspectives of the server racks. The text 'ARISTA' is in the top right, and 'Corporate Responsibility Report 2023' is in the center right.

ARISTA

# Corporate Responsibility Report 2023

# About This Report



As the market in which Arista does business transforms, so do the expectations and standards of our customers, investors, employees, and communities in which we work. We are proud to present our fifth Corporate Responsibility 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 2023 (January 1 – December 31 2023), 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 [sustainability@arista.com](mailto:sustainability@arista.com).

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# Message from Jayshree Ullal, CEO

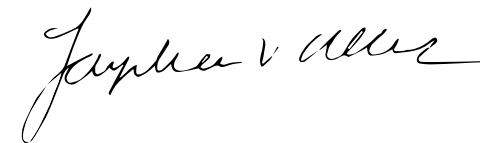
“As we grow and evolve, we remain steadfast in our core values that we call the Arista Way, centered around one key principle: Always do the right thing for customers, partners, employees and shareholders.”

2023 marked our transformation to Arista 2.0 cloud and data-driven platforms. The power of one consistent software stack, EOS NetDL (Network Data Lake) across a breadth of LAN and WAN use cases is a compelling advantage in building networks that can scale to meet the demands of innovations in AI, security and observability. 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.

Building networks that will accommodate massive AI workloads, requires a focus on network scale, latency and congestion management. Key to delivering these requirements is our continued commitment to open standards. As a steering member of the UEC (Ultra Ethernet Consortium) we are dedicated to delivering open, interoperable, high-performance networks that will meet these growing network demands.

As we grow and evolve, 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. We will maintain our focus on reducing our carbon footprint while building cloud networks that further enable distributed workspaces around the world.

We will continue conducting business with integrity and increasing efficiency while building a thriving culture and community. These tenets are the driving forces for the decisions we make, as the company evolves to Arista 2.0 and beyond.



**Jayshree Ullal**  
CEO and Chairperson

# 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](http://www.arista.com).

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4 | Supply Chain

5 | Governance

6 | Corporate Responsibility Goals

APPENDIX

ARISTA



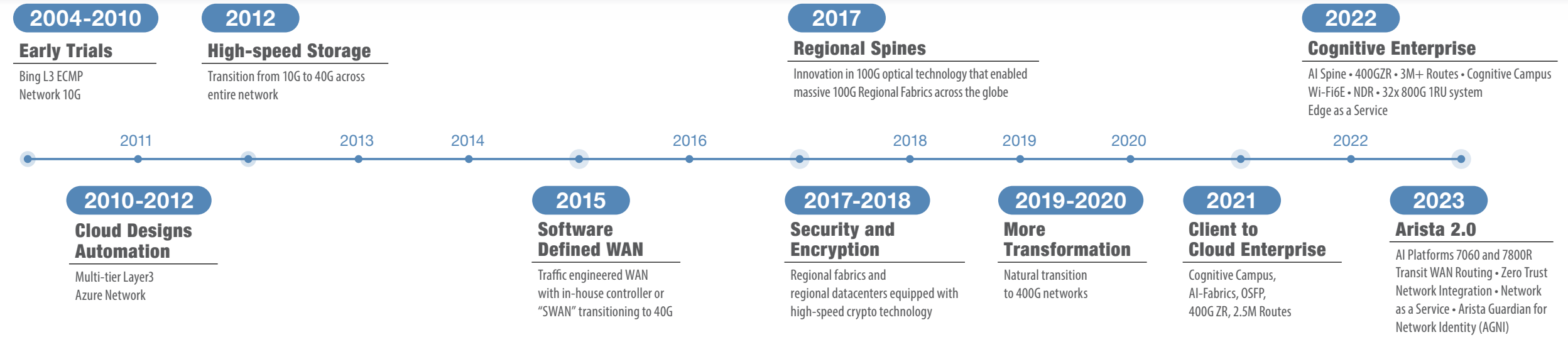

**FOUNDED**  
**2004**


**17 in 7**  
 OFFICES COUNTRIES


**REVENUE**  
**\$5.86B**


**TOTAL GLOBAL EMPLOYEES**  
**4,100+**

\* Numbers as of 12.31.2023



**CLOUD AND DATA CENTER** SERIES

7388X • 7368X • 7358X • 7060X • 7050X

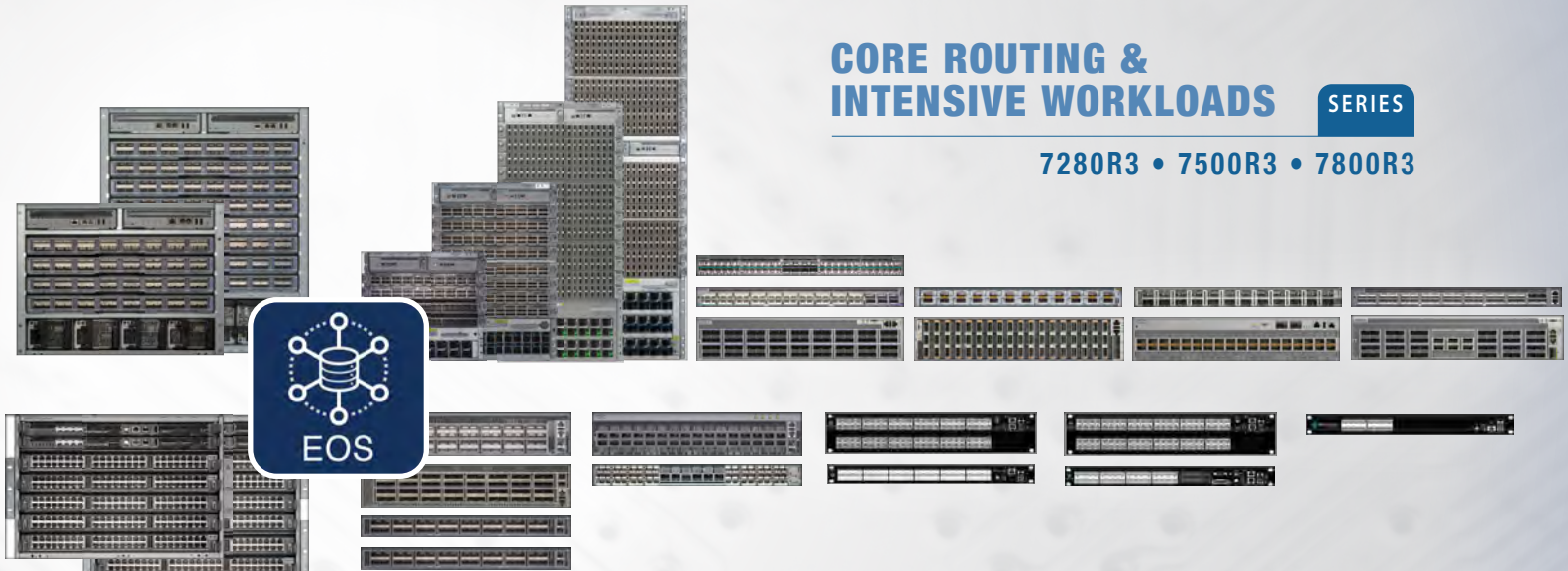


**CAMPUS AND BRANCH** SERIES

7050X3 • 750X • 720X • 720P • 710P

**CORE ROUTING & INTENSIVE WORKLOADS** SERIES

7280R3 • 7500R3 • 7800R3



**SPECIALIST APPLICATIONS** SERIES

7130 • 7170

**“We sell data-driven, client to cloud networking for large data center, campus and routing environments into the Fortune 500/Global 2000 companies through a worldwide system of distribution, integration partners and resellers dedicated to partner and customer success.”**

For more information on Arista’s financial performance, please visit our [Investor Relations webpage](#) to reference our latest SEC filings.

## Our Customers

We are an industry leader in data-driven, client to cloud networking for large data center, campus and routing environments. Our award-winning platforms redefine and deliver availability, agility, automation, analytics and security.

The Arista EOS network stack architecture provides a foundation for consolidation of streamed device state, telemetry, packet, flow, alert, sensor and third-party data into an aggregated Network Data Lake (Arista EOS NetDL™). We use leading merchant silicon to bring to market the most efficient, reliable and high performance platforms for today’s datacenter, cloud and campus environments. With the expansion of generative AI computing, Arista has brought to market the Arista 7800R AI Spine and the 7060 AI Leaf to address the demanding scale and performance requirements driven by large-scale AI networks. To enhance our enterprise security and visibility, we introduced a new zero trust security framework for integrating security policy with the network through Arista EOS® and CloudVision® capabilities.

## Our Products

Our customers span a range of industries and geographies, including large cloud customers or hyperscalers, other internet providers, service providers, financial services organizations, government agencies and over the past five years, we have diversified our enterprise customers to include media and entertainment, healthcare, oil and gas, education, manufacturing. We sell data-driven, client to cloud networking for large data center, campus and routing environments into the Fortune 500/Global 2000 companies through a worldwide system of distribution, integration partners and resellers dedicated to partner and customer success.

# Materiality Assessment

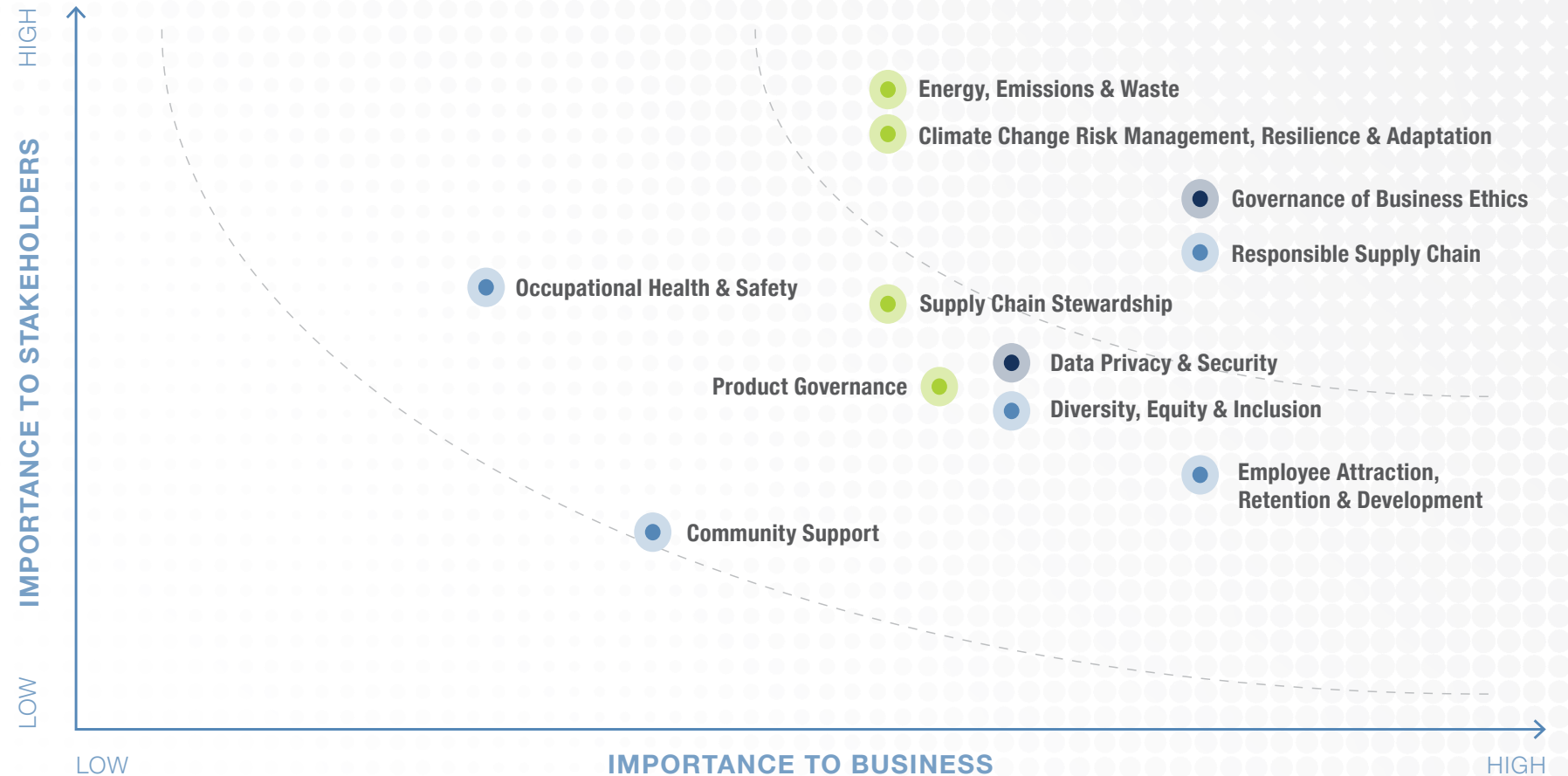
## Determining Materiality

Our corporate responsibility report is an important opportunity for us to increase the level of transparency on Arista's key environmental, social and governance (ESG) topics. Through this report, we consider the various topics that our internal and external stakeholders deem worthy of recognition. Through having additional 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, help steer our ESG efforts in the years to come.

Arista utilizes our GRI Content Index to disclose lower priority topics that we do not consider as material to our business, but still are 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.

## Approach & Results

By using a peer review process and an evaluation of internal and external stakeholder inputs and opinions, we were able to vet vital corporate responsibility topics. As a result of our assessment, this report can focus on eleven broad themes to further support Arista's disclosure of 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 through commitment, innovation and uncompromising focus on customer needs. This includes a commitment to designing, manufacturing and delivering leading software driven cloud networking solutions in an environmentally and socially sustainable manner.



## Environmental Management System

[Arista's Environmental Policy](#), ethos, and culture of efficiency and innovation drive our pragmatic but passionate approach to environmental sustainability. Through our Environmental Management System (EMS), Arista implements our objectives for achieving pollution prevention, environmental protection and monitoring, and continual improvements in the environmental performance of our operations.

## Innovating Sustainability

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

- Greenhouse gas (GHG) emissions measurement, reporting and reduction through the annual externally verified GHG inventory, energy efficiency and renewable energy initiatives, and related supplier engagement through the CDP Supply Chain program and Responsible Business Alliance (RBA).
- Our Santa Clara global headquarters and San Francisco office are both LEED Gold certified, and our Bangalore office premises were built to LEED Gold standards. In 2024, Arista is focused on procuring additional renewable energy to substantially decrease its reliance on non-renewable energy.
- We are committed to integrating sustainability in every aspect of our products' life cycles, from the materials that make up our products, all the way 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 with the goal of minimizing the overall adverse environmental impact of our products, with a focus on the reduction of material diversity and weight, selection of more environmentally friendly materials, ease of disassembly and recycling, energy efficiency, design for longevity and upgradeability, and design for efficient packaging.

# Greenhouse Gas Emissions & Energy

Arista is committed to doing our part to address the global challenge of climate change. We are leading by example through transparently measuring and reporting our externally verified Scope 1, 2 and 3 GHG emissions, and taking proactive leadership on our journey toward complete decarbonization.

For 2023, we updated our greenhouse gas (GHG) inventory management plan, improved our greenhouse gas (GHG) emissions accounting methodology, and have implemented a new GHG accounting software to improve the accuracy and completeness of our emissions reporting. As a result, we have been able to extend our value chain emissions boundary deeper into our Scope 3 emissions with both improved manufacturing partner activity data, and also reach deeper to account for our Tier 2 commodity purchases.

This expanded GHG inventory boundary and changes in value chain emissions accounting are reflected in the increased emissions we are disclosing this year, which presents a more complete accounting of our value chain emissions. Arista is engaged in a transparent process of continuous improvement in our emissions accounting. There have also been some boundary and methodological adjustments, such as now including electricity use from our co-located data centers under Scope 2, to better confirm to the GHG Protocol and align with peer GHG accounting practice.

Improved resolution data and updated emission factors have also resulted in refined accounting, in some case, reflected by substantial changes (e.g., downstream transport and product end of life disposal). We also worked with our landlords to

capture increased data from our leased facilities, including the inclusion of previously unavailable common utilities and fugitive emissions. As a result, for 2023, our absolute and intensity emissions baselines have substantially increased.

In 2023, we had our, 2022 reporting year, Scope 1, 2, and 3 emissions verified by an accredited third party. At the time of publication of this report, we have completed the third party verification of our 2023 GHG emissions and received our Verification Statement.

After extensive scenario analysis, we have developed near term and net zero science based targets, which we are submitting to the Science Based Targets Initiative (SBTi).

## Approach to Reduce Scope 3 Emissions

Our supply chain emissions account for the largest percentage of our overall emissions. To fully conceptualize and collect valid data, Arista closely works with our supply chain, bolstered by our membership to CDP's Supply Chain program, to collect accurate data to fully support our reduction efforts. Through CDP's Supply Chain Program, Arista engaged 150 suppliers in 2023 regarding GHG emissions, and will be extending this engagement to a larger number of suppliers in 2024.

In 2024, we will work towards sourcing renewable energy for our own business operations, and also engage our suppliers more on increasing their use of renewable energy.

Greenhouse Gas Emissions	2021	2022	2023
<b>EMISSIONS</b> (in metric tons carbon dioxide equivalent)			
Scope 1	938	930	2,284
Scope 2 (location-based)	4,765	4,346	14,079
Total Scope 1 and 2	5,703	5,276	16,363
Total Scope 1 and 2 emissions intensity by revenue (mtCO2e/\$100,000 revenue)	0.19	0.12	0.28
Scope 3	1,589,934	1,991,648	2,619,577
<b>ENERGY CONSUMPTION</b> (in MWh)			
<b>DIRECT ENERGY USAGE</b> (i.e. natural gas for heating)	<b>5,304</b>	<b>5,115</b>	<b>6,780</b>
<b>INDIRECT ENERGY USAGE</b> (i.e. electricity for facilities)	<b>20,379</b>	<b>15,713</b>	<b>53,548</b>
<b>% RENEWABLE ELECTRICITY</b>	<b>35</b>	<b>31</b>	<b>34</b>

\* 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).



# Waste Management

Our offices do not generate large quantities of waste; however we follow the simple rule of using less, re-using where possible, and ensuring that the materials that we use in our operations and in our products are recyclable. We're encouraged by the consistently low proportion of landfilled waste compared to total waste generated by our operations even as our data collection becomes more robust with the inclusion of more facilities. However, we see an opportunity to work harder to reduce the absolute amount of waste going to landfill. We're prioritizing to continually expand our recycling and reuse efforts.

We employ design for environment principles to ensure that our products are designed with the least amount of materials possible, while still meeting performance and reliability requirements. For our product packaging, we design in materials that adequately protect the product while optimizing the volume of the packaged product. In addition, through our design for environment program, our products and packaging are designed for easy disassembly and recycling.

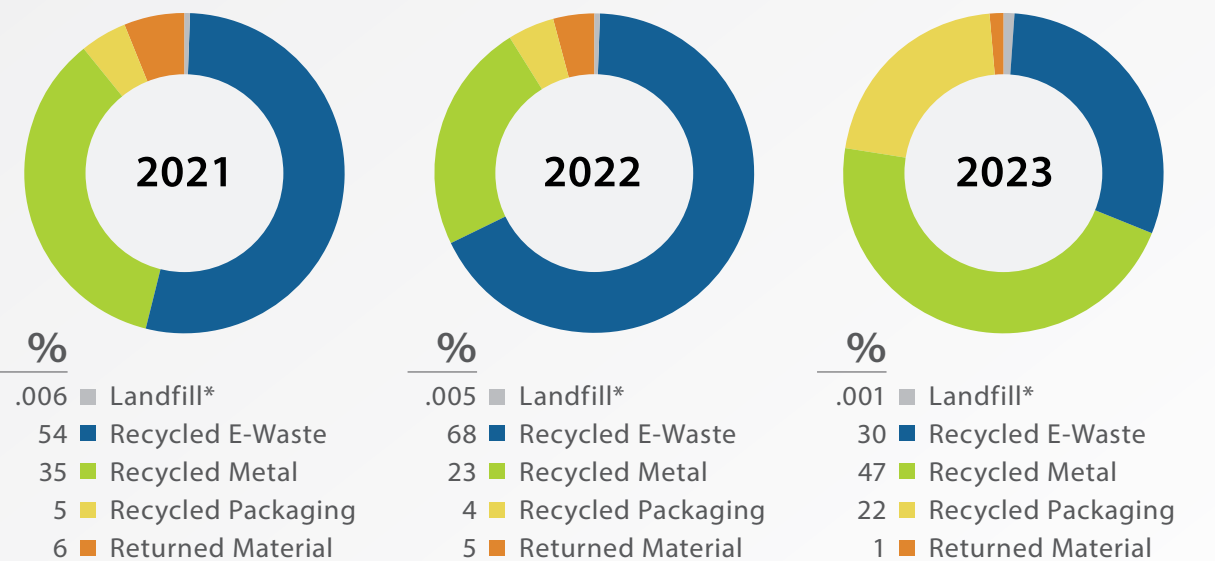
For our products, we work with ISO-certified thirdparty recyclers to appropriately dispose of any e-waste generated by our operations.



In 2023, Arista made a concerted effort to review legacy products in our internal and external warehouses. Various stakeholders across Arista came together to identify what end of life inventory could be scrapped through our ISO 14001 certified recyclers. Due to this effort, a large increase in overall weight can be seen in our waste by type dataset.

Arista Waste by Type (lbs)	2021	2022	2023
<b>BATTERIES</b>	5	0	698
LANDFILL*	673	586	7,676
RECYCLED E-WASTE	52,962	70,307	193,592
RECYCLED METAL	34,927	24,399	301,182
RECYCLED PACKAGING	4,633	4,818	138,669
RETURNED MATERIAL	5,951	4,167	7,350
<b>GRAND TOTAL</b>	<b>99,151</b>	<b>104,277</b>	<b>649,167</b>

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



# Product Design & Efficiency

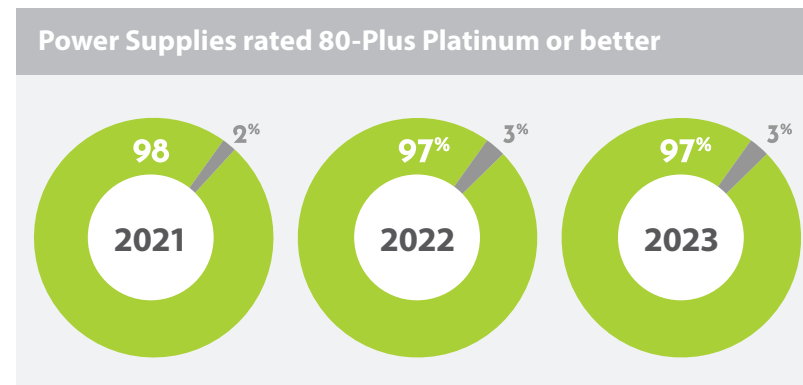
We are committed to designing, manufacturing and delivering leading software-driven cloud networking solutions in an environmentally and socially sustainable manner. We aim to integrate sustainability in every aspect of our product's life cycle, from the materials that make up our products, all the way to the end of life of the product.

## Design for Environment

Our product design philosophy follows the principles of Design for Environment (DfE), which considers the environmental impact of the product at all stages, as early as possible in the design process. We focus on product material weight reduction, environmentally friendly material usage, energy efficiency, ease of recycling, options for reuse and refurbishing, and efficient packaging.

## Cooling Efficiency

Datacenter cooling can be extremely energy intensive. Our products are available in front-to-rear or rear-to-front fan configurations, which support our customers' datacenter cooling strategies.

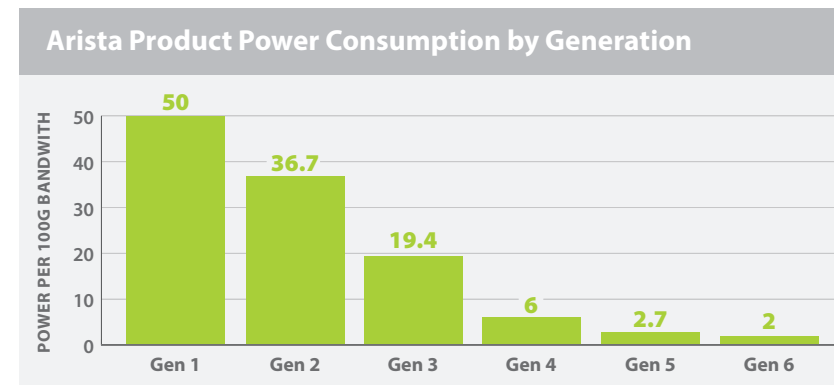


## Product Energy Efficiency

The operation of our datacenter products can require a large amount of energy, so we work to continually improve energy efficiency of new products to save on energy and reduce greenhouse gas emissions during the product's use phase. We have found that minimizing and upgrading components in product hardware design while simplifying the architecture can provide improved performance and throughput relative to power consumption.

## Power Supply Efficiency

In electronic products, energy is lost through conversion and delivery of power to the product. Our new products use Platinum and Titanium efficiency power supplies, which reduces the total product power consumption and heat generated from the power supply. In FY16, 83% of our power supplies shipped to our customers were 80-Plus Platinum rated or better. In FY23, 97% of our power supplies shipped to our customers are rated Platinum or better.



“The Arista switches will allow us to work smarter not harder, and staff and students will certainly notice and benefit from the performance hike delivered by the upgrade.”

Sean Ashford  
The University of Winchester's Network and Systems Manager

## EMPLOYEE SPOTLIGHT



### Ernie Thurlow

THERMAL DESIGN ENGINEER, HARDWARE ENGINEERING

As a thermal engineer at Arista, I have seen our systems go through various transformations. We have gone from simple heatsinks and fans, to now heatsinks with internal fluid cooling systems and dual rotor fans. In some cases, our design deadline prior to a product launch can be less than a year so we must prioritize the thermal design goals we have set here at Arista. These goals include making our thermal cooling as efficient as possible at ambient temperatures of 40C and elevations up to 3 kilometers.

Arista is always looking for efficiencies within ASIC and Optics operational temperatures, system power usage, noise, and overall airflow performance. In the last decade, we have seen an exponential jump in ASIC power consumption and their respective Optics. Nonetheless, Arista has designed our products to meet the demands of both our internal design expectations and customer's datacenter and office requirements.

As air cooling reaches its limits with these high-power ASICs and Optics, our team will continue to evolve as the thermal landscape transitions to liquid cooling. Although Arista's production line has not switched to open loop liquid and immersion cooling yet, we will continue to prepare ourselves for the future.

# Product Stewardship and Environmental Compliance

Our product stewardship program oversees materials that are regulated through both global product environmental laws and regulations as well as customer requirements. We ensure that our suppliers comply with applicable environmental laws and regulations for the parts that 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 of 8 June 2011 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 of 31 March 2015 amending Annex II to Directive 2011/65/EU of the European Parliament and of the Council as regards the list of restricted substances.
- Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 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 (Directive 2002/96/EC, also known as WEEE).
- SCIP is the database for information on Substances of Concern In articles as such or in complex objects (Products) established under the Waste Framework Directive (WFD). Companies supplying articles containing substances of very high concern (SVHCs) on the Candidate List in a concentration above 0.1% weight by weight (w/w) on the EU market have to submit information on these articles to ECHA, as from 5 January 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 producer of hardware products, Arista offers a takeback and recycle program in our US and European markets, which allows our customers to return end of life products. Our recycling partners use facilities that adhere to the international environmental standard ISO 14001 ensuring returned products are disposed of in an environmentally safe manner. Please refer to the table on [page 9](#) for the quantity of material returned.



## Product Packaging

Our packaging starts with recycled materials and ends with recyclable materials. By including product packaging in the product development cycle, we have effectively optimized the package/product relationship, thereby finding the most efficient and sustainable method for product protection. The corrugated board used to ship our product contains post-consumer recycled content and the high-density polyethylene end caps meant to protect our product are 100% post-consumer recycled. These packages are designed to optimize the size of the cube, reducing material and energy consumption in manufacturing while lowering the amount of energy required in delivering each product through dimensional weight reduction.

## EMPLOYEE SPOTLIGHT

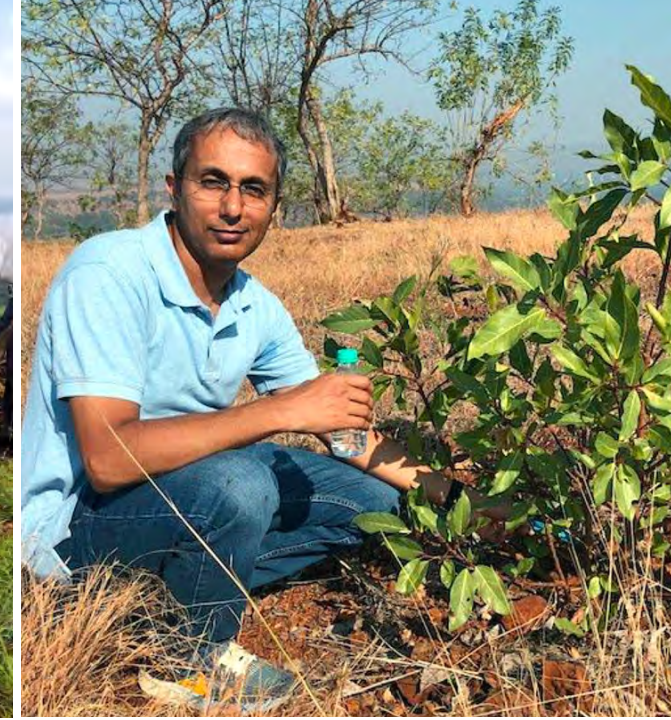


### Sean Goodison

MANAGER, PACKAGING ENGINEERING

In 2023, we made significant strides in our sustainability efforts. One key achievement was the reduction of annualized shipping weight by 328,000 KG (723,116 LB), resulting in a lower carbon footprint and less material used in packaging. We also decreased foam usage in packaging parts from 13.6% to 9.33%, relative to total production part numbers. We have implemented minimum recycled content requirements for all vendors, ensuring a more sustainable supply chain and requiring upstream vendors to reduce virgin material in our packaging. Corrugated materials will have a minimum of 30% recycled content, while foam and HDPE Thermoform will have minimums of 25% and 60% respectively. These initiatives, in conjunction with maintaining a 100% recyclable packaging material target, demonstrate our commitment to minimizing environmental impact while maintaining product quality. Through collaboration with vendors and partners, we contribute to a sustainable future while delivering exceptional products and services, without compromising the safety of our products.

# Arista Tree Planting Initiative Update



ForestPlanet

14 Trees Foundation



Eden Reforestation Projects

In late 2018, after driving through a deforested, stark, and barren area near his hometown of Pune, India, Arista Executive Pravin Bhagwat was inspired to launch an ambitious, life-changing initiative to return the area to its previously lush, green history.

## Continuing Arista Commitment to Support Global Climate Action, Reforestation and Carbon Neutrality

Since that momentous day, through Pravin's tireless energy and enthusiasm and our initial partnership and investment with the non-profit 14 Trees Foundation, Arista has sponsored the planting of over 12,500 trees in India. Building upon Pravin's initial vision, we have expanded our tree planting efforts in alignment with our ultimate goal of carbon neutrality by partnering with first Forest Planet in 2021 to plant trees in Tanzania, Africa and in 2023, initiated a partnership with Eden Forestation to plant trees in Central America. Since 2018, Arista has planted over 140,000 trees, globally.

# Social Responsibility

Arista celebrates our employees—we strive to lead, innovate and differentiate by supporting a fun and inclusive culture where every member of our team can thrive and belong. We are committed to provide a safe work environment and we invest in innovative physical, mental, financial wellness and career development programs to support the needs of our employees. We are proud of our efforts in continuing sustained progress on building a more diverse team and the increasing scope and impact of our global philanthropic efforts to better the communities we serve. Social impacts aren't limited, however, only to the locations in which we work every day; our responsible supply chain efforts are a testament to our commitment as a corporate citizen to positively impact all the communities we work in and support as well as ensure the highest data security for our employees and customers.

In 2023, Arista was extremely honored to receive a record number of external awards and recognitions including: a Best/Top 50 Large Company for Diversity; a Best/Top 100 Company for Work Life/ Balance and a Best Company for Happiness, Women, & Compensation from Comparably; a Bay Area Best Place To Work by the Silicon Valley Business Journal/San Francisco Business Times; and as a Best Workplace in British Columbia and Certified Great Place to Work by Great Place To Work Canada; and as a Top Greenest Company by Newsweek Magazine.



# Arista Social Impact: Community Engagement

## Giving Back to Our Communities is the Arista Way

Community engagement and partnership is a core Arista value. We believe that developing deep relationships and bonds with the locales in which we work and serve creates a greater sense of belonging and satisfaction for our employees, enhancing our reputation as an employer of choice and exemplifying model corporate citizenship. Through our charitable foundation, we give generously to numerous non-profit organizations across the globe dedicated to developing impactful solutions to our giving pillars of hunger, environmental sustainability issues, children’s education, health and wellness with special emphasis on those in underserved groups as well as humanitarian disaster relief in alignment with the United Nations’ Sustainable Development Goals (SDGs). In 2018, we launched our Global Community Engagement Planning & Strategy, supported by a Human Resources lead to facilitate the work. In 2019, we initiated the idea of an end of year hunger fundraiser at our Santa Clara HQ office and raised over \$80,000. In 2020, we expanded upon our ideas and successes and launched our first ever simultaneous global giving event for hunger, raising funds to provide over 1.1 million meals globally to those in desperate need. In 2021, we raised our giving bar to over 1.7 million meals. In 2022, our total giving efforts increased to over 1.9 million meals.

In 2023, we were extremely proud that the Arista Foundation and our employees once again, set another record for giving in terms of total dollar amount, numbers grants and those positively impacted. Our giving highlights included: rapidly mobilizing to launch and complete a global employee drive that raised tens of thousands of dollars for relief and aid for the earthquake affecting Turkey and Syria through UNICEF and the International Red Cross and providing generous grants to Hope for a Healthier Humanity, Power My Learning, Children’s Healthcare, Atlanta, Sanneh Foundation, Central Texas Food Bank, Samaritans, Ireland, & Foodbank Australia among many others. As part of our India Corporate Social Responsibility commitment, we invested in grants supporting the India Institute of Science and 14 Trees Foundation among others.



## 2023 Update: Another Record Setting Year in Philanthropy for Arista!

In 2023, 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 highlighted impactful programs:



### HELPAge INDIA

Continuing a multi-year partnership, the Arista Foundation provided the necessary funding to provide cataract surgeries to additional 1000 senior citizens in India who no significant means of support.



### UC BERKELEY PREP & T-PREP PROGRAMS

The Arista Foundation partnered with UC Berkeley to help sponsor summer pre-engineering programs for incoming and transfer first-generation college/non-traditional background students.



### GREATER VANCOUVER FOOD BANK

Generous Arista employee donations and an Arista Foundation grant assisted the Greater Vancouver Food Bank in providing over 100,000 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 economic-challenged, under-represented communities in Northern California.

# Community Engagement (continued)



## Arista Employees Volunteer and Serve a Record Number of Hours

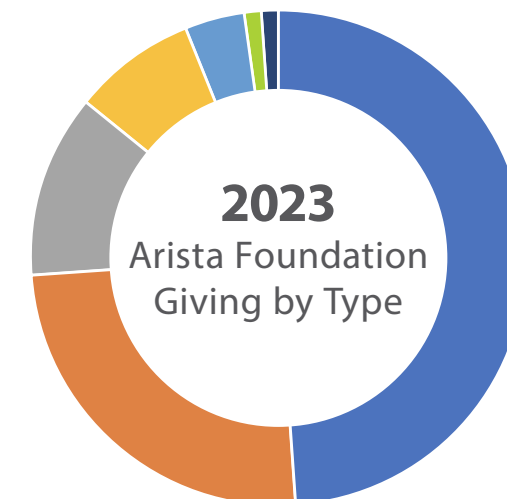
In 2023, we were finally able to fully resume and host a record number of employee volunteer/engagement events, as Arista employee volunteers set a record in terms of hours served to the community. 2023 events included: trail clearing/cleanup with Santa Cruz Mountain Trail Stewardship, volunteer support at the Tech Challenge, STEM lab construction with RAFT at economically disadvantaged elementary schools across Santa Clara County, assembling hygiene kits for the homeless at our HQ with Helping Hands Silicon Valley, virtual volunteer activities with Sequoia as well as a volunteer philanthropic activity with Children's Hospital of Dublin.



### Heart To Heart Foundation

Heart To Heart Foundation is a non-profit organization that is dedicated to saving the lives of children born with congenital heart defects (CHDS) by providing free pediatric cardiac surgeries. Arista was privileged to host an on-campus presentation by renowned India cricket legend Sunil Gavaskar to help raise funds to build and provide tuition-free medical colleges in rural India. We are truly humbled to have had this meaningful opportunity to provide life enriching and saving medical care to so many in need.

## A Record Number and Amount of Arista Foundation Grants were Given in 2023.



- %
- 49 ■ Hunger (SDG 2)
- 25 ■ Education & Inequalities (SDG 4, 10)
- 12 ■ Health (SDG 3)
- 8 ■ Poverty & Disaster (SDG 1)
- 4 ■ Sustainable Communities Housing Insecurity (SDG11)
- 1 ■ Sustainability (SDG 13)
- 1 ■ Other

# Arista Employee Experience: Culture, Benefits & Wellness, Safety, & Training

## Culture is Our Differentiator

As enthusiastically shared by our employees year after year, it is our company culture that truly makes their Arista experience unique, special, meaningful and enjoyable. Our culture continues to be defined by value statements established thoughtfully by our early founders and leaders known as the Arista Way.



## Wellness and External Recognition for Work-Life Balance

As our employee's health and total wellness are a top priority, Arista offers a broad variety of physical and mental wellness offerings to support our global employees in an in-person, virtual, as well as an on-demand format. The intent is to provide practical wellness takeaways, strategies for better mental health and work-life balance, career development and financial wellness and social activities through a regular program of informative webinars or hybrid events. Arista's wellness pillars of focus are physical well-being, nutrition, mental well-being, social engagement, career development, financial wellness, and holistic health. Arista was recognized by Great Place To Work Canada as a 2023 Best Workplace for Mental Wellness.

## 2023 Offerings Included:

- Monthly virtual webinars by medical and mental health wellness experts as well as continuing webinars led by medical professionals
- Monthly virtual fitness classes and additional virtual wellness weeks customized for our Americas, EMEA and APAC employees by region, including Wellness Weeks focused on Sustainability and Diversity, Equity, Inclusion and Belonging
- Additional webinars focused on career development and financial wellness and knowledge
- Fresh, organic fruits and vegetables provided via an on-site HQ Farmer's Market
- Regular social engagement activities which included an online Magic Show, Halloween Costume Contest, India social activities, an electric car show, and virtual family visits with Santa.

In-house fitness challenges with high global employee participation:

- The Battle of the Bulge 49 Day Challenge — hundreds of Arista employees completed a total of over 23,500,000+ steps/over 10,500 miles.

Arista was proud to be recognized as a 2023 Comparably Best/Top 100 Company for Work Life/Balance and Happiness and by Great Place to Work Canada as a Best Workplaces for Mental Wellness.

## Comprehensive Employee Benefits Package

In support and recognition of our truly dedicated employees, we proudly provide competitive and comprehensive benefit packages that give our employees the ability to customize their plans to meet the unique needs of themselves, their families, and lifestyles.

### CURRENT ARISTA'S 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)
- In 2023, we added family planning benefits for our US employees





# Arista Employee Experience: Culture, Benefits & Wellness, Safety, & Training (continued)



## Competitive Total Compensation Offerings & Appraisal Review Process

We offer a comprehensive and competitive benefits package to all our global employees. All our global employees are offered the ability to participate in employee stock purchase plan (ESPP) where legally permissible. In addition, we offer a 401k plan to support retirement, equity compensation and a peer-to-peer recognition bonus program. Compensation is reviewed annually as part of our annual performance appraisal review process for all global employees. We conduct regular analysis through external consultants and review total compensation, which includes salary, bonus and equity and are in alignment with local government pay transparency statutes. We were proud to be recognized by Comparably as a Best Company for Compensation based on employee feedback.

## Listening through Regular Global Employee Engagement Surveys

At Arista, we strongly believe that by listening to our team members and maximizing opportunities for feedback, we can continuously improve employee experience. A critical vehicle in measuring our success is through regular global employee engagement surveys with accredited external partners, such as the global survey we launched and completed in late 2023/early 2024. In 2023 we also partnered with Great Place To Work Canada to conduct a survey which resulted in Arista proudly where over 97% of Arista Canada employees noted Arista is a Great Place To Work.

## Arista Employee Training Update

### ANNUALIZED TRAININGS FOR ALL GLOBAL EMPLOYEES

All Arista global employees continued to participate in mandatory periodic training with regards to Arista Code of Conduct, Anti-bribery and Anti-corruption Compliance Policy and Insider Trading Policy as well as critical mandatory Arista Data Protection and Data Privacy training. Our Data Protection and Data Privacy training covers topics such as data protection, classification and privacy cybersecurity as well as prevention of phishing. Arista India employees also completed updated training on Sexual Harassment of Women at Workplace (PoSH).

### CAREER DEVELOPMENT/UPSKILLING & HOURS PER EMPLOYEE

All new Arista employees attend a New Hire Orientation to successfully onboard and many detailed training programs exist to develop Software Engineers, Sales and Sales Engineers, such as our Arista Certified Engineering (ACE) certification program, often in tandem with mentoring from a more senior peer employee. Additionally, we have partnered with local universities to develop technical curriculum and training that has resulted in internships. Career and skill development training are provided via webinars and on-demand via our E-Learning portal. Arista global employees completed an average of 17 hours of training in 2023.

## Workplace Safety

We are committed to provide a healthy and safe workplace and environment and closely monitor our workplace and safety. In 2023, we had an injury rate of <0.09% per 100 employees in the US with zero lost work days and have never had a work related fatality in our history. In addition, we had no fines or citations for non-compliance with laws and regulations relating to environmental, health, or safety. Our Health and Safety team continuously work to proactively reduce and eliminate potential workplace hazards, work with external third parties to conduct inspections and audits, and have formed an Emergency Response Team to respond to any emergencies at our headquarters. In 2024, we will continue our efforts to evolve and improve our hybrid work model.

## Employment Policies

All Arista employment policies (including work hours) are detailed in our Employee Handbook which is given to all new employees at time of hire.

**In 2023, Arista was certified as a Great Place to Work in Canada**

# Diversity, Equity, Inclusion, and Belonging

## At Arista, Diversity, Equity, Inclusion and Belonging Starts at the Top with Our Statement and Vision.

DEI has been an integral part of our Arista Way and Culture since our inception as Arista is all about respect, integrity, innovation, passion, pride and trust. We strive to build an inclusive culture that encourages, supports, and celebrates the diverse voices of all our employees. It fuels our innovation and connects us to the customers and communities we serve. We continue to be proud to be one of a very select few Fortune 1000 companies currently with a female CEO and CFO.

## External Recognition and Enthusiastic Employee Feedback

At Arista, we believe that the voices of our employees are the ultimate barometer in evaluating the success of our Diversity, Equity and Inclusion efforts. In our 2023-2024 Global employee surveys, Arista continues to receive our highest scores (very high 90% percentile) from all employee demographic groups in the areas of fairness. In 2023, we were also honored to receive our first external recognition for Diversity from Comparably as a Best/Top 50 Large Company for Diversity and recognition of our CEO, Jayshree Ullal, as a Best CEO for Diversity and from Great Place To Work Canada as a Best Workplaces for Inclusion.

## New Arista Actions/Accomplishments in 2023 to Increase Diversity, Equity and Inclusion and Belonging

### GOVERNANCE

In 2023, Arista's strategy and activities continued to be led by our Diversity Council consisting of our most senior leaders in Global HR, Finance, Legal. Accomplishments and people analytics (PA) were reviewed regularly with our Board of Directors.

### RECRUITING

In 2023, Arista's recruiting efforts continued to extend to diverse underrepresented groups via websites such as the National Society of Black Engineers, HireLatinos.org among others as well as through diversity focused career fairs such as City Career Fair's Annual Diversity Employment Day and actively recruited at Historically Black and Women College and Universities. Additionally, we presented/attended the HackerX Virtual Diversity & Inclusion Hiring Event and hosted a highly successful Recruit Her by Arista India Women's recruiting event in support of International Women's Day. Additionally, we launched a highly successful new internal #ReferHer program to increase female hires and built new university and professional society partnerships to further increase our reach to diverse candidates. As a result of these efforts, Arista was able to achieve a record 21% female new hire rate in 2023.

### INTERNS & RETURNSHIP PROGRAM

In 2023, we continued our longstanding partnerships with non-profits, such as Code2040 to hire and invest by hiring female and under-represented minorities interns as part of an investment in their future careers, reaching our highest % of Software Engineering female intern population (24%) ever.

## EMPLOYEE SPOTLIGHT



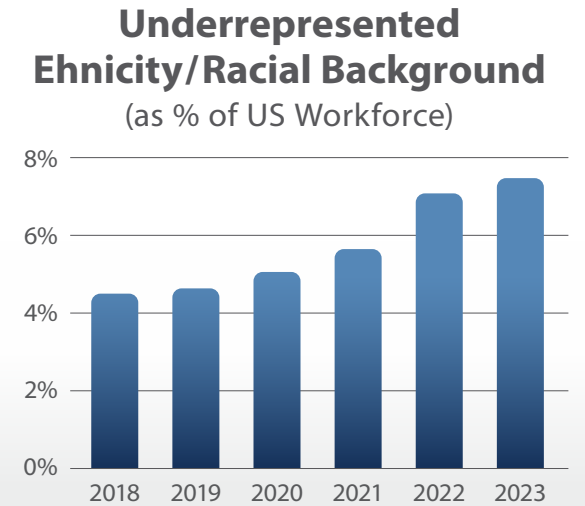
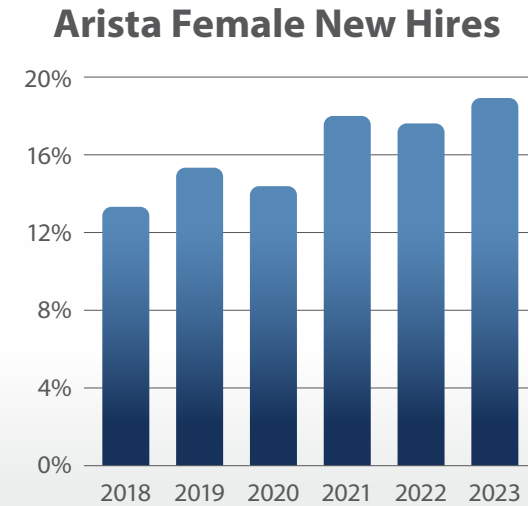
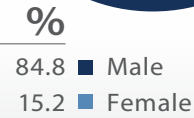
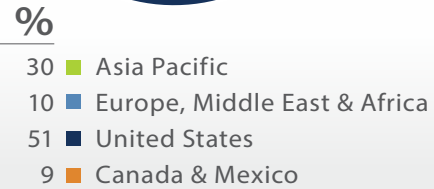
### Geraldine Correa

GLOBAL SERVICE TRADE AND COMPLIANCE MANAGER

When I joined Arista, I knew that we were a leader in data-driven, networking and cloud computing and was familiar with the high standards of our leadership, products and customer service level. What really impressed me just a few weeks through my start was Arista's genuine commitment to Diversity, Equity & Inclusion (DE&I).

I am extremely proud to be part of a company that invests in wellness programs that help each employee thrive in their roles. As an active member of the Women@Arista employee resource group, I can express my values and put them into practice in my day-to-day work. I know that I am not speaking only for myself when I say that the employee engagement spawned from programs like this directly reflects in a welcoming and creative workspace.

In Q3, I volunteered to host and facilitate the Book n'Brunch program, a virtual Book Club that meets on a quarterly basis to discuss books that focus on personal and professional development. These sessions allow attendants to connect, speak their minds and share their thoughts, creating an enriching experience to all. In addition to that, the opportunity to be a Mentor in the recently launched Mentoring Program allows me to contribute to the advancement of my colleagues at Arista, something that is near and dear to my heart.



# Diversity, Equity, Inclusion, and Belonging (continued)

## Arista Foundation Grants Support Under Represented Group STEM Education

Investing in increasing education opportunities for those groups underrepresented in the tech industry is a key priority and pillar of our Arista Philanthropy strategy. In 2023, the Arista Foundation was honored to provide funding to support the Samiha Mourad Fellowship program in partnership with Santa Clara University to support a select number of undergraduate and graduate BIPOC (Black/Indigenous/People of Color), female, and first-generation electrical and computer engineering students. Additionally, in 2023, the Arista Foundation contributed generous grants or volunteers to support Resource Area For Teachers (RAFT), UC Berkeley T-PREP, Power My Learning, the Sanneh Foundation and Community in Schools, Washington (CISWA), the Tech Interactive among many others for primary, secondary and/or college underserved STEM educational support.

## Employee Resource Group Highlights: Women@Arista

At Arista, enriching the Arista experience of our employees through the support and development of their careers via employee resource groups continues to be of highest priority. In 2023, our Women@Arista ERG designed and launched a new mentoring program to especially support women employees who are early in the careers, multiple regional Book and Brunch Clubs, as well as the #ReferHer internal referral program to greatly increase the number of women job candidates. Women@Arista leadership and members also enjoyed opportunities to participate in conferences as well as social get-togethers. In addition, Arista hosted our first ever DEI themed Wellness Week with a highly attended keynote webinar consisting of our senior leaders sharing their thoughts on DEIB.

## Diversity, 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. 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.

## In 2023, Continued Sustained Progress as a Result of Our Commitment in Increasing the Diversity of Arista's Workforce

In 2023, despite the challenge of limited hiring because of a global macroeconomic downturn, we were able to continue to once again increase our women and underrepresented ethnic and racial group employee population percentages for the third consecutive year because of our many impactful initiatives. We continue to be early on our journey to longer-term DEI success and will continue to launch new initiatives in 2024 to serve as catalysts to further accelerate progress. In 2023, 65% of Arista's Finance, HR, Legal and Marketing employees identified as female.

# Diversity, Equity, Inclusion, and Belonging (continued)

US Employee Demographics (as of 12/31/2023)

	ASIAN/INDIAN	WHITE	HISPANIC/LATINX	AFRICAN AMERICAN/BLACK	OTHER*	UNDISCLOSED
Overall	48%	42%	4%	2%	1%	3%
Technical/Sales	48%	42%	3%	2%	2%	3%
Non-Technical/Sales	49%	37%	9%	1%	1%	3%
Managerial	44%	50%	2%	1%	1%	2%

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

Global Employee Demographics by Gender (as of 12/31/2023)

	OVERALL	TECHNICAL & SALES	NON-TECHNICAL/SALES	MANAGEMENT
Female	15%	12%	50%	15%
Male	85%	88%	50%	85%
2023 NEW HIRES	OVERALL	TECHNICAL & SALES	NON-TECHNICAL/SALES	SOFTWARE ENGINEERING (US)
Female	19%	16%	52%	23%
Male	81%	84%	48%	77%

# Supply Chain

Environmental and social impacts generated by our manufacturing extend far beyond our physical footprint. In order to manage, mitigate and improve upon these impacts we work hand in hand with our suppliers. Through working with our suppliers we work to sustain resources, lessen costs and foster ethical social practices within our supply chain.

## Supply Chain Policy

At Arista, we have stringent requirements for our own employees, partners and contractors, we have also established requirements for our suppliers.

Our Supply Chain Sustainability Expectations Policy initially sets forth the requirement to align with industry expectations. As a member of the RBA (Responsible Business Alliance), we support the RBA's vision and mission, which strives to develop a global electronics industry supply chain that consistently operates with social, environmental and economic responsibility through a common [RBA Code of Conduct](#). This code addresses topics including labor, health and safety, environmental, ethics, sourcing and management systems, referencing international norms and standards including 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 best practices on social, environmental and ethical responsibility in our supply chain. We are aligning our own operations to adhere to the RBA Code of Conduct to protect human rights and are committed to ensuring our tier one supplies to do the same.

## Global Trade

Arista recognizes that the world of trade has shifted and changes to the global trade environment will continue to emerge. As a responsible citizen of a 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 not only reflective of Arista's internal business, but stays abreast of changes in the external environment.

## Supplier Diversity

At Arista, we strive to build an inclusive culture that encourages, supports and celebrates the diverse voices of not only our employees but also our partners. We are committed to building a diverse and responsible supply chain that promotes opportunity on all levels.

In the coming years we will engage with diverse supplier organizations to establish a strong and sustainable supplier diversity program. This will help us in engaging with a more diverse group than what we currently have.

A diverse supplier is defined as a business that is at least 51% owned and operated by traditionally underrepresented or underserved groups or individuals. They are commonly classified as one of the below:

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

## Supply Chain Responsibility

Environmental sustainability and social responsibility are important for Arista's products and supply chain. In order for us to continually improve the impacts in our supply chain and meet our customers' expectations, we request and monitor data on areas such as:

- Greenhouse gas emissions
- Energy use
- Water use
- Waste Management
- Labor
- Health and Safety

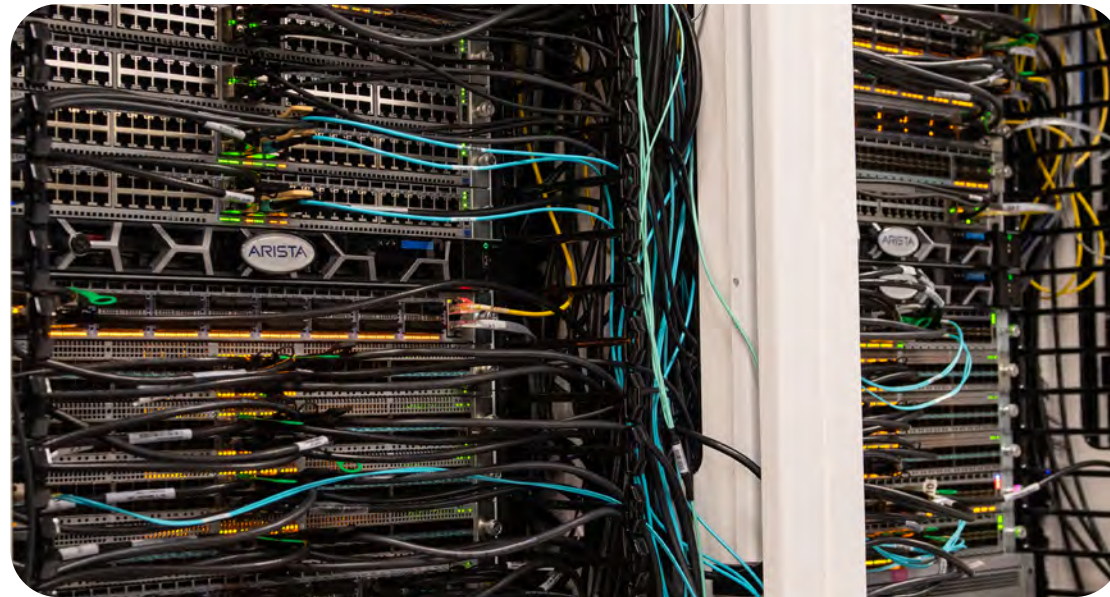
Utilizing industry standard data collection techniques enables us to efficiently collect data from our suppliers. In addition, we request that our suppliers report energy, greenhouse gas, water and waste data via the RBA On tool. Training is available in these areas as they arise.

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 and therefore ensure substantial compliance with the California Transparency in Supply Chains Act (SB657), the UK Modern Slavery Act and the Australian Modern Slavery Act of 2018:

- 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 – Perform supplier risk assessments of our suppliers via the RBA's self-assessment questionnaires and determine if any action is required.
- Supplier Agreements – Our suppliers are encouraged to adhere to the RBA Code of Conduct.



# Supply Chain (continued)



## 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 have annual worldwide revenue exceeding one hundred million dollars to disclose on their specific actions for eradicating slavery and human trafficking in their supply chains.

## HUMAN RIGHTS DUE DILIGENCE

Arista is aware of the situation in China and concerned about reports of human rights abuses against the Uyghur Muslims in Xinjiang.

To ensure human rights are protected within our supply chain we work with our direct suppliers to exclude components manufactured in this region from our products. Our initial due diligence suggests that none of our product components are sourced from or manufactured in the Xinjiang region of China. We will continue our due diligence efforts, monitor the situation, remain vigilant, and initiate investigations as necessary to further extend our due diligence efforts.

## UK MODERN SLAVERY ACT OF 2015

The UK Modern Slavery Act 2015 became law in the UK in 2015. The Act consolidates previous UK legislation tackling slavery, child labor, and human trafficking offenses, and requires that organizations 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.

## AUSTRALIAN MODERN SLAVERY ACT OF 2018

The Australian Modern Slavery Act of 2018 requires entities based, or operating, in Australia, which have 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 actions to address those risks. Other entities based, or operating, in Australia may report voluntarily.

## CONFLICT MINERALS



Four valuable minerals that have been known to fund conflict in the Democratic Republic of Congo—are a priority for us. Arista is a member of the Responsible

Minerals Initiative (RMI) and have 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 of 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 2023, Arista built upon our Extended Minerals reporting program and expanded our supplier engagement. Going forward, we will continue to grow this program and survey 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.

**We engage with our suppliers on an annual basis to validate compliance to a wide range of Human Rights and Responsible Sourcing centered regulations. Through our supply chain engagement, Arista is able to ensure our supplier's compliance to new and existing laws and regulations.**

# Supply Chain (continued)

## Supply Chain Risk Assessment

Our new vendor on-boarding process consists of a full review of the company’s financial performance, production and support capacity, supply chain risk analysis, contractual coverage and IP ownership. We also check if the supplier has committed to adhere 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, 10 being Excellent, and is monitored annually to identify and mitigate potential risks to our business.

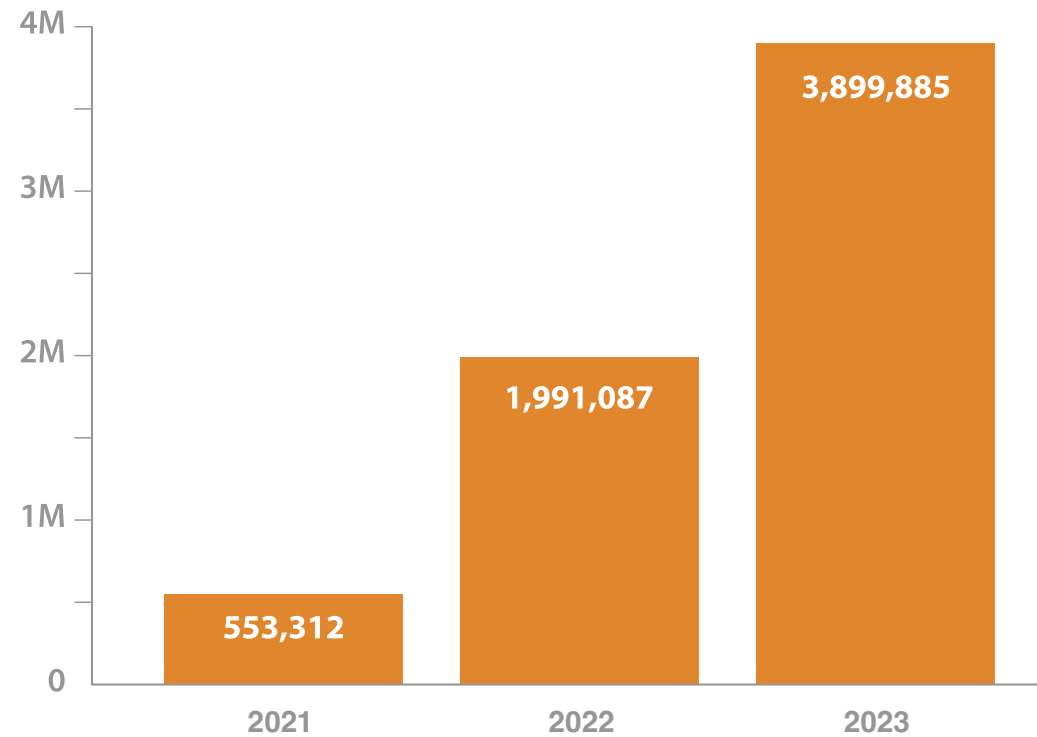
For strategic vendors, our Component Engineering team and our NPI Engineering team are conducting comprehensive full on-site audits that cover general quality, NPI and manufacturing capacity, handling, inspection and shipping processes, supply chain risks as well as specific technological aspects that 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 improve 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 are critical to the operation of our customer data centers who rely on our ability to provide outstanding products, services, quality and delivery. Arista’s Business Continuity Policy is to provide the structure and guidance necessary to support resiliency within operations to maintain our commitment to excellence and our precedence of Best-In-Class customer experience as a world-class, publicly traded company. 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 and 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



## EMPLOYEE SPOTLIGHT



### Khalied Khalifa

GLOBAL MANAGER, LOGISTICS

The logistics team has experienced many successes in the last year. As we have continued to push the envelope when it comes to ocean shipping, we were able to set a new company record for ocean containers shipped. In 2024, we hope to break the record again.

Arista considers a balanced approach for all transportation. As we utilize various shipping modes, we have come to understand which mode works best for each type of shipment. For example, for less time sensitive shipments we have been able to prioritize ocean over air as the on-time performance has improved tremendously in the last few quarters. Through this, we are also able to improve the quality of our product delivery. Our team could not accomplish our GHG goals without the work of our Supply chain, planning and manufacturing teams to ensure inventory pipelines were sufficient.

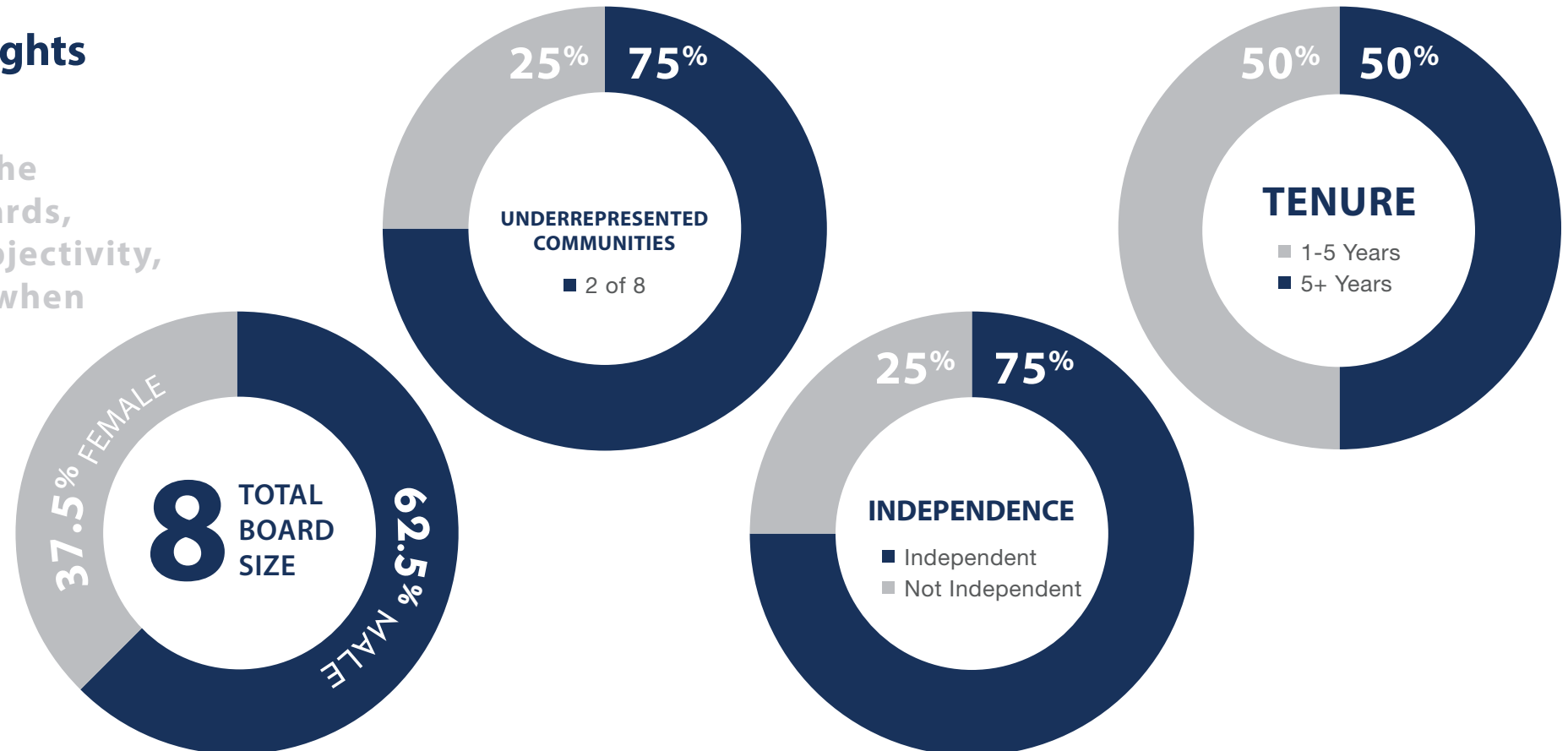
By shifting to more ocean-based transport we are prioritizing our commitment to reducing Arista’s carbon footprint as well. We as a team are committed to supporting Arista’s GHG goals and will continue to work on optimizing our shipping lanes to meet the needs and goals of our company, but also of our customers in the years to come.

# 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



**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



**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

Our Board of Directors is comprised of a diverse group, including eight industry veterans with extensive experience in the technology sector, including six 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. Diversity with respect to tenure is important to 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.

## Ownership & Business Practice

Our stock ownership guidelines are designed to encourage our directors and Chief Executive Officer to achieve and maintain a meaningful equity stock in Arista and more closely align their interests with those of our stockholders. Under Arista's Stock Ownership Guidelines, our Chief Executive Officer is required to own and hold an investment level in our common stock of a value equal to at least three times their annual base salary, and for our directors, it is three times the annual base retainer.

## Audit Committee

Our Audit Committee provides oversight of our accounting and financial reporting process and risk management policies, including review of certain compliance programs and information security policies. Audit Committee members satisfy the independence criteria set forth in Rule 10A-3 under the Securities Act of 1934, as amended, and the listing standards of the New York Stock Exchange.

## 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

Refer to the Executive Compensation section in our latest Proxy Statement, available on our [investor relations page](#).

## Nominating and Corporate Governance Committee

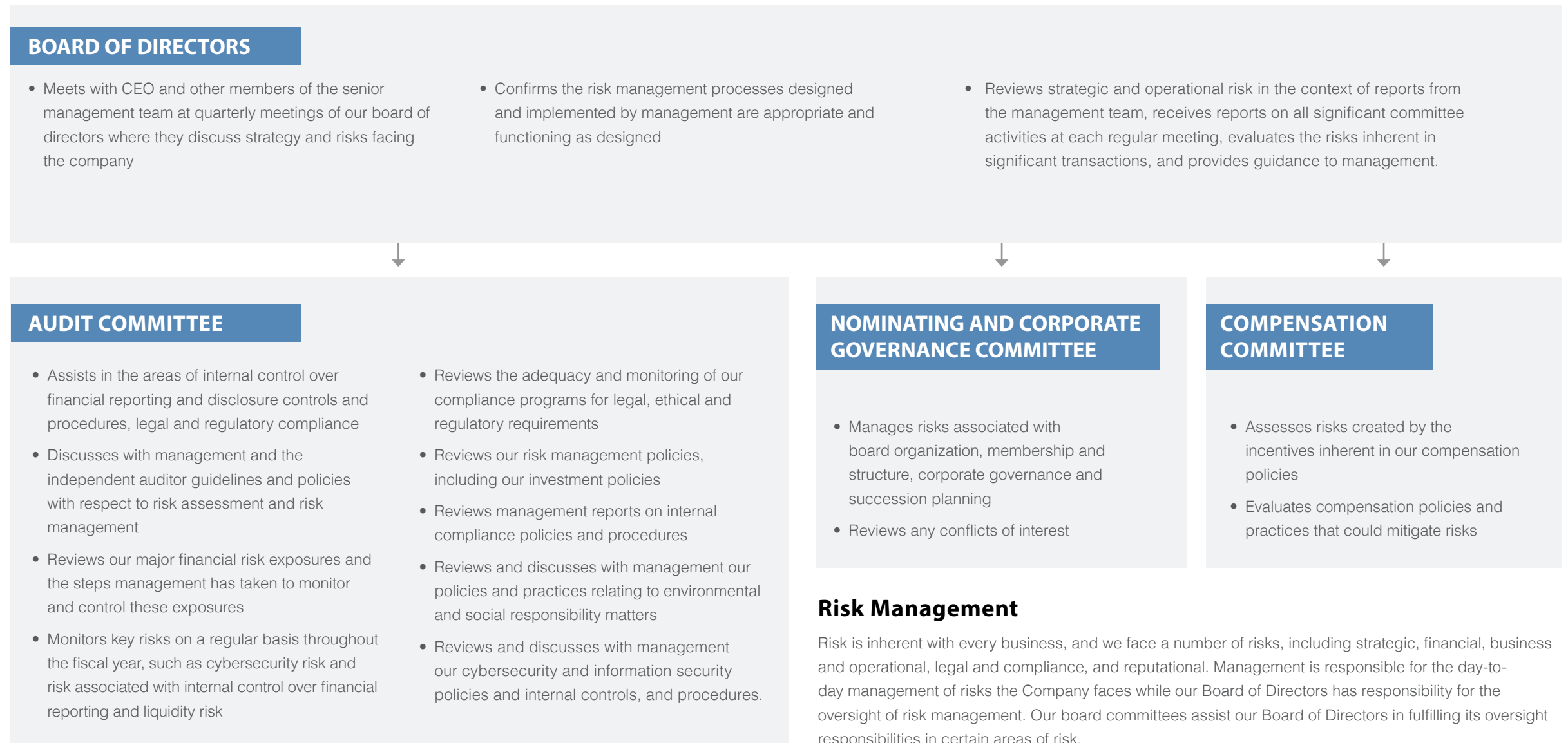
Our Nominating and Corporate Governance Committee reviews and makes recommendations regarding corporate governance, reviews and makes recommendations regarding the composition and size of our Board of Directors and its committees and determines relevant criteria for board membership, including integrity, 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.

## Commitment to Diversity

We are committed to ensuring that the Board of Directors represent a broad range of experiences and abilities. The Nominating and Corporate Governance Committee continually focuses the composition of the Board of Directors and broadening the range of experience, gender, diversity and tenure of our directors.

# Board of Directors & Corporate Governance

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](#).



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Responsibility Goals

APPENDIX

ARISTA



# Business with Integrity

Arista is committed to maintaining the highest level of professional and ethical standards in the conduct of our business around the world. Our reputation for honesty, integrity, and fair dealing is an important component of our success and the personal satisfaction of our employees. Ethical behavior is the cornerstone to a company's well-earned success. Arista has set policies and procedures in place to ensure that our operations, employees, and suppliers are held to rigorous standards regarding their conduct and compliance with expectations and regulations.

## CODE OF CONDUCT

Our [Code of Ethics and Business Conduct](#) defines these standards, providing a roadmap for behavior that aligns with our company's values and the Arista Way and our Code of Ethics and Business Conduct is reviewed annually. Per the Code, employees are prohibited from receiving, offering, promising, authorizing, directing, or making any bribes, kickbacks, or payments of money or anything of value to obtain an improper business or any other advantage for Arista. We also strictly prohibit giving money or anything of value directly or indirectly to a government official for the purpose of corruptly influencing a foreign government. To underline compliance with these requirements, employees participate in periodic training on Arista's Anti-Corruption Compliance Policy and Code of Ethics and Business Conduct.

## ANTI-COMPETITIVE BEHAVIOR

We rigorously observe applicable antitrust or competition laws of all countries or organizations. Under our Code of Ethics and Business Conduct, anti-competitive agreements are prohibited.

## ANTI-COUNTERFEIT

Arista will not knowingly, and shall take all reasonable steps to ensure that it will not, procure, use, or supply any counterfeit item or material. Arista shall implement certain procedures as detailed below to manage the risk of counterfeit material in the supply chain. All Arista staff shall follow this Policy and associated anti-counterfeit management plans and promote awareness of the issues concerning counterfeit material in Arista's supply chain. Please read our [Anti-counterfeit policy](#).

## WHISTLEBLOWER POLICY

Our [Whistleblower Policy](#) encourages transparency, facilitates confidentiality, ensures appropriate handling of complaints, and provides multiple avenues for employees and non-employees alike to submit concerns around accounting or auditing matters via our [whistleblower website](#), and our ethical/violation hotline (telephone numbers available at [www.arista.ethicspoint.com](#)). 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 U.K. Bribery Act. Our Anti-Corruption Compliance Policy and Guidelines outline the parameters of what is acceptable and what is not permissible from an anti-corruption point of view. Companies like Arista can be held liable for the bribery acts of third parties, including commercial intermediaries and other agent representatives and joint venture partners. To ward against these activities, we have established procedures for conducting due diligence on channel partners engaging in international sales, and manufacturers, suppliers, logistics providers, customs agents and other third parties that may be directly or indirectly interacting with foreign officials on our behalf. Arista's policies prohibit the payment of bribes and facilitating payments.

## TRAINING

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

## CYBERSECURITY





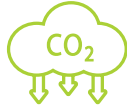






Arista's internal risk management teams oversee compliance with applicable laws and regulations and coordinate with subject matter experts throughout the business to identify, monitor and mitigate risk including information security risk management and cyber defense programs. These teams maintain testing 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 on an annual basis and monitored on a quarterly basis 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.

## HUMAN RIGHTS POLICY

Respect for human rights is a core value of Arista. Our [Human Rights Policy](#) encourages treating workers with dignity and respect and promoting human rights and responsible conduct in conformance with the Universal Declaration of Human Rights. In 2023 Arista published our Human Rights Policy.

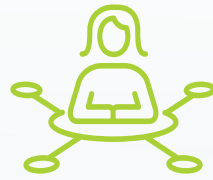
# Corporate Responsibility Goals

Arista is proud of the progress we have made and our many ESG accomplishments achieved in 2023 but as consistent with our Arista culture, our journey is not complete as we continually aspire for even greater levels of corporate responsibility success and achievement.

GOAL	STATUS
 <b>Human Rights Policy</b>	 <b>COMPLETE</b> In 2023, Arista published our Human Rights Policy.
 <b>Sustainable Packaging</b>	 <b>COMPLETE</b> Achieved success in completing our goal of reducing non-recyclable packaging parts to less than 1% and reduced our foam used to below 10% within packaging assemblies.
 <b>Develop a Greenhouse Gas Inventory Management Plan</b>	 <b>COMPLETE</b> Based on the GHG Protocol standard, in 2023 Arista implemented an Greenhouse Gas Inventory Management Plan that includes Scope 1, 2 and 3 emissions.
 <b>DEI - Internal Referral System</b>	 <b>ONGOING</b> In 2023, Arista launched our referral system to increase female representation and sustain progress in improving our gender and underrepresented group diversity of our workforce. Arista will continue to grow this program going forward.
 <b>Align Arista's Tree Planting Initiative with Carbon Neutrality Goals</b>	 <b>ONGOING</b> In 2023, Arista planted over 65,000 trees in India, Tanzania and Central America through global non-profit partnerships with 14 Trees Foundation, Forest Planet and the Eden Reforestation.
 <b>Science Based Greenhouse Gas Goals and Targets</b>	 <b>ONGOING</b> We have partnered with a third party vendor to help us store and manage our Greenhouse Gas inventory. This will be useful for us to see historical data and set our Science Based Greenhouse Gas Goals and Targets. Will work with an external source to verify our Greenhouse Gas Inventory, which will aid our data collection accuracy and efficiency, prior to developing targets.

# Arista ESG Goals for 2024 and Beyond

For 2024, Arista has established the following goals:



## DEI - Internal Referral System

In 2024, we plan on expanding on our Women@Arista success by launching at least one new internal employee resource group; launching a new Big Sister/Buddy program to support women new hires; as well as continuing our #ReferHer referral program targeted to increase our female employee representation and sustain progress in improving our gender and underrepresented group diversity of our overall and technical workforce.



## Invest in Renewable Energy

Work with local energy providers to procure electricity from renewable sources for our operations - our HQ in particular.



## Create Science Based Greenhouse Gas Goals and Targets

Develop our Greenhouse Gas targets and have them certified by Science Based Targets Initiative (SBTi).



# 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 2023 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"> <li>Supply chain labor and human rights</li> <li>Conflict minerals</li> <li>Responsible materials sourcing</li> </ul>		✓
Ethical Business Practices	<ul style="list-style-type: none"> <li>Ethical conduct, including anti-corruption and anti-competitive behavior</li> </ul>	✓	✓
Product Materials	<ul style="list-style-type: none"> <li>Restricted substances</li> </ul>	✓	✓
Employee Morale & Engagement	<ul style="list-style-type: none"> <li>Employee wellness and culture</li> <li>Community engagement</li> </ul>	✓	
Climate Change	<ul style="list-style-type: none"> <li>GHG emissions reduction</li> <li>Energy consumption</li> </ul>	✓	✓
Diversity & Inclusion	<ul style="list-style-type: none"> <li>Inclusive company culture</li> </ul>	✓	✓
Product & Packaging Design	<ul style="list-style-type: none"> <li>Product Design for Environment philosophy</li> <li>Product Energy Efficiency</li> <li>Hazardous materials reduction, compliance, and stewardship</li> <li>Product packaging</li> </ul>	✓	✓
Regulatory Compliance	<ul style="list-style-type: none"> <li>Social and environmental regulatory compliance</li> </ul>	✓	✓
Waste Management	<ul style="list-style-type: none"> <li>Recycling and reuse</li> <li>E-waste</li> </ul>	✓	✓

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GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
<b>GRI General Disclosures</b>		
<b>ORGANIZATIONAL PROFILE</b>		
GRI 102-1	Name of the organization	Arista Networks (NYSE: ANET)
GRI 102-2	Activities, brands, products, and services	<a href="#">About Arista</a> Refer to our latest SEC Form 10-K available on our <a href="#">investor relations page</a>
GRI 102-3	Location of headquarters	5453 Great America Parkway, Santa Clara, CA 95054
GRI 102-4	Location of operations	<a href="#">About Arista</a> <a href="#">Arista Contact Us Page</a>
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 <a href="#">investor relations page</a>
GRI 102-6	Markets served	Refer to our latest SEC Form 10-K: Part I, Item 1 available on our <a href="#">investor relations page</a>
GRI 102-7	Scale of the organization	<a href="#">About Arista</a> Refer to our latest SEC Form 10-K available on our <a href="#">investor relations page</a>
GRI 102-8	Information on employees and other workers	<a href="#">About Arista</a> Diversity, Equity & Inclusion, refer to our Diversity, Equity & Inclusion section on <a href="#">page 18, 19 &amp; 20</a> in this report.
GRI 102-9	Supply chain	<a href="#">Responsible Supply Chains</a>
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 2023.
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 <a href="#">Code of Ethics and Business Conduct</a>
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"> <li>• Sustainability Accounting Standard Board- Hardware Sector</li> <li>• Responsible Business Alliance (RBA) Code of Conduct</li> <li>• GRI Sustainability Reporting Standards</li> <li>• CDP</li> <li>• ISO (ISO 14001 required for our contract manufacturers)</li> <li>• LEED</li> </ul>
GRI 102-13	Membership of associations	<a href="#">Responsible Supply Chains</a>
<b>STRATEGY</b>		
GRI 102-14	Statement from senior decision-maker	<a href="#">A Message from Jayshree Ullal</a>
<b>ETHICS &amp; INTEGRITY</b>		
GRI 102-16	Values, principles, standards, and norms of behavior	<a href="#">Anti-Corruption Policy, Anti-Competitive Policy, &amp; Whistleblower Policy</a> <a href="#">Code of Ethics and Business Conduct</a>
GRI 102-17	Mechanisms for advice and concerns about ethics	<a href="#">Anti-Corruption Policy, Anti-Competitive Policy, &amp; Whistleblower Policy</a>

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<b>GRI General Disclosures CONT.</b>		
<b>GOVERNANCE</b>		
GRI 102-18	Governance structure	<a href="#">Corporate Governance</a> Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees <a href="#">here</a> .
<b>STAKEHOLDER ENGAGEMENT</b>		
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, 2023.
GRI 102-42	Identifying and selecting stakeholders	<a href="#">Determining Materiality</a> 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	<a href="#">Determining Materiality</a>
GRI 102-44	Key topics and concerns raised	<a href="#">Determining Materiality</a>
<b>REPORTING PRACTICE</b>		
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	<a href="#">Determining Materiality</a>
GRI-102-47	List of material topics	<a href="#">Determining Materiality</a>
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 2023. We provide multi-year trend data where available.
GRI 102-51	Date of most recent report	This is our fifth Corporate Responsibility Report, dated Q2 2024. Our fourth Corporate Responsibility Report was published in Q2 2023.
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 <a href="mailto:sustainability@arista.com">sustainability@arista.com</a>
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.

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GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
<b>GRI Specific Standard Disclosures - Economic</b>		
<b>ECONOMIC PERFORMANCE</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">About Arista</a>
GRI-201-1	Direct economic value generated and distributed	<a href="#">About Arista</a> Refer to our latest SEC Form 10-K available on our <a href="#">investor relations page</a>
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 2023, 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 Proxy Statement and Annual Report, available on our <a href="#">investor relations page</a>
<b>ANTI-CORRUPTION</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Anti-Corruption And Anti-Competitive Behavior Policies</a>
GRI-205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Anti-Corruption And Anti-Competitive Behavior Policies</a>
<b>ANTI-COMPETITIVE BEHAVIOR</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Anti-Corruption Policy, Anti-Competitive Behavior Policy, &amp; Code of Business and Business Conduct Policy</a>
GRI-206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Anti-Corruption And Anti-Competitive Behavior Policies</a> <a href="#">Code of Ethics and Business Conduct</a>
<b>GRI Specific Standard Disclosures - Environment</b>		
<b>MATERIALS</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Product Design &amp; Efficiency and Product Stewardship &amp; Environmental Compliance</a>
GRI-301-2	Recycled input materials used	<a href="#">Product Design &amp; Efficiency and Product Stewardship &amp; Environmental Compliance</a>
GRI-301-3	Reclaimed products and their packaging materials	<a href="#">Product Design &amp; Efficiency and Product Stewardship &amp; Environmental Compliance</a>
<b>ENERGY</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-302-1	Energy consumption within the organization	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-302-3	Energy intensity	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-302-4	Reduction of energy consumption	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
<b>WATER &amp; EFFLUENTS</b>		
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.

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<b>GRI Specific Standard Disclosures - Environment CONT.</b>		
<b>EMISSIONS</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-305-1	Direct (Scope 1) GHG emissions	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Greenhouse Gas Emissions &amp; Energy</a> Our 2023 Scope 3 Breakdown (in mtCO2e) is as follows: <ul style="list-style-type: none"> <li>• Total: 2,619,577</li> <li>• Purchased Goods and Services: 524,616</li> <li>• Capital Goods: 0</li> <li>• Fuel &amp; Energy: 5,107</li> <li>• Upstream Transportation and Distribution: 93,720</li> <li>• Waste Generated in Operations: 314</li> <li>• Business Travel: 3,416</li> <li>• Employee Commute: 2,402</li> <li>• Upstream Leased Assets: 0</li> <li>• Downstream Transportation and Distribution: 3,116</li> <li>• Use of Sold Products: 1,986,135</li> <li>• End of Life Treatment of Sold Products: 749</li> </ul>
GRI-305-4	GHG emissions intensity	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
GRI-305-5	Reduction of GHG emissions	<a href="#">Greenhouse Gas Emissions &amp; Energy</a>
<b>WASTE</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Waste Management</a>
GRI-306-2	Communication and training about anti- corruption policies and procedures	<a href="#">Waste Management</a>
<b>ENVIRONMENTAL COMPLIANCE</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Environmental Performance</a> 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 re: environmental laws and/or regulations. Non-compliance issues have not been identified.  Arista considers the DJSI threshold of \$10K threshold for environmental fines/penalties. Arista have not levied any fines or sanctions falling above this threshold.

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
<b>GRI Specific Standard Disclosures - Social</b>		
<b>EMPLOYMENT</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Social Responsibility</a>
GRI-401-1	New employee hires and employee turnover	<a href="#">Diversity, Equity, &amp; Inclusion</a>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Employee Wellness and Culture</a> 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.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Diversity, Equity, &amp; Inclusion</a>
GRI-405-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Responsible Supply Chains</a> <a href="#">Diversity, Equity, &amp; Inclusion</a>
<b>FORCED OR COMPULSORY LABOR</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Responsible Supply Chains</a>
GRI-409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Responsible Supply Chains</a> 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.
<b>LOCAL COMMUNITIES</b>		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Community Engagement</a> <a href="#">Corporate Responsibility Goals</a>
GRI-413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Engagement</a>
<b>CUSTOMER PRIVACY</b>		
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/ACTIVITY METRIC	LOCATION, NOTES, & ADDITIONAL REFERENCE
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 <a href="#">page 19</a> of this report.
TC-HE-410a.4	Product Lifecycle Management	Weight of end-of-life products and e-waste recovered, percentage recycled	Please refer to <a href="#">page 9</a> of this report.
TC-HW-430a.1 (a)	Supply Chain Management	Tier 1 supplier we have VAP audits from:	72% 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 72 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 72 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 (a)	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 it's Tier 1 suppliers to ensure corrective action plans are implemented when applicable.
TC-HW-430a.2 2 (b)	Supply Chain Management	Corrective action rate (everything else)	60% of the other non-conformances have a corrective action plan in place. Arista will continue to work with it's Tier 1 suppliers to ensure the corrective action plans are implemented fully. Arista will also work with it's Tier 1 supplier who are yet to initiate a corrective action plan.
TC-HW-440a.1	Materials Sourcing	Description of the management of risks associated with the use of critical materials	<i>Product Stewardship</i> —Please refer to <a href="#">page 11</a> of this report. <i>Conflict minerals</i> —Please refer to <a href="#">page 22</a> 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.

[SASB Hardware Standard & Disclosures](#)

ARISTA