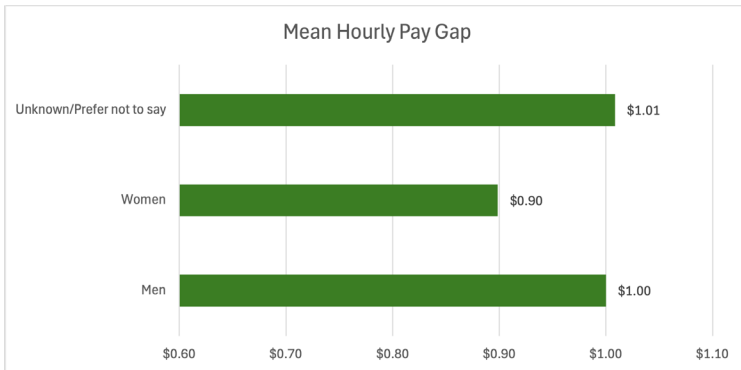


2025 Gender Pay Gap Report

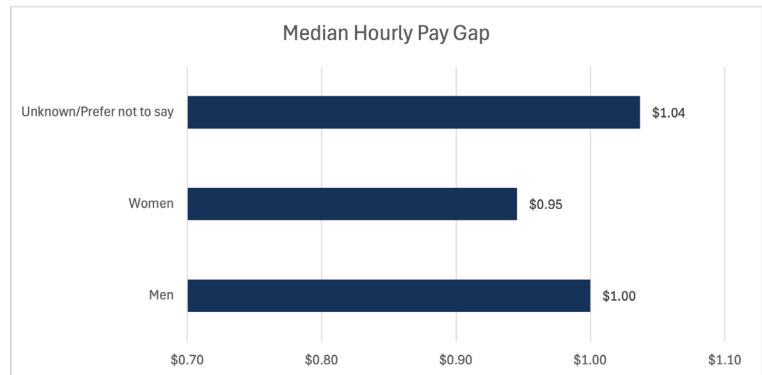
Employer:	Arista Networks, ULC
Address:	9100 Glenlyon Pkwy, Burnaby, BC V5J 5M3
Reporting Year:	2024
Time Period:	Jan 1, 2024- Dec 31, 2024
NAICS Code:	54- Professional, Scientific and technical services
Number of Employees:	300 - 999

Hourly Pay



Women’s average hourly wages are 10% less than men’s. For every dollar men earn in average hourly wages, women earn 90 cents.

Women’s median hourly wages are 5% less than men’s. For every dollar men earn in median hourly wages, women earn 95 cents.

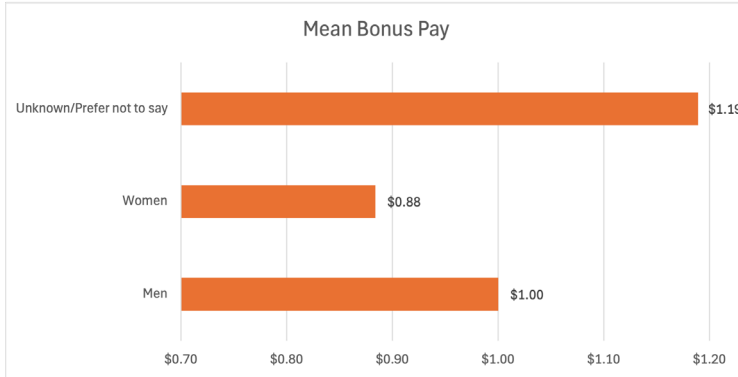


The number of employees who have self-identified as non-binary is statistically small. In accordance with the legislation, the Non-Binary data is excluded in this report to protect employees’ personal data and confidentiality.

Overtime Pay

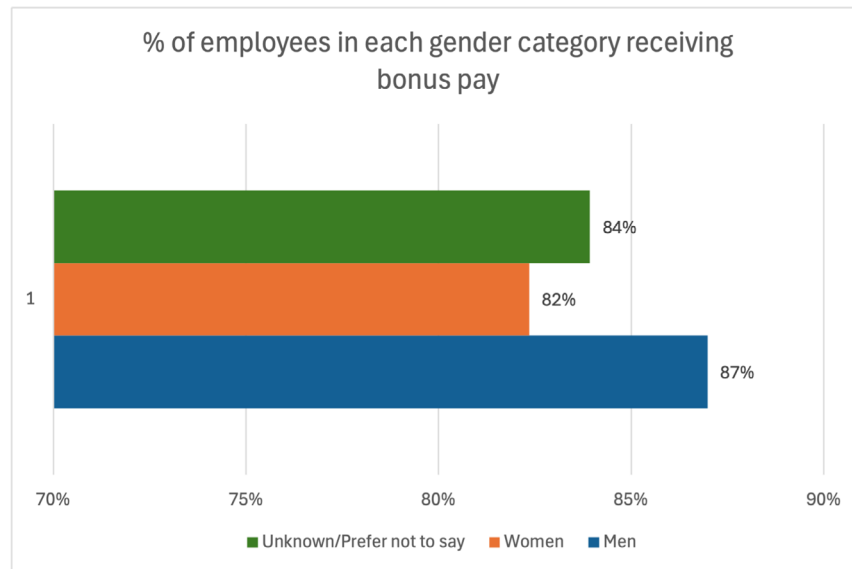
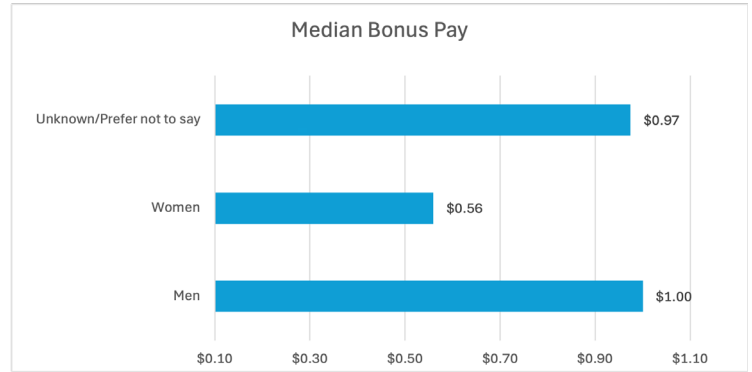
No employee was eligible for Overtime payment in this entity.

Bonus Pay



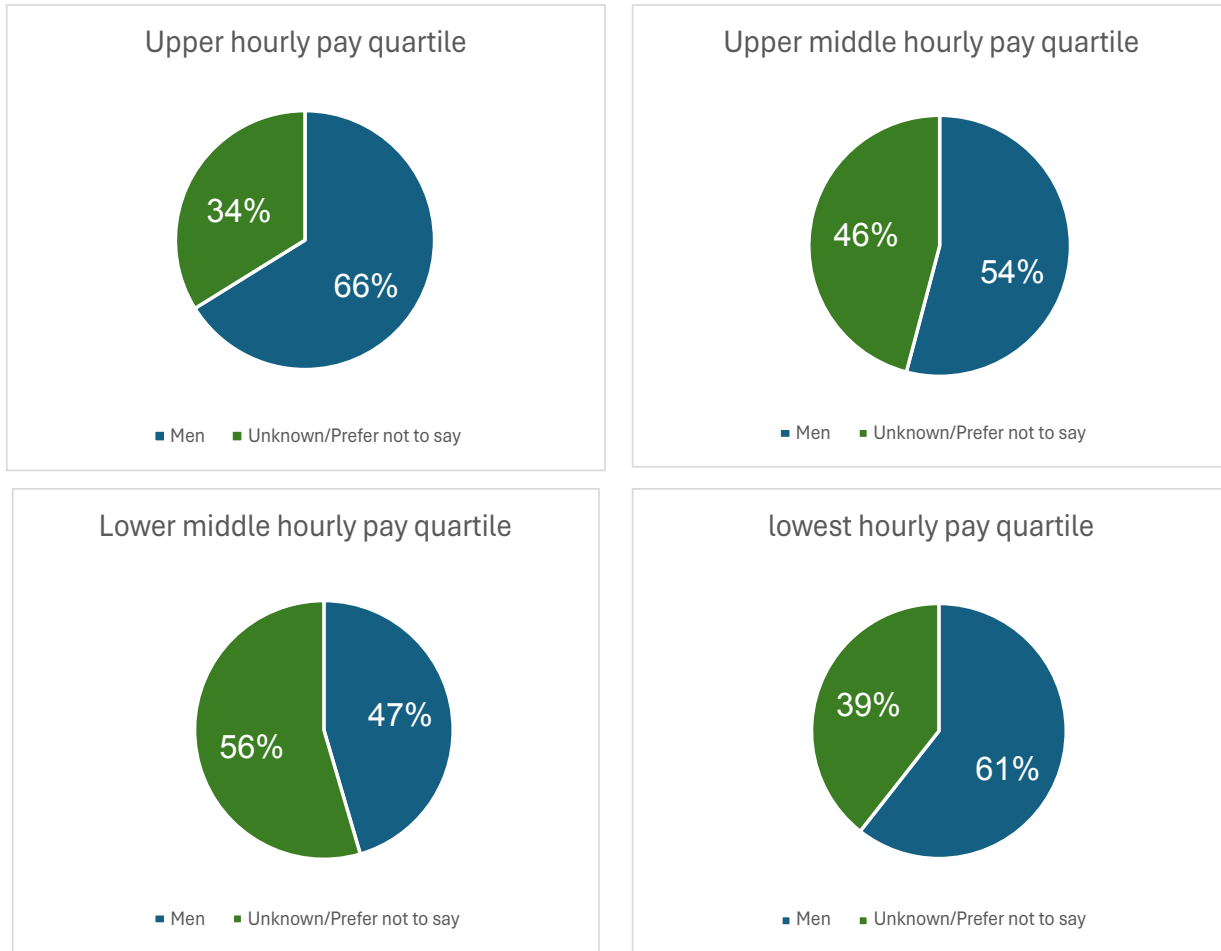
Women's average bonus pay is 12% less than men's. For every dollar men earn in average bonus, women earn 88 cents.

Women's median bonus pay is 44% less than men's. For every dollar men earn in median bonus pay, women earn 56 cents.



The number of employees who have self-identified as non-binary is statistically small. In accordance with the legislation, the Non-Binary data is excluded in this report to protect employees' personal data and confidentiality.

Percentage of each gender in each quartile



The number of employees who have self-identified as non-binary and women is statistically small in each segment. In accordance with the legislation, the non-binary and women data is excluded in this report to protect employees’ personal data and confidentiality.

Santa Clara—Corporate Headquarters

5453 Great America Parkway,
Santa Clara, CA 95054

Phone: +1-408-547-5500

Fax: +1-408-538-8920

Email: info@arista.com

Ireland—International Headquarters

3130 Atlantic Avenue
Westpark Business Campus
Shannon, Co. Clare
Ireland

Vancouver—R&D Office

9200 Glenlyon Pkwy, Unit 300
Burnaby, British Columbia
Canada V5J 5J8

San Francisco—R&D and Sales Office 1390

Market Street, Suite 800
San Francisco, CA 94102

India—R&D Office

Global Tech Park, Tower A, 11th Floor
Marathahalli Outer Ring Road
Devarabeesanahalli Village, Varthur Hobli
Bangalore, India 560103

Singapore—APAC Administrative Office

9 Temasek Boulevard
#29-01, Suntec Tower Two
Singapore 038989

Nashua—R&D Office

10 Tara Boulevard
Nashua, NH 03062



Copyright © 2025 Arista Networks, Inc. All rights reserved. CloudVision, and EOS are registered trademarks and Arista Networks is a trademark of Arista Networks, Inc. All other company names are trademarks of their respective holders. Information in this document is subject to change without notice. Certain features may not yet be available. Arista Networks, Inc. assumes no responsibility for any errors that may appear in this document. December 8, 2025