



ARISTA

# Corporate Responsibility Report

2021

# 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 third 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 2021 (January 1 – December 31 2021), 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 [Sustainability 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



**At Arista we have a set of core values** we call the Arista Way. It is centered around one key principle: Always do the right thing for customers, employees and shareholders. As we enter the post-pandemic world, we will maintain our focus on reducing our carbon footprint while continuing to build cloud networks that further enable distributed workspaces around the world. We remain steadfast in our tenets, and I am proud to say that Arista has upheld these principles in the face of uncertainty and monumental change.

## Business with Integrity

We remain committed to maintaining the highest level of professional and ethical standards in the conduct of our business around the world. Our cloud networking products, services and support are essential to the continued operation of critical infrastructure connecting people and businesses at a time when global communities are driven to physical isolation. We are committed to overcoming the challenges presented in a post-pandemic world to support the continued operation of our networks and their ability to handle increasing demand.

## Minimizing Distraction

We are working proactively to minimize any disruptions and customer responsiveness remains our top priority. We have taken measures to reduce supply chain disruptions by leveraging our multiple locations and multiple supplier capability more dramatically and by authorizing an increase in inventory levels.

## Culture & Community

The events of the world, be it pandemics, climate change or conflict and war have forced us to reflect on the gratitude for what we have, including our families, health and an opportunity to rethink our goals. We are focused on the welfare of our employees, customers and community. Core to our culture are these three goals:

**1) Employee Health and Safety.** Arista continues to take guidance at state and local levels regarding the return to offices around the world and continues to utilize the latest video conference technology to keep remote workers connected.

**2) Communities in Crisis.** When the war broke out in Ukraine, Arista took immediate steps consistent with recently implemented US Government and EU sanctions and guidelines. We also partnered with two of the world's largest and most reputable aid agencies to drive and match much needed donations for humanitarian aid.

**3) Serving the Community.** The Arista Foundation took a leadership role in matching employee contributions early in the pandemic when food and blood shortages were taxing a system in crisis.

We are deeply grateful to our employees, partners, customers and shareholders who have supported us and navigated through this unsettling time together. We remain committed to you all.

**Jayshree Ullal**  
PRESIDENT AND CEO

“We remain committed to maintaining the highest level of professional and ethical standards in the conduct of our business around the world.”

# Arista's Response to COVID-19

## Keeping Arista Employees Safe During COVID

In 2021, Arista Networks continued our primary focus to support the health and safety of our employees given the numerous challenges of new COVID outbreaks and variants. Our efforts continued to be led by the Arista Executive COVID Task Force consisting of senior representatives from HR, Legal, IT, Facilities and Engineering, established at the beginning stages of the first outbreak in early 2020. Arista continues to be proud of our efforts as we have had zero employee deaths or known cases of spread at Arista facilities as of 12/31/2021.

## Arista's Rapid Response & Actions to the India COVID Crisis

At the first signs of increasing COVID cases in India in May 2021, Arista took rapid, decisive actions by creating a special India COVID Task Force consisting of senior leaders from Arista India and HQ HR and Facilities to respond to the crisis. The Task Force's first critical priority was to locate, purchase and deploy oxygen concentrators, which resulted in having a major impact in saving several employee and immediate family member's lives. Next, efforts were made to build relationships and partnerships with hospitals and medical groups to ensure access to hospital beds, if needed, as well as the ability for our employees across India to have access to vaccinations. Finally, a global Arista employee giving drive was launched to support

India COVID disaster relief benefiting a number of charitable organizations including: American India Foundation, SEWA International-AIMS, Save Life Foundation, Give India, PM Cares and One More Breath. Combined Arista Foundation grants, employee donations and executive matching gifts totalled several hundreds of thousands of dollars.

## Utilizing Arista Wireless/Access Point Technology for Contact Tracing

Arista's COVID contact tracing efforts have continued to keep our employees and facilities safe by using our P-Tracer technology utilizing proximity data from Arista access points to accurately provide reports on contact tracing, when necessary.

## Arista HQ Employee Benefit: On-Site COVID Vaccinations and Booster Shots

Driven by the enthusiasm and support of our CEO, Jayshree Ullal, Arista worked tirelessly with vaccination providers very early-on before vaccine availability to be one of the first Silicon Valley companies to provide drive-thru on-site COVID vaccinations as a benefit to our employees and family members at HQ in April 2021. Additionally, we also offered an on-site booster clinic in December 2021. Thanks in large part to these efforts, Arista has achieved very high vaccination rates across our entire employee base.

### Organizations Arista Employees Supported in 2021

- American Indian Foundation
- Give India
- HelpAge India
- One More Breath
- PM Cares
- Save Life Foundation
- SEWA International-AIMS

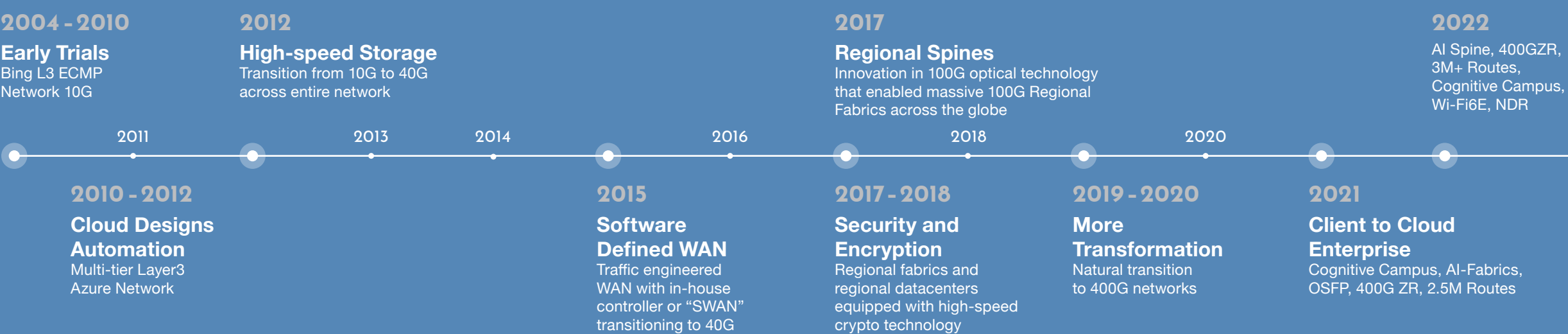
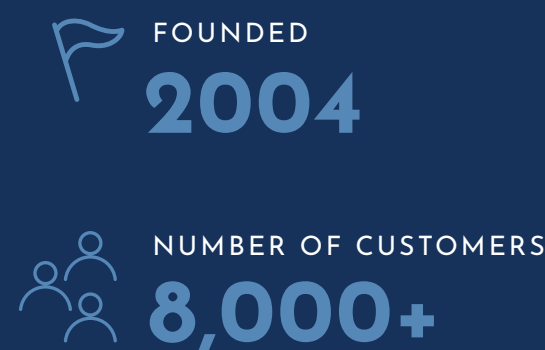


**Moving Forward into 2022:**  
As the COVID pandemic hopefully progresses towards more of an endemic phase, Arista will focus our COVID Task Force efforts to increasing the number of our global employees returning to the office in newly developed hybrid work models.



# 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).



‘We build scalable datacenters for many Fortune 500 companies and deliver products worldwide through distribution partners, system integrators and resellers with a strong dedication 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

Our customers include leading global technology companies in financials, web 2.0 and cloud/service providers, building public and private cloud computing systems. We build scalable datacenters for many Fortune 500 companies and deliver products worldwide through distribution partners, systems integrators and resellers with a strong dedication to partner and customer success.



## Our Products

Arista Networks is an industry leader in data-driven, client to cloud networking for large data center, campus and routing environments. Arista’s award-winning platforms redefine and deliver availability, agility, automation, analytics and security. At the core of Arista’s innovations is a single consistent software platform, the Arista EOS® network stack, and network data lake architecture (NetDL™) enabling high availability and unique application extensibility. 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. In 2021, Arista introduced a new zero trust security framework for integrating security policy with the network through Arista EOS® and CloudVision® capabilities. Arista also expanded 400G solutions for enterprise and cloud customers with the next generation of the 7050X and 7060X Series, providing performance and cost benefits for customers of all sizes as they transition to 400G networks.



# Materiality Assessment

## Determining Materiality

Our corporate responsibility report is an important opportunity for us to enhance our disclosure on key environmental, social, and governance (ESG) topics that our internal and external stakeholders deem significant. To assess which topics to include in this report, we undertook a high-level materiality exercise in 2022 to identify material ESG topics that represent a strategic priority for our business based on the significance of potential financial and reputation impacts. We may experience these impacts directly, for example by their operational impact to our buildings, employees, or suppliers, or indirectly due to the influence they have on our stakeholders and their assessments of our company.

Lower priority topics that we do not consider as material to our business but are still of interest to our stakeholders are also disclosed in our GRI Content Index. Our SEC filings and Annual Reports provide regular insights into our business and financial performance, and address material risks as defined by SEC whereby a reasonable shareholder would deem the risk important.



### 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

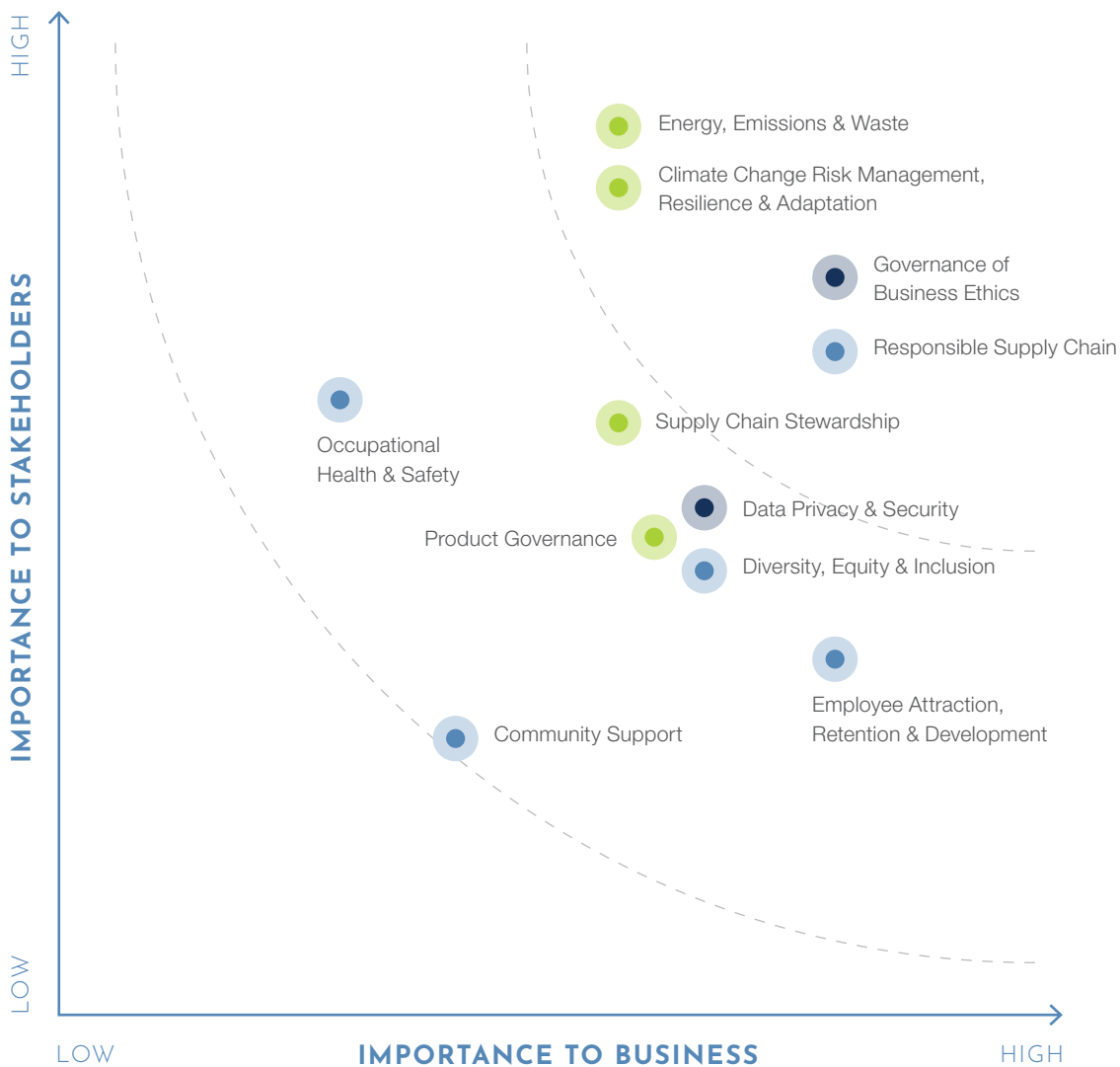


### GOVERNANCE

- Governance of Business Ethics
- Data Privacy & Security

## Approach & Results

Our analysis included a peer review process, evaluation of external stakeholder inputs, and an internal stakeholder feedback session to validate the list of material corporate responsibility topics. The assessment resulted in eleven broad themes for which we disclose our management approach and response within the narrative of this report.



# Environment

We believe that the Information and Communications Technologies (ICT) industry can enable great improvements for the planet. And although we do not manufacture products in house, leading to most of our environmental impacts occurring in the value chain, we take environmental stewardship to heart and are working hard to minimize our direct footprint.



## Environmental Management System

We’ve implemented an Environmental Management System (EMS) that lays out our objectives for achieving pollution prevention, environmental protection and monitoring, and continual improvements in the environmental performance of our operations. Backed by our [Environmental Policy](#), the EMS provides a framework for monitoring of progress, internal employee training to embed sustainability into our business, external stakeholder engagement to promote continual learning of best practices, and setting measurable targets to drive performance.

And while we do not manufacture products in-house, we ensure that our five contract manufacturers’ facilities are ISO 14001 certified.

## Efficient Offices

Our own efforts are grounded in a sustainable foundation for our operations. Two locations, our Santa Clara Headquarters and our San Francisco office are both LEED Gold certified. The certification, awarded by the US Green

Building Council, is based on the properties’ use of sustainable materials, water and energy efficiency, indoor environmental quality, location and transportation and overall innovation. Our headquarters includes environmentally friendly features such as floor-to-ceiling windows that filter heat and maximize natural light, and energy efficient lighting, heating, cooling and ventilation. In addition, high-efficiency plumbing fixtures and landscape irrigation systems are installed to conserve water at a critical time for California. We also promote alternative commuting with onsite electric vehicle charging stations, priority parking for hybrid vehicles and bike lockers throughout the campus. Nearby light-rail and bus service is provided by the Santa Clara Valley Transportation Authority.

Our awareness of these foundational benefits means that we’re moving many of our international offices to newer, energy-efficient facilities. For example, we moved our Bangalore operations to a facility that was built according to LEED Gold Level rating benchmarks.



# Greenhouse Gas Emissions & Energy

At Arista, we always look towards reducing our energy usage, including our operational needs. Our LEED facilities offer a baseline that already meets higher efficiency standards than the average, however we know we can't stop there. As a young, growing company with a relatively small footprint, our initial efforts concentrated on growing our company while keeping our emissions intensity consistent, if not following a decreasing trend. In the meantime we've been gathering data to help inform new work, including at sites located outside of the US, to strengthen our efforts and set a course for future improvements. We're proud of our successful start to our efforts: our carbon intensity by revenue has decreased over 50% since 2014.



## Approach to Reduce Scope 3 Emissions

As we recognize that the emissions from our supply chain account for the majority of our overall emissions, we are taking significant steps to collect accurate data and set reduction targets for our Scope 3 emissions. As a first step to achieve this, we will be joining CDP's Supply chain program in 2022 to collect emissions data from our suppliers. In the meantime, we will also be working on understanding the process and requirements to set SBTis. We will then review our supplier allocations provided through CDP and work towards developing targets and get approvals from SBTi. Our goal is to publish SBTis by Jan 2023 and in our CRR in 2023.

While our revenue has continued to grow, our carbon intensity has decreased each year since 2014.

Greenhouse Gas Emissions	2019	2020	2021
EMISSIONS (in metric tons carbon dioxide equivalent)			
SCOPE 1	801	819	665
SCOPE 2 (location-based)	6,606	4,280	5,746
TOTAL SCOPE 1 AND 2	7,333	5,099	6,411
TOTAL SCOPE 1 AND 2 EMISSIONS INTENSITY BY REVENUE (mtCO2e/\$100,000 revenue)	0.30	0.22	0.22
SCOPE 3	1,469,387	1,567,544	1,704,161
ENERGY CONSUMPTION (in MWh)			
DIRECT ENERGY USAGE (i.e. natural gas for heating)	3,956	4,492	3,660
INDIRECT ENERGY USAGE (i.e. electricity for facilities)	20,746	19,373	20,375
% RENEWABLE ELECTRICITY	30.28	33.50	35.01

\* 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 Fifth Assessment Report (2015-2017).

# 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 working hard to continually expand our recycling and reuse efforts. In 2021, we increased the amount of metal and packaging recycled by 33% and 34%, respectively. Meanwhile, our waste to landfill decreased by 40% from 2020.



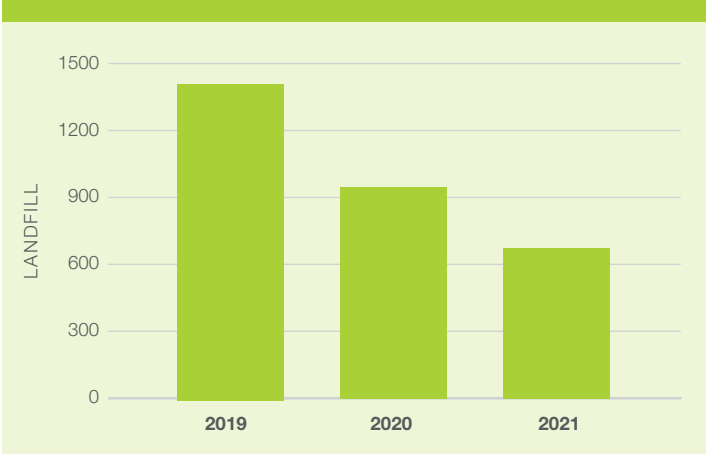
We employ design for environment principles to ensure that our products are designed with the least amount of materials possible, while still meeting performance and reliability requirements. For our product packaging, we design in materials that adequately protect the product while optimizing the volume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

Arista Waste by Type (lbs)	2019	2020	2021
BATTERIES	26	83	5
LANDFILL	1,417	947	673
RECYCLED E-WASTE	47,304	52,699	52,962
RECYCLED METAL	31,433	23,462	34,927
RECYCLED PACKAGING	10,500	3,077	4,633
RETURNED MATERIAL	5,558	6,122	5,951
GRAND TOTAL	96,238	86,390	99,151

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

Arista's Reduction in Waste to Landfill



In 2021, the amount of metal and packaging we recycled increased by 33% and 34%, respectively.



# 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.

## 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.

## 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.

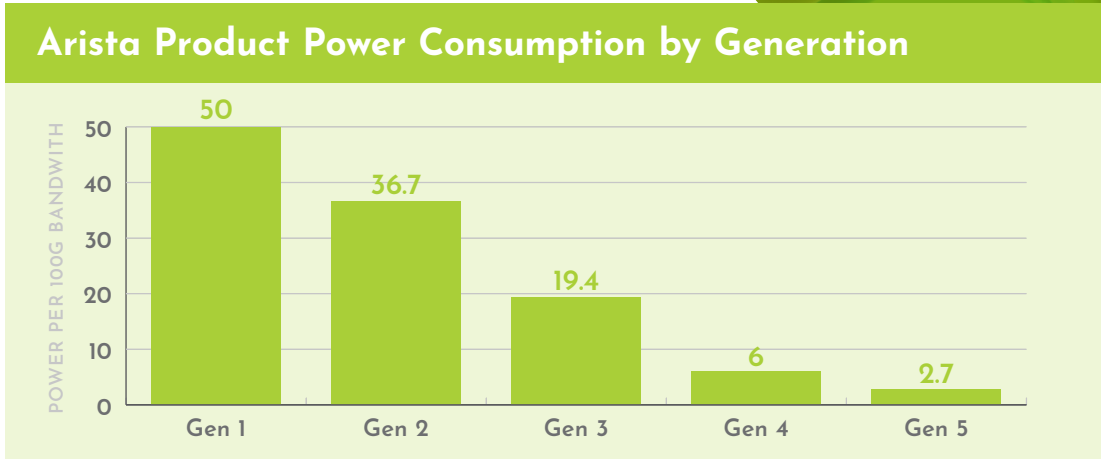
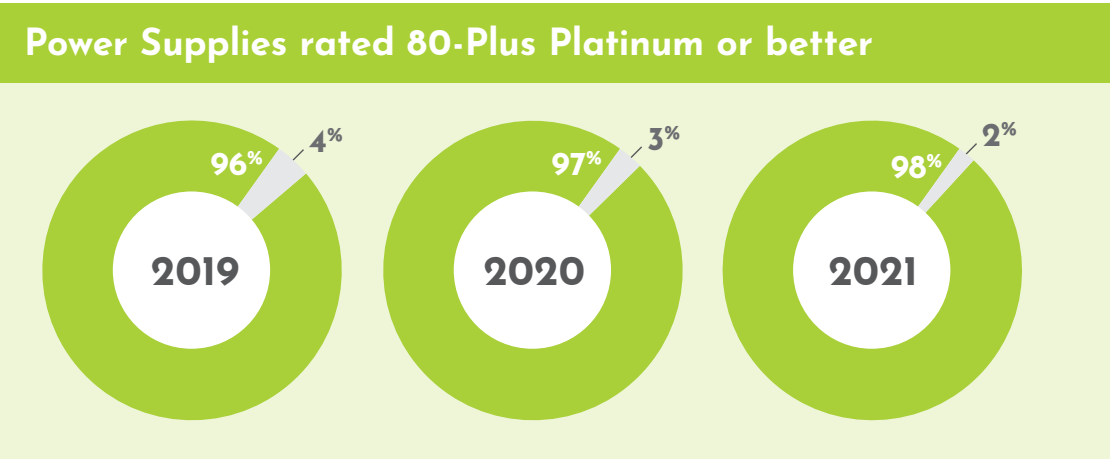
## Power Supply Efficiency

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 FY21, 98% of our power supplies shipped to our customers are rated Platinum or better.

‘For the cost, density and performance we were looking for, we could find no other solution that got close to the level of the Arista switches. The move to Arista has led to a 6 to 8 times increase in throughput with a latency reduction.’

Christian Marnitz  
Head of Technology, Picturemaxx

Since our first product, we have driven the power consumption to ~95% reduction



# Product Stewardship

We strive to reduce the hazardous materials in our products without degrading product performance and reliability as well as comply with applicable product related environmental laws and legislations on the restriction of certain hazardous substances.

## 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.

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 EN50581:2012, 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 10](#) for the quantity of material returned.



**Arista has been able to successfully reduce the use of Carbon Black ink by 80% in its packaging parts, and targets to complete 100% by the end of 2022**

# Product Packaging

Packaging at Arista starts with recycled materials and ends with recyclable materials. Even with this close attention to recyclability, we're also working to move up the waste hierarchy by exploring opportunities for reuse. 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 majority of our products currently ship in corrugated board which contain post-consumer content and the high density polyethylene end caps which protect our products in the box 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.

## Principles of Sustainable Packaging

- Work cross-functionally to ensure that the most cost effective and environmentally sustainable solution is reached in the product/package relationship.
- Design in materials that adequately protect the product while optimizing the volume of material and utilizing recycled goods.
- Reduce cube size, directly impacting material usage and reducing the amount of energy expended in transportation.
- Design utilizing recyclable and reusable materials, implementing tools for reclamation of reusable packaging.
- Arista has been able to successfully reduce the use of Carbon Black ink by 80% in its packaging parts, and targets to complete 100% by the end of 2022.

# Social Responsibility

Arista celebrates our employees—we strive to differentiate by supporting a fun and inclusive culture that supports every member of our team. We’re extremely proud of our recognition as a US and India certified Great Place to Work as well as our recent achievement and our best-in-class ratings on Glassdoor, and Comparably based on feedback and survey input from our current employees. 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 to the communities we work in and support.

## Doing Right by our Employees





# Community Engagement



## Arista's Rich Legacy and Culture of Giving

Community engagement and partnership is a core Arista value. We believe that fostering our relationship 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 its charitable foundation, Arista gives generously to numerous deserving non-profit organizations dedicated to developing impactful solutions to hunger, environmental sustainability issues, children's education, health and wellness with special emphasis on those in underserved groups as well as humanitarian disaster relief.

## 2021 Update—Arista's Record Setting Year in Philanthropy!!

In 2018, Arista launched our Global Community Engagement Planning & Strategy, supported by additional resources 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 on our idea and success 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,

thanks to the amazing generosity of our employees and generous matching support from the Arista Foundation, we made aggregate donations and grants providing over 1.7 million meals, globally, well above our goal of 1.3 million meals, an increase of over 60%. For the second consecutive year, we are proud to be recognized by the Central Texas Food Bank as the #1 per capita fundraiser for their 2021 Corporate Challenge!

Additionally in 2021, the Arista Foundation provided generous grants to the Red Cross, SEWA International, New Hampshire Food Bank, Roswell Park Hospital, Children Discovery Museum, RISE Against Hunger and internationally, to the Peter McVerry Trust, Greater Vancouver Food Bank, Canadian Red Cross, MidWest Simon and PM Cares among many others. 2021 was our largest year in terms of number of grants and total \$'s; a greater than 800% increase over 2020.

## Arista Giving Extends to Products, Services and includes Employee Engagement Activities

In 2021, Arista made generous Arista equipment donations to Community in Schools, Washington (CISWA) as well as Santa Clara University to support primary, secondary, and higher education to develop our next generation of technologists and leaders.

Arista's culture of giving extends beyond just monetary and equipment donations. In support of our communities,, Arista has offered free pro-bono services to hospitals when threatened by ransomware attacks. As shared by our executive, Rahul Kahsyap, "It is vital that IT and security professionals protecting healthcare networks are not distracted by attacks, especially during the COVID-19 pandemic. We feel strongly that it is our moral duty to ensure the security of the infrastructure they protect."

**Arista Foundation Grants increased over 800% in \$s from 2020 to 2021,**

# Community Engagement (continued)

Arista additionally hosted multiple virtual employee engagement/volunteer events throughout the year: including assembling 200+ teaching kits for Resource Area for Teaching (RAFT); career mentoring for underserved Bay Area youth with New Door Ventures and acting as reading mentors for underserved youth with Including You.

In 2022, Arista will be increasing our giving as well as our efforts to develop metrics to measure the impact of our giving. We are proud to be one of the first companies to launch and complete a global employee drive for Ukrainian refugees through the International Red Cross and UN that raised over \$150,000 in aid.

In 2022, Arista will be increasing our giving as well as our efforts to develop metrics to measure the impact of our giving.



**SECOND HARVEST**  
of SILICON VALLEY

Arista is extremely proud of our continuing multi-year partnership with [Second Harvest of Silicon Valley](#) which provides food to those underserved and in need in the Silicon Valley. In 2021, Arista executives supported Second Harvest by taking time out to create public service announcements (PSAs) and were recognized at a special presentation for providing over 500,000 meals.





# Arista Tree Planting Initiative Update

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.

## Planting a Tree for Every Arista Employee in support of 2021 Earth Day—Restoring the Earth

Since that momentous day, through Pravin's tireless energy and enthusiasm and in partnership with the non-profit 14 Trees Foundation, Arista has sponsored the planting of over 10,000 trees. For 2021, in recognition of Earth Day 2021 and support of the theme of Restoring the Earth, Arista sponsored the planting of one tree in the name of every single global employee (3500 trees).

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

In support of the UN Sustainable Development Goal of Climate Action, the Arista Foundation continues to make generous grants to support non-profits such as ForestPlanet in reforestation and current tree-planting activities in the Irente Planting site in the Western Usambara Mountains region of northeast Tanzania. In 2022, Arista has made a grant to support the planting of more than 22,000 trees.



**View our Arista Tree Initiative Story and Journey!**

We invite you to view our Arista Tree Initiative Journey in partnership with the 14 Trees Foundation at the following [Youtube link](#).



# Employee Wellness, Culture, & Training

**In support and recognition** of our truly dedicated employees, Arista proudly provides competitive and comprehensive benefit packages that give our employees the ability to optimize decisions for themselves, their families, and lifestyles.

In 2021, Arista continued to offer a broad variety of physical and mental wellness offerings to support our global employees in a virtual as well as an on-demand format. The intent was to provide practical wellness takeaways, strategies for stress reduction, and a regular program of informative webinars. Arista's wellness pillars of focus were physical well-being, nutrition, mental well-being, social engagement and holistic health.

**In 2022**, we plan on adding additional mental health and caregiver support benefits for our US employees.

## 2021 Offerings Included:

- Monthly virtual webinars by medical and mental health wellness experts as well as continuing webinars led by medical professionals detailing the current state of COVID-19 across the globe, and recommended do's and don'ts.
  - Monthly virtual fitness classes and quarterly virtual wellness weeks customized for our Americas, EMEA and APAC by region, which continued to receive extremely positive feedback from the employee base and 3000+ employee-hours of total attendance.
  - Toolkits accessible via intranet listing and including COVID-19 resources and work from home best practices.
  - Drive through COVID, Booster and flu shot clinics for HQ employees.
  - Regular social engagement activities which included an online Magic Show, Halloween Jack O'Lantern and Costume Contest, music trivia contests, India social activities and virtual family visits with Santa.
- Two in-house fitness challenges with high global employee participation:
    - **The Get Strong /41 Day Challenge** — 364 enrolled global employees who cumulatively completed 5,427 miles,
    - **Battle of the Bulge/Charity Challenge** — 135 enrolled global employees who completed over 19 million steps and 4,000 workouts sessions of at least 30 minutes.

## Workplace Safety

Arista closely monitors workplace safety and has maintained an extremely low global incident rate with no reported deaths in our entire corporate history. We continuously monitor and work to reduce and eliminate potential workplace hazards.

**Over 5% of Arista's global employee base enrolled and completed over 19 million steps and 4,000 workouts sessions of at least 30 minutes.**

## EMPLOYEE SPOTLIGHT



### Ken Duda

CHIEF TECHNOLOGY OFFICER

Through years of programming and selling software, I discovered the only thing better than writing software myself is writing with a whole team of passionate engineers, because you can achieve so much more with a great team. From the earliest days at Arista, I've led the recruiting and hiring process, focusing us on the kind of person who really appreciates software — not just the designing, but also making it really work, delivering it to the customer, and sharing joy in the customer's success. When we interview students from the world's leading universities, or technologists from other companies, we determine if this person really cares about creating software, engages deeply with the problem at hand, and finds satisfaction in delivering something that really works. If so, they're going to be a good fit for our team.

Using this process, we've built a team of over 1,000 software engineers globally, staying true to the vision of creating great software. I think the results speak for themselves.

# Employee Wellness, Culture, & Training (continued)

## Comprehensive Employee Benefits

Arista offers a comprehensive and competitive benefits package to all our global employees. Our global employees are offered the ability to participate in a employee stock purchase plan (ESPP) where legally permissible.

**Arista’s US Benefits include:**

- Medical, Dental & Vision Plan Coverage
- Life Insurance, Accidental Death & Dismemberment, Short and Long Term Disability
- 401k Plan
- Flex Spending Accounts & Commuter Benefits
- Merchandise and Community Discounts
- Employee Assistance Programs
- In 2022, we will be adding additional mental health and caregiver support benefits for our US employees.



## Arista Employee Training Update

In 2021, all Arista global employees continued to participate in annual training with regards to Arista Code of Conduct, Anticorruption 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.

In addition, we asked all Arista managers in support of the challenge of mental health of their team members, to attend special training on Mental Health Fundamentals and we continued to update and evolve our training on Arista COVID-19 protocols. One of our highlights, globally, was to launch new training on ergonomics to our Ireland team members. 2021 total employee training hours were in excess of 7500+ hours.

Looking ahead for 2022, our goals include launching new employee training on Unconscious Bias and updated Sexual Harassment of Women at Workplace (PoSH) in India.

## Employee Engagement and Surveys

At Arista, we strongly believe that by listening to our team members and maximizing opportunities for feedback, we can maximize their employee experience. A critical vehicle in measuring our success is through regular global employee engagement surveys with accredited external partners.. In 2021, Arista partnered with Great Place To Work India to conduct a survey which resulted in Arista proudly being certified as a Great Place To Work. In 2022, Arista was just recently recognized as a Best Place to Work in the Bay Area.

**In 2021, Arista was certified as a Great Place to Work in the United States and India.**



Seasonal Recipes Cooking Demo



Arista Trivia



Barre Bootcamp Fitness Class



# Diversity & Inclusion

## It Starts with Our Vision and the Top

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 our employees. It fuels our innovation and connects us closer 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.

## Enthusiastic Employee Feedback

At Arista, we believe that the voices of our employees are the ultimate barometer in evaluating the success of our Diversity and Inclusion efforts. In recently completed employee surveys, Arista received our highest scores (very high 90% percentile) from all demographic groups in the areas of fairness. Per Great Place To Work, our scores were higher than the average of the top 100 overall performing companies in the US!

In addition, we are proud that as of 12/31/21, Arista held an A+ in Diversity on Comparably and a superior Glassdoor Diversity and Inclusion score of 4.2 from our employees.

## What's New in 2021: Increased Focus and Governance

In 2021, in recognition of the growing importance of developing, retaining, and promoting a diverse population of employees given an increasingly competitive global talent market, Arista established a Diversity Council including our most senior leaders in Global HR, Finance, Legal to develop Arista's DEI strategy, set priorities and continually review and improving our metrics.

## Arista Initiatives to Develop a More Diverse Pipeline

**Recruiting:** In 2021, Arista's recruiting efforts continued to extend to diverse underrepresented groups via websites such as the National Society of Black Engineers, United Latino Job Bank and Hire Veterans as well as through diversity focused career fairs such as City Career Fair's Annual Diversity Employment Day. For 2022, we are planning on accelerating our efforts through the addition of colleges with higher female and underrepresented minority populations to our

college recruiting schedule and attending and presenting at other DEI focused events, such as HackerX and hosting a special Arista India Women's recruiting event in support of International Women's Day.

**Interns:** Throughout our history, Arista has a long rich tradition of partnering 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. In 2021, 39% of our interns were female or from underrepresented groups. For 2022, we plan on adding an additional non-profit partnership focusing primarily on female parents/caregivers returning to the workforce.

In 2021, **39% of Arista Interns** were either female or from underrepresented groups.

## INTERN SPOTLIGHT

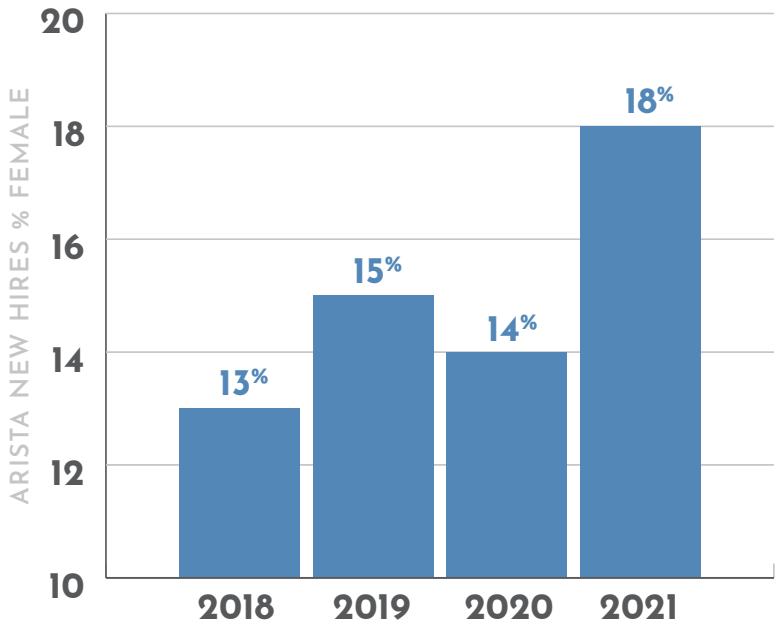
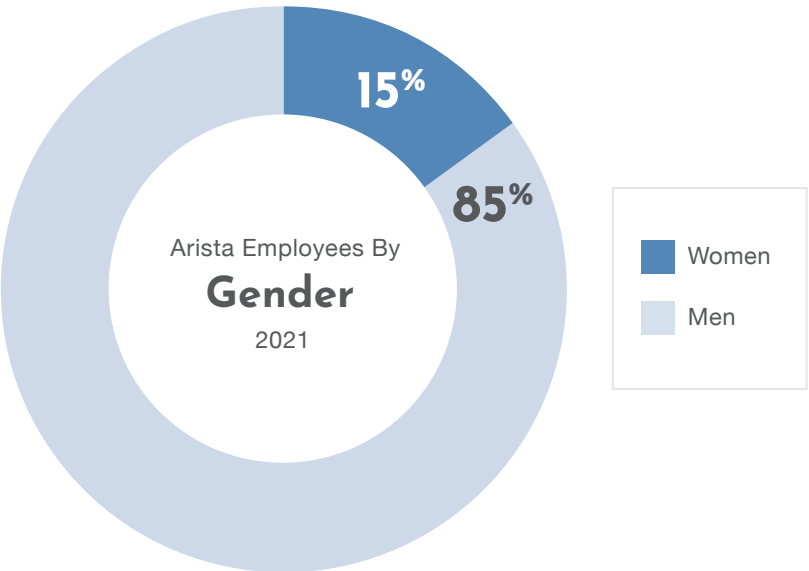


### Umar Balogun Mohammed

INTERN, CODE2040 PARTNERSHIP

I had a really great experience interning with Arista Networks in Summer 2021. As part of their internship program, I was provided with a mentor that was extremely helpful with getting me up to speed with Arista's codebase and directing me to useful resources. My team was super supportive of me and helpful in understanding the projects I undertook. Working with them, I didn't feel like an intern that would just be there for a little bit; they made me feel like a part of the team, ensuring I had a say in the matters we discussed and the decisions we made. Despite working remotely, there were also social events with the team to connect us as a unit, as well as events with other interns. In addition, I appreciate Arista's commitment to diversity within their workforce as evidenced by their partnership with Code2040.

# Diversity & Inclusion (continued)



## Employee Resource Group Highlight–Women@Arista

At Arista, improving the Arista experience of our employees through the support and development of their careers via employee resource groups is an important priority. Arista is extremely proud and supportive of the continuing efforts of our Women@Arista ERG as they held numerous events and meetings throughout 2021, including hosting speakers on breaking unconscious bias in feedback and annual performance reviews as well as partnering with IT in improving our careers website experience, providing mentorship, and developing new unconscious bias training.

## Arista Investments in Under Represented Group 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 2021, Arista initiated 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, the Arista Foundation contributed generous grants to Resource Area For Teachers (RAFT); Friends of the Children, New York; and Community in Schools, Washington (CISWA) for primary and/or secondary underserved STEM educational support.

## 2021 Arista DEI Metrics Summary

In 2021, despite the challenges of a tightening global job market and a highly technical skewed employee population, Arista was able to increase our women and underrepresented ethnic and racial group employee population percentages from 2020 to 2021. We are, however, very early on our journey to longer-term DEI success and as previously mentioned, launching a number of initiatives in 2022 to serve as catalysts to further accelerate progress.

Globally, Arista's Finance, HR, Legal and Marketing organizations were 64% female.

## Diversity and Anti-Discrimination Policy

Our Code of Ethics and Business Conduct formalizes our diversity policy and affirmation of 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.

# Supply Chain

Manufacturing our products creates environmental and social impacts that extend far beyond the walls of Arista. We engage with suppliers throughout our global supply chain to manage and improve these impacts to conserve resources, save costs, and promote ethical social practices.

## Supply Chain Policy

Just as we have stringent requirements for our own employees, partners and contractors, we've 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 Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition), or RBA, 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, 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.



**Responsible Business Alliance**  
Advancing Sustainability Globally

We have used the RBA Code of Conduct to standardize best practices on social, environmental and ethical responsibility in our supply chain. Just as we are working to align our own operations with the RBA Code of Conduct to ensure human rights are protected, we encourage our own first-tier suppliers to do the same.

## 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 data on areas such as:

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

We utilize industry standard data collection techniques to minimize our suppliers' work in providing data. 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 compliance with the California Transparency in Supply Chains Act (SB657) and the UK Modern Slavery Act:

- The "Freely Chosen Labor" section of the RBA Code of Conduct prohibits forced, bonded, or indentured labor; involuntary prison labor; and slavery or trafficking of persons.
- Supplier Risk Assessments – We perform supplier risk assessments of our suppliers via the RBA's self-assessment questionnaires and will 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 to eradicate slavery and human trafficking in their supply chains.

## HUMAN RIGHTS DUE DILIGENCE

We are aware of the situation and in China and concerned about reports of human rights abuses against the Uighur Muslims in Xinjiang.

We want to ensure human rights are protected within our supply chain and are working with our direct suppliers to exclude components manufactured from this region from our products. Our initial due diligence suggests that while no components of our products are sourced from or manufactured in Xinjiang, some suppliers may provide these materials to other customers. We will continue a program of work, investigation and vigilance in this area.

## 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.

Accounting for more than 90% of our annual spend, we engage with our Tier 1 suppliers on an annual basis to validate compliance to a wide range of Human Rights centered regulations. Based on our 2021 survey, 100% of our Tier 1 suppliers either adhere to RBA code of conduct or have a similar code of conduct in place that assists in maintaining compliance to human rights regulations in our supply chain.

## CONFLICT MINERALS



Four valuable minerals that have been known to fund conflict in the Democratic Republic of Congo—are also a priority for us. We're 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

We will start collecting data on Cobalt in our supply chain in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, in 2022.

## EMPLOYEE SPOTLIGHT



### Khalied Khalifa

GLOBAL MANAGER, LOGISTICS

Khalied, a global manager in our logistics team found success during the 'worst of times' for ocean shipping in recent history (last 20 years). The potholes in the sea lanes we avoid are immeasurable. Covid-19 created massive barriers such as container shortages, canceled vessel sailings, port congestion, labor shortages due to lockdown, high costs and more.

Working closely with our Manufacturing team, and making sure our inventory pipelines were sufficient our logistics team has been able to beat all the odds. During the Calendar Year 2021 Arista set a company record for the most containers shipped in a year. It was good for business because the ocean shipments Arista sourced are performing as expected and taking away stress from the Airfreight industry collapse, we are saving carbon and landing the Chassis for our customers.

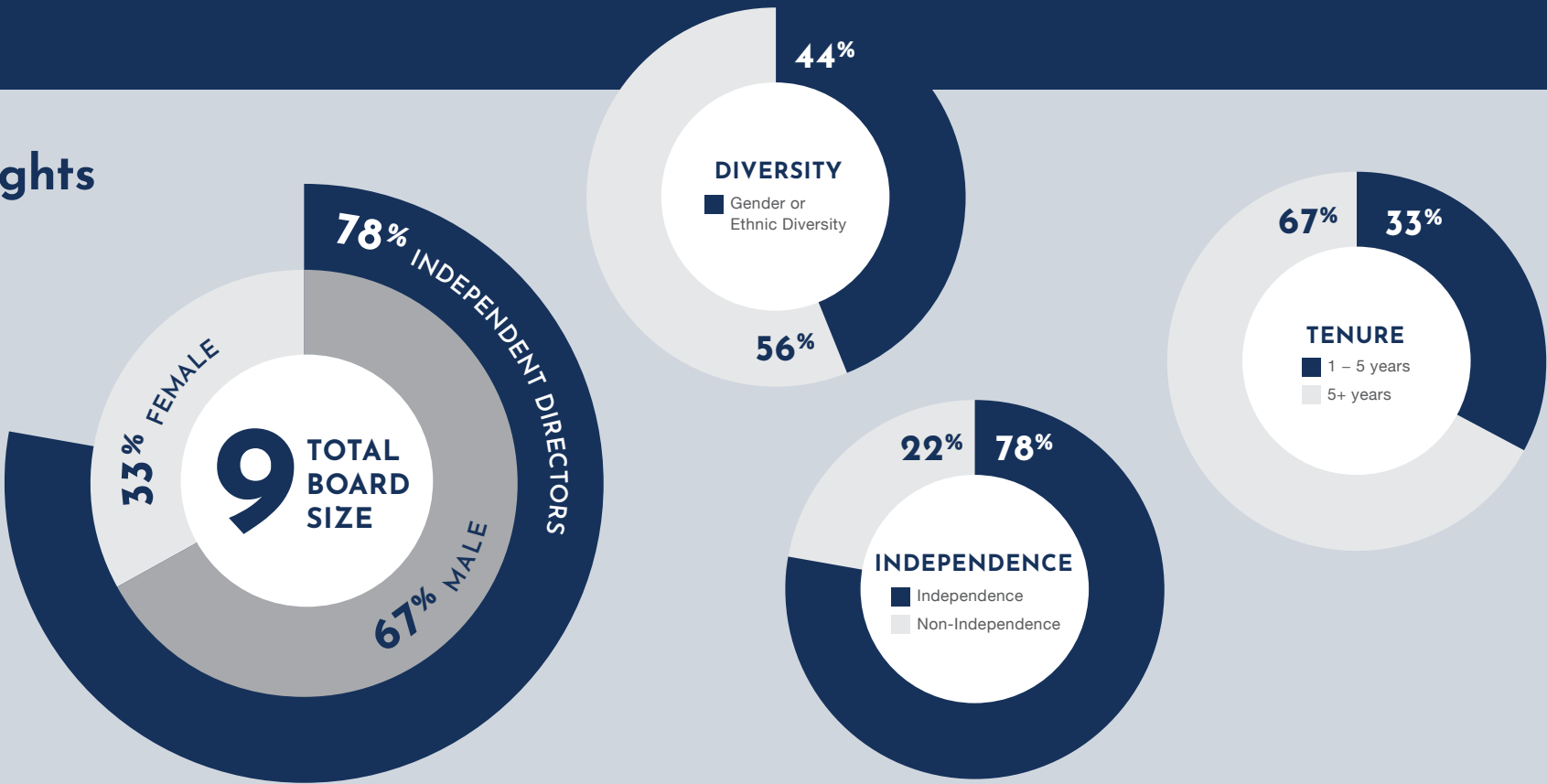
There are many challenges to successfully execute ocean shipping program and our team is working relentlessly to overcome such hurdles.

# Governance

We believe 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. 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 Governance

Our board is comprised of 9 industry veterans with extensive experience in the technology sector, including seven independent members, our CEO Jayshree Ullal and Founder, Chief Development Officer and Chairman Andreas Bechtolsheim. This technical expertise has been vital in steering the growth of our company. We believe that diversity with respect to tenure is important in order to provide for both fresh perspectives and deep experience and 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.

## Compensation

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 also 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.

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

## Ownership & Business Practice

Our stock ownership guidelines are designed to encourage our directors and chief executive officer to achieve and maintain a meaningful equity stock in Arista and more closely align their interests with those of our shareholders. Our chief executive officer should accumulate and hold an investment level in our common stock of at least three times annual base salary, and for our directors, it is three times the annual base retainer.

## Audit Committee

Audit committee members satisfy the independence criteria set forth in Rule 10A-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and the listing standards of the New York Stock Exchange. In addition, compensation committee members also satisfy the independence criteria set forth under the listing standards of the New York Stock Exchange and SEC rules and regulations.



**Kelly Battles**  
Board Member



**Andreas Bechtolsheim**  
Founder,  
Chief Development Officer,  
Chairman of the Board



**Lewis Chew**  
Board Member



**Charles Giancarlo**  
Board Member



**Ann Mather**  
Board Member



**Dan Scheinman**  
Board Member,  
Lead Independent Director



**Mark Templeton**  
Board Member



**Nikos Theodosopoulos**  
Board Member

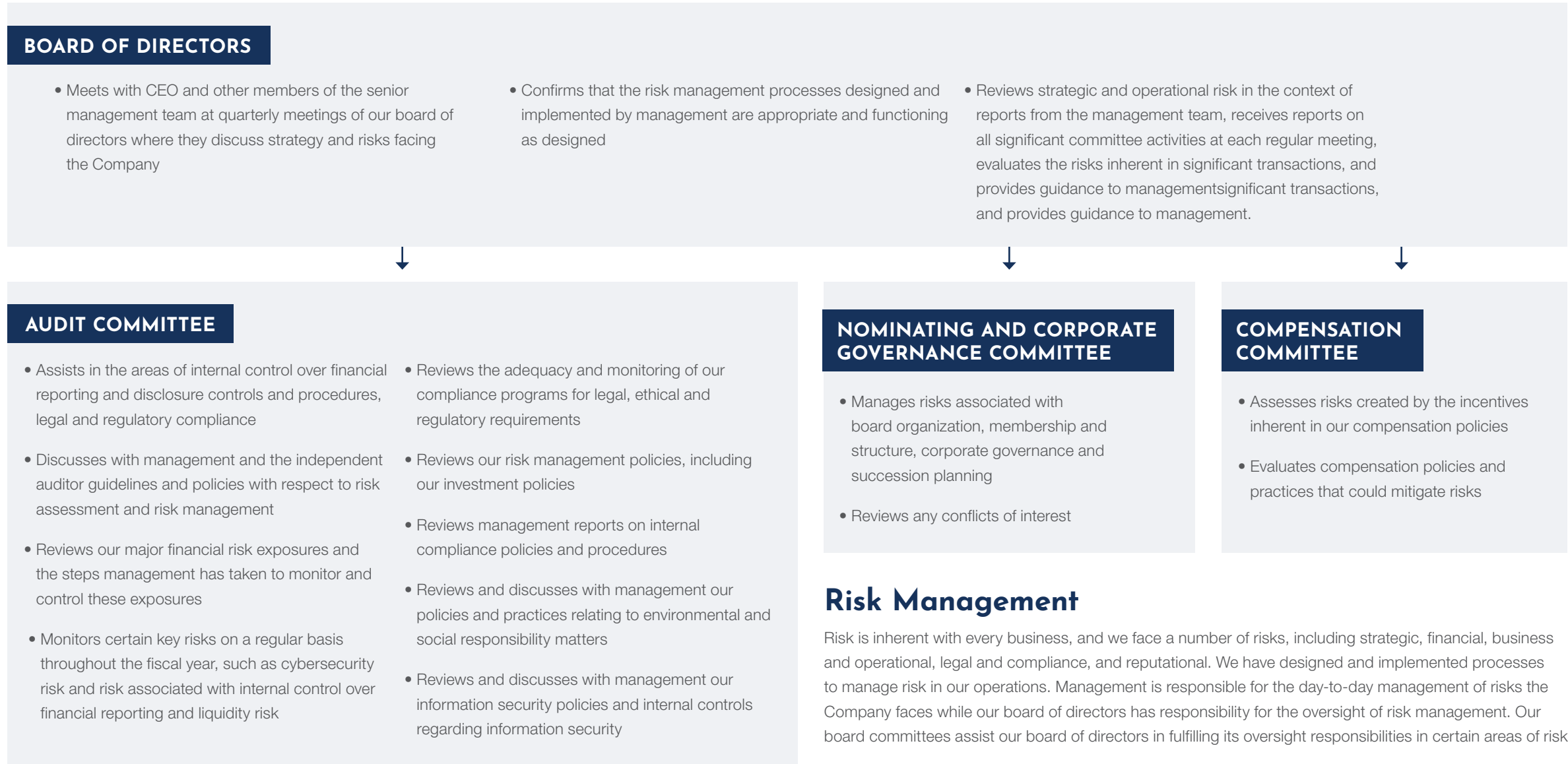


**Jayshree V. Ullal**  
President,  
Chief Executive Officer,  
Board Member



# Board of Directors & Corporate Governance

The chart below illustrates the responsibilities of our board and board committees in overseeing risk in our operations.



# Business with Integrity

We are 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. We’ve 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 annual training on Arista’s Anti-Corruption Compliance Policy and Code of Ethics and Business Conduct.

## ANTI-CORRUPTION

We are 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.

## 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.

## 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 ([www.arista.ethicspoint.com](http://www.arista.ethicspoint.com)), and our ethical/violation hotline (telephone numbers available at [www.arista.ethicspoint.com](http://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.

## TRAINING

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

## CYBERSECURITY

Our 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. Arista also 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.

# Corporate Responsibility Goals

Arista is proud of our progress and accomplishments achieved in 2020 but as consistent with Arista culture, but we continually aspire for even greater levels of corporate responsibility success and achievement.

## 2021 - 2022 Goal Progress Report

GOAL	STATUS
 <b>Continuation and Multi-Year Plan for Arista's Tree Planting Initiative in India</b>	 <b>COMPLETE</b> In 2021, Arista planted more than a tree in the name for every Arista employee (3500 trees) in support of the UN's World Environment Day. As a longer term plan, we are aligning our tree planting efforts with are goals for carbon neutrality
 <b>Supply Chain Partner Alignment with CDP and Arista's ESG Efforts</b>	 <b>ONGOING</b> We've started to work with CDP to join their Supply Chain Program and will be part of their program in 2022. In 2021, Arista developed and implemented new scorecards for key suppliers with new sections/scoring for ESG which ultimately help determine business awards.
 <b>Explore Science Based Greenhouse Gas Goals and Targets</b>	 <b>ONGOING</b> Arista made progress in investigating the ability to develop science based corporate greenhouse gas goals and targets and is now working to implement goals and targets by 2023.
 <b>Apply Sustainability Principles to Post COVID-19 Work Practices</b>	 <b>COMPLETE</b> In 2021, Arista implemented the use of reusable cleaning materials at our headquarters that resulted in the reduction of >150,000 disposable wipes per year that would otherwise have ended up in a local landfill.



# Our Goals for 2022 - 2023

For 2022, Arista has established the following goals:



## Accelerate DEI Success Through New Initiatives

In 2022, Arista will initiate new relationships with non-profits and colleges and present and attend special events to increase our efforts to recruit greater numbers of women (with special focus on interns and early career hires) as well as members of underrepresented groups to Arista. We currently have a long-term goal of achieving 20% women in the employee base by 2030 or sooner.



## Supply Chain Alignment with CDP and Arista's ESG Efforts

In 2022, Arista aims to collect emissions data from its key suppliers through CDP Supply Chain Program. This will help in developing reduction targets.



## Align Arista's Tree Planting Initiative with Carbon Neutrality Goals

Arista will develop a plan to align our long standing commitment to the environment and reforestation to our future carbon neutrality goals.



## Create Science Based Greenhouse Gas Goals and Targets

Arista will work with the Science Based Targets Initiative (SBTi) to develop science based corporate greenhouse gas goals and targets by 2023.



# GRI Content Index

This table is a snapshot of Arista’s O2O CR Report GRI Content Index 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.

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 2021 CR Report GRI Content Index

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>	✓	✓



GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI General Disclosures		
ORGANIZATIONAL PROFILE		
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> <a href="#">Diversity &amp; Inclusion</a>
GRI 102-9	Supply chain	<a href="#">Responsible Supply Chains</a> <a href="#">Sustainability – 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 2018.
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>• 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>
STRATEGY		
GRI 102-14	Statement from senior decision-maker	<a href="#">A Message from Jayshree Ullal</a>
ETHICS & INTEGRITY		
GRI 102-16	Values, principles, standards, and norms of behavior	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a> <a href="#">Code of Ethics and Business Conduct</a>
GRI 102-17	Mechanisms for advice and concerns about ethics	<a href="#">Anti-Corruption and Anti-Competitive Behavior Policies</a> <a href="#">Whistleblower Policy</a>

GRI Disclosure Number	GRI Disclosure Title	Location, Notes, & Additional Reference
GRI General Disclosures <i>CONT.</i>		
GOVERNANCE		
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> .
STAKEHOLDER ENGAGEMENT		
GRI 102-40	List of stakeholder groups	Our key stakeholder groups include, but are not limited to: current and former Arista employees and contractors; customers; suppliers and vendors; communities in which we operate; trade associations; government and regulatory agencies; and investors.
GRI 102-41	Collective bargaining agreements	Our employees are generally not covered by collective bargaining agreements; none of our employees were represented by unions as of Dec 31, 2021.
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>
REPORTING PRACTICE		
GRI 102-45	Entities included in the consolidated financial statements	Arista operates as one reportable segment as described in our SEC Form 10-K, Note 11: Segment Information. Accordingly, the Arista entity covered by Form 10-K is addressed by this Corporate Responsibility Report.
GRI-102-46	Defining report content and topic Boundaries	<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 2021. We provide multi-year trend data where available.
GRI 102-51	Date of most recent report	This is our fourth Corporate Responsibility Report, dated Q2 2022. Our third Corporate Responsibility Report was published in Q2 2021.
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.



GRI Disclosure Number	GRI Disclosure Title	Location, Notes, & Additional Reference
GRI Specific Standard Disclosures - Economic		
Economic Performance		
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 re-quirements relating to age and length of service. In 2021, 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>
Anti-Corruption		
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>
Anti-Competitive Behavior		
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-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>
GRI Specific Standard Disclosures - Environment		
Materials		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Product Design and Efficiency</a> <a href="#">Product Stewardship</a>
GRI-301-2	Recycled input materials used	<a href="#">Product Design and Efficiency</a> <a href="#">Product Stewardship</a>
GRI-301-3	Reclaimed products and their packaging materials	<a href="#">Product Design and Efficiency</a> <a href="#">Product Stewardship</a>
Energy		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-302-1	Energy consumption within the organization	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-302-3	Energy intensity	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-302-4	Reduction of energy consumption	<a href="#">Greenhouse Gas Emissions and Energy</a>
Water & Effluents		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Arista recognizes that several stakeholders have communicated an interest in this topic. As we do not own or manage any manufacturing facil-ities 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.

GRI Disclosure Number	GRI Disclosure Title	Location, Notes, & Additional Reference
GRI Specific Standard Disclosures - Environment <i>CONT.</i>		
EMISSIONS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-305-1	Direct (Scope 1) GHG emissions	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Greenhouse Gas Emissions and Energy</a> Our 2021 scope 3 breakdown is as follows (in mTCO2e): Total: 1,704,161 <ul style="list-style-type: none"><li>• Purchased Goods and Services: 121,016</li><li>• Capital Goods: 19,830</li><li>• Upstream Transportation and Distribution: 22,483</li><li>• Waste Generated in Operations: 40.9</li><li>• Business Travel: 31</li><li>• Employee Commute: 438</li><li>• Upstream Leased Assets: 5,368</li><li>• Downstream Transportation and Distribution: 2,869</li><li>• Use of Sold Products: 1,513,626</li><li>• End of Life Treatment of Sold Products: 18,459</li></ul>
GRI-305-4	GHG emissions intensity	<a href="#">Greenhouse Gas Emissions and Energy</a>
GRI-305-5	Reduction of GHG emissions	<a href="#">Greenhouse Gas Emissions and Energy</a>
WASTE		
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>
ENVIRONMENTAL COMPLIANCE		
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.  Arista also uses C2P (a Compliance Management tool) to check if we will be affected by new or updates to existing laws and regulations. We have an annual subscription for this tool and check for updates on a daily basis.

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI Specific Standard Disclosures - Social		
EMPLOYMENT		
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 and Inclusion</a>
OCCUPATIONAL HEALTH AND SAFETY		
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.
DIVERSITY AND EQUAL OPPORTUNITY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Diversity and Inclusion</a>
GRI-405-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Corporate Governance</a> <a href="#">Diversity and Inclusion</a>
FORCED OR COMPULSORY LABOR		
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.
LOCAL COMMUNITIES		
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>
CUSTOMER PRIVACY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Our IT department has implemented the necessary controls to ensure that the GDPR privacy requirements were met by Arista as part of normal business. This work was also used to concurrently improve some of our Security processes.
GRI-418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints were received during the reporting year.



# SASB Index

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

This is the first year we are reporting our SASB metrics. We will continue to maintain our 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 <b>(1)</b> management, <b>(2)</b> technical staff, and <b>(3)</b> all other employees	Please refer to <a href="#">page 20</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 10</a> of this report.
TC-HW-430a.1 (a)	Supply Chain Management	Tier 1 supplier we have VAP audits from:	75% 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 ratewith (priority)	We have a total of 78 non conformances reported through RBA VAP audits. Of which 5% account to priority non-conformances when compared to total non-conformances.
TC-HW-430a.2 1 (b)	Supply Chain Management	Non-conformance ratewith (everything else)	We have a total of 78 non conformances reported through RBA VAP audits. Of which 95% 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)	100% of the priority 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.
TC-HW-430a.2 2 (b)	Supply Chain Management	Corrective action rate (everything else)	49% 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	<b>Product Stewardship</b> —Please refer to <a href="#">page 12</a> of this report. <b>Conflict minerals</b> —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.