

The background of the cover is a dark blue field with a subtle, light blue circuit board pattern. On the left side, there are three large, overlapping circular cutouts. The top cutout shows a bright sun with rays shining through a blue sky with white clouds. The middle cutout shows a close-up of a modern skyscraper with many windows. The bottom cutout shows a lush green tree in front of a building. The Arista logo is in the top right, and the title 'Corporate Responsibility Report 2022' is in the center right. The year '2022' is in a green color.

ARISTA

Corporate Responsibility Report

2022

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 2022 (January 1 – December 31 2022), 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.

1 About Us

Message From Jayshree Ullal, CEO
About Arista
Our Customers
Our Products
Materiality Assessment

2 Environment

Greenhouse Gas Emissions & Energy
Waste Management
Product Design & Efficiency
Product Stewardship
Product Packaging
Arista Tree Planting Initiative

3 Social Responsibility

Community Engagement
Employee Experience
Diversity, Equity and Inclusion

4 Supply Chain

Supply Chain Policy
Supplier Diversity
Supply Chain Responsibility
Supply Chain Risk Assessment
Business Continuity Policy

5 Governance

Board of Directors Highlights
Board Composition & Governance
Board of Directors & Corporate Governance
Risk Management
Business with Integrity

6 Corporate Responsibility Goals

Goal Progress Report
ESG Goals for 2023 and Beyond

GRI Content Index

SASB Index

Message from Jayshree Ullal, CEO



2022 was both an exciting year for demand and a challenging year for Arista supply. It also marked our transformation to Arista 2.0 cloud and data-driven platforms. What does this mean for our customers and partners? At the highest level it means we're delivering multi-domain, client to cloud networking. It represents diversification of our technology, products, and services. Our expertise in the data center has expanded to provide "centers of data" - solutions for campus, branch and regional sites, WAN transit, network, and edge as a service as well as multi cloud, cloud services and hosting. We have scaled our business to meet the growth demands of our customers who also want to build modern networks and deliver value to their customers through Arista technology.

Yet as we grow and evolve there are some things that remain constant, such as the set of core values we call the Arista Way. This is 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. These tenets continue to be the driving force for the decisions we make, as the company evolves to Arista 2.0 and beyond.

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.

Increase Efficiency

We are working proactively to minimize 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. We continue to work tirelessly at trying to overcome macro level issues that affect the delivery of our products and technology in the most efficient ways possible.

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 2) Communities in Crisis and 3) Serving the Community. The Arista Foundation took a leadership role in matching employee contributions throughout the year to address food insecurity, blood shortages and communities in need of basic supplies. Together, we make a difference, and we are deeply grateful to our employees, partners, customers, and shareholders. We remain committed to you and our initiatives ahead.

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."

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.



* Numbers are as of 12.31.2022

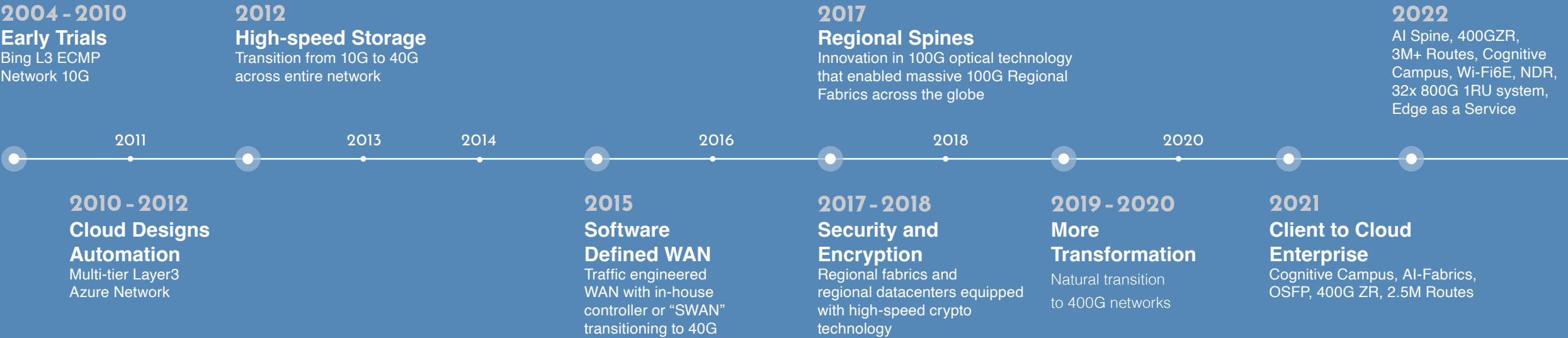


TABLE OF CONTENTS

1 | About Us

2 | Environment

3 | Social Responsibility

4 | Supply Chain

5 | Governance

6 | Corporate
Responsibility Goals

APPENDIX



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

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. 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 2022, we introduced a new zero trust security framework for integrating security policy with the network through Arista EOS® and CloudVision® capabilities. We 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 and 800G 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

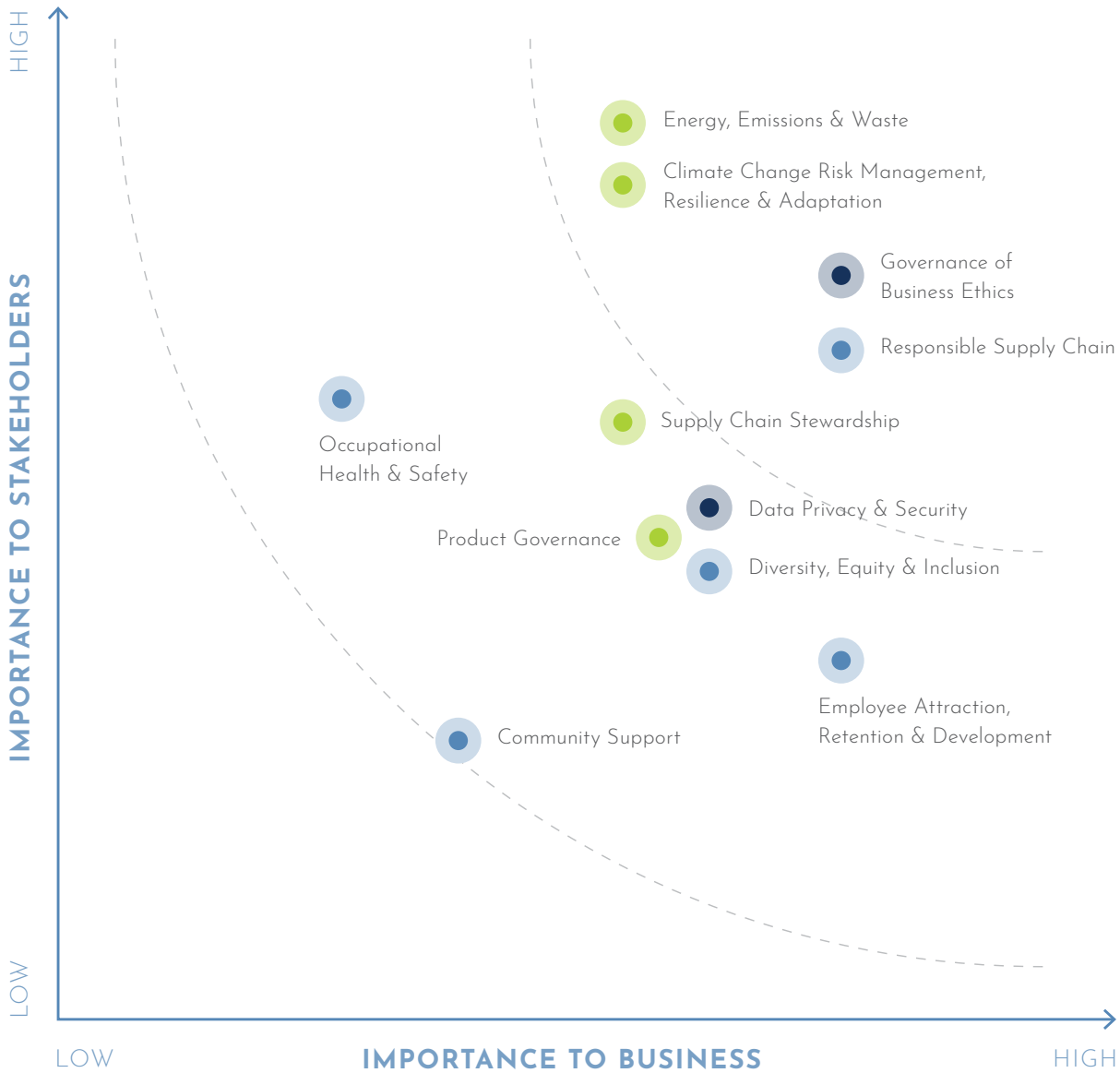


GOVERNANCE

- 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 continue to 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 making significant efforts to collect accurate data and set reduction targets for our Scope 3 emissions. In 2022, we took important steps towards establishing a GHG reduction program by having our GHG inventory verified by a third party. We are also working towards developing a GHG Inventory Management Plan, all of which will help in developing Science-based Targets in 2023. We are now part of CDP's Supply Chain Program which will help in collecting accurate supply chain emissions and thereby help in setting appropriate Scope 3 emissions reduction targets.

In 2023, we will also work towards sourcing renewable energy for our business operations.

While our revenue has continued to grow, our scope 1+2 carbon intensity has decreased each year since 2014.

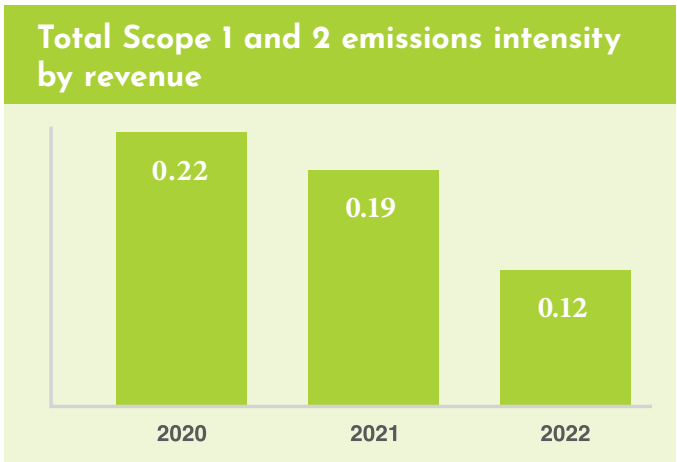
Greenhouse Gas Emissions	2020	2021	2022
EMISSIONS (in metric tons carbon dioxide equivalent)			
Scope 1	819	938	930
Scope 2 (location-based)	4,280	4,765	4,346
Total Scope 1 and 2	5,099	5,703	5,276
Total Scope 1 and 2 emissions intensity by revenue (mtCO2e/\$100,000 revenue)	0.22	0.19	0.12
Scope 3	1,567,544	1,589,934	1,991,648
ENERGY CONSUMPTION (in MWh)			
DIRECT ENERGY USAGE (i.e. natural gas for heating)	4,492	5,304	5,115
INDIRECT ENERGY USAGE (i.e. electricity for facilities)	19,373	20,379	15,713
% RENEWABLE ELECTRICITY	33.50	35	31

* 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 (2021-2023).

In 2022 we had our 2021 Scope 1 & Scope 2 GHG inventory verified by a third party to identify gaps in our data. This resulted in updated 2021 data that is reflected in the table. We also used an external tool to help us manage our GHG inventory for 2022. This helped in using the latest country specific emission factors.

This year we've also added the "Fuel & Energy" category into our Scope 3 data. Please find details on [page 33](#).



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 2022, we increased the amount of e-waste recycled by 33%. Meanwhile, our waste to landfill decreased by 13% from 2021.



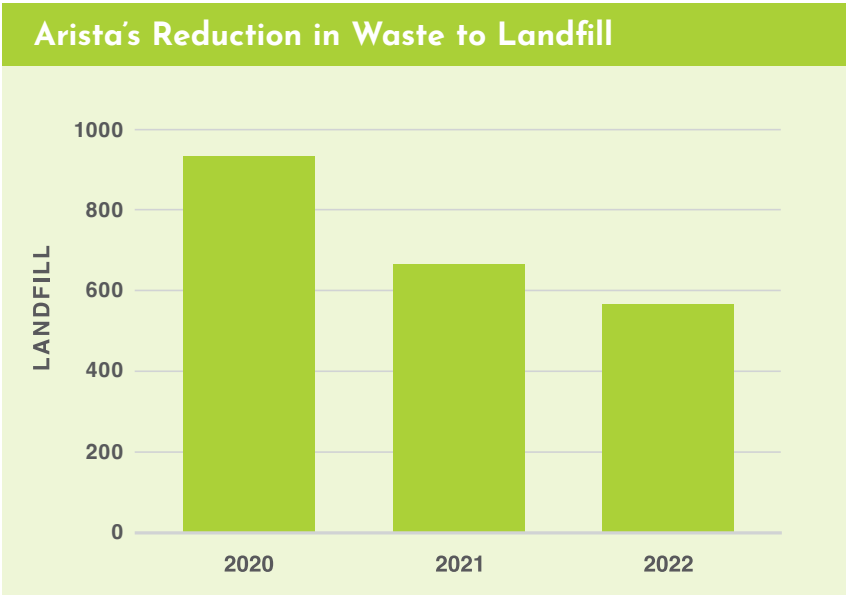
We employ design for environment principles to ensure that our products are designed with the least amount of materials possible, while still meeting performance and reliability requirements. For our product packaging, we design in materials that adequately protect the product while optimizing the volume 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 2022, the amount of e-waste we recycled increased by 33% and our landfill continues to trend downwards.

Arista Waste by Type (lbs)	2020	2021	2022
BATTERIES	83	5	0
LANDFILL*	947	673	586
RECYCLED E-WASTE	52,699	52,962	70,307
RECYCLED METAL	23,462	34,927	24,399
RECYCLED PACKAGING	3,077	4,633	4,818
RETURNED MATERIAL	6,122	5,951	4,167
GRAND TOTAL	86,390	99,151	104,277

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



Product Design & Efficiency

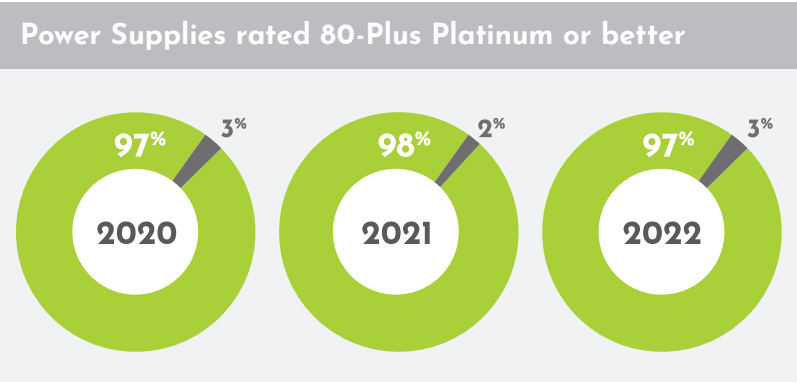
We are committed to designing, manufacturing and delivering leading software-driven cloud networking solutions in an environmentally and socially sustainable manner. We aim to integrate sustainability in every aspect of our product's life cycle, from the materials that make up our products, all the way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

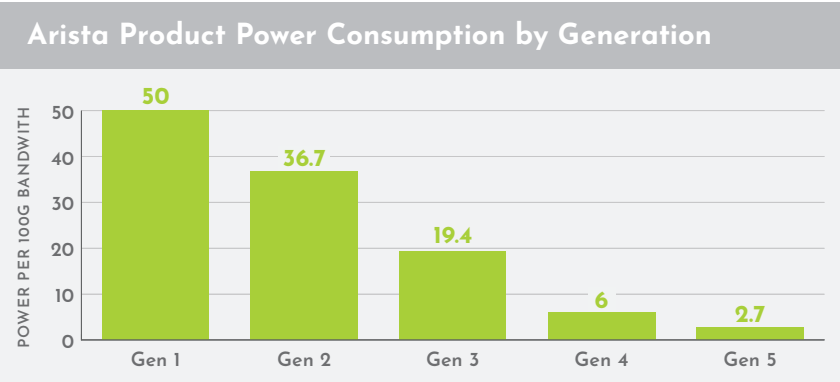


Product Energy Efficiency

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 FY22, 97% of our power supplies shipped to our customers are rated Platinum or better.



"We looked at a number of possible solutions and Arista offered us the only completely lossless architecture which delivered the best performance, lowest latency with deep support for multicast which is vital for this project."

Rob Newton
NEP UK director of engineering and technology

EMPLOYEE SPOTLIGHT



Xin Xue
MANAGER, HARDWARE ENGINEERING

Arista cooling solutions have moved from the old ambient dependent step function to adaptively changing the fan speed to the point where the hottest component is running at a target temperature it can reliably run continuously over years. There is real-time monitoring of the switch thermal performance and automatic adjustments are made to reduce energy consumption. Currently events such as fan failures immediately start running the other fans at maximum speed and we have an effort underway to determine whether the target temperatures can still be maintained and allow lower fan speeds. Optimizing the cooling power for what's needed rather than the maximum available is an effort we have across our entire product line.

We're also designing and qualifying our products to operate continuously at higher ambient temperatures such as 30C or 35C. This cuts down on the energy consumption required by the system cooling fans and ultimately by the datacenter cooling system as well.

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.
- 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.



In 2022, Arista successfully removed Carbon Black Ink from 100% our packaging parts.

Product Packaging

Our packaging 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.

Most of our products currently ship in corrugated board containing post-consumer content. 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.
- In 2022, we created a packaging reporting tool to quantify the amount of packaging included in our global orders. With this data, Arista is striving to increase the recyclability of our packaging materials as well as work towards mitigating the use of non-recyclable foam within our shipments.

ARISTA CORPORATE PHILANTHROPY SPOTLIGHT

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.

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 2022, initiated a partnership with Eden Forestation to plant trees in Central America. In 2022, we supported the planting of over 62,500 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. We are committed to provide a safe work environment and we invest in innovative mental and wellness 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 philanthropic efforts to support societal needs.

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 ensuring data security for our employees and customers.

In 2022, Arista was extremely honored to receive new external awards and recognitions from: Comparably as a Best/Top 50 Large Company for Diversity and Best/Top 100 Company for Work Life/ Balance and Culture; a Bay Area Best Place To Work by the Silicon Valley Business Journal/San Francisco Business Times; and a Certified Great Place To Work in Canada.

Doing Right by our Employees



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 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).



2022 Update: Another Record Setting Year in Philanthropy for Arista!

In 2018, we 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 upon our idea and success. We 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 account over 1.9 million meals.

As yet another example of Arista rapidly mobilizing to global need and crises, we were extraordinarily 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 within just days of the onset of conflict.

Additionally in 2021, the Arista Foundation provided generous grants to the Resource Area for Teachers (RAFT), Full Circle, Team Ethos (UK), Hope for a Healthier Humanity, Power My Learning, Children’s Healthcare, Atlanta, Sanneh Foundation, Foodbank Australia, Friends of Children New York, Akshaya Patra, as well as Mariposa (California) Fire and Pakistani Flood Relief among many others. Undoubtedly, 2022 was our biggest year ever in terms of number of grants and total dollar amount.

In 2022, we continued our focus on measuring and maximizing the impact and outcomes of our philanthropic efforts and we were proud that our grants were able to actualize the following impactful programs:



LOCAL INITIATIVES SUPPORT CORPORATION (LISC)

The Arista Foundation has partnered with LISC and JP Morgan to support their Diverse Supplier Grant Initiative; a program aimed at providing diverse owned businesses, with an emphasis on Black, Hispanic and Latino businesses, access to growth capital to help them more effectively compete and earn corporate contracts.



COMMUNITIES IN SCHOOLS, WASHINGTON (CISWA)

An Arista Foundation grant was utilized to purchase learning centers for engineering & science helping a historically challenged school district in Washington increase STEM and College & Career Readiness.



GREATER VANCOUVER (CANADA) FOOD BANK (GVFB)

The Arista Foundation granted funds for GVFB to purchase a new Agency Management System (AMS) to help GVFB better serve their over 13,000 clients in need every month and provide over 8 million pounds of food, annually.



AMERICAN RED CROSS SOUND THE ALARM EVENT

The Arista Foundation funded the purchase and installation of home fire alarms in economic-challenged, under-represented communities in Northern California.

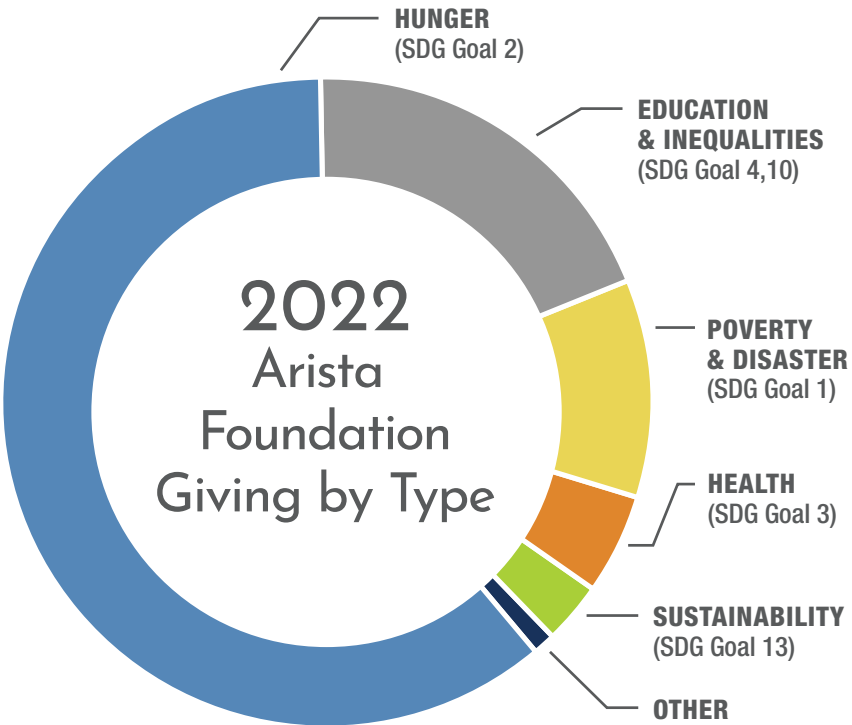
Community Engagement (continued)



Arista Employees are Engaged via Our Volunteer Efforts and Events

In 2022, we were finally able to fully resume and host a record number of employee volunteer/engagement events, safely, as Arista employees enthusiastically supported City of San Jose park and garden clean up events, Pacific Coast Ocean and Beach trash removal activities, assembling STEM lab equipment for Kathryn Hughes Elementary School in Santa Clara as well as an activity with Children Hospital of Dublin and a virtual mapping (Mapswipe) event with the Red Cross.

A Record Number and Amount of Arista Foundation Grants were Given in 2022, increasing double-digits year-to-year.



ARISTA CORPORATE PHILANTHROPY SPOTLIGHT

HelpAge India

HelpAge India is a leading charity platform in India working with and for disadvantaged elderly for more than 4 decades. HelpAge India caters to more than 2 million senior citizens every year through its programs executed directly and through partner NGOs.

The Arista Foundation is proud of our continuing multi-year partnership with HelpAge India and in 2022, we enthusiastically granted the necessary funds to provide cataract surgeries free of cost to 1000 senior citizens in India who had no significant means of support. We are humbled to have had this meaningful opportunity to restore vision and self-dependence to so many destitute senior citizens in need.



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 a virtual as well as an on-demand format. The intent was to provide practical wellness takeaways, strategies for better mental health and work-life balance, and a regular program of informative webinars. Arista's wellness pillars of focus are physical well-being, nutrition, mental well-being, social engagement and holistic health.



2022 Offerings Included:

- Monthly virtual webinars by medical and mental health wellness experts as well as continuing webinars led by medical professionals, including well-attended sessions on goal setting, eye health, and sleep strategies.
- Monthly virtual fitness classes and additional virtual wellness weeks customized for our Americas, EMEA and APAC by region, which continued to receive extremely positive feedback from the employee base and over 3300 employee-hours of total attendance.
- On-site COVID Booster and flu shot clinic for our HQ employees.
- 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 Jack O'Lantern and Costume Contest, India social activities and virtual family visits with Santa
- In-house fitness challenges with high global employee participation:
 - The Get Strong/40 Day Challenge — hundreds of employees completed over 30,000,000+ steps.

Comprehensive Employee Benefits Package

In support and recognition of our truly dedicated employees, we proudly provides competitive and comprehensive benefit packages that give our employees the ability to optimize decisions for 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
- 401k Plan
- Flex Spending Accounts & Commuter Benefits
- Merchandise and Community Discounts
- Employee Assistance Programs
- Flexible Time Away Policy that allows employees to take time off when they would like (subject to manager approval)
- In 2022, we added additional mental health and backup child and elder care benefits for our US employees.
- In 2023, we have added family planning benefits for our US employees

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.

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



In 2023, Arista added family planning/fertility benefits for all our US employees.

Competitive Compensation Offering & Appraisal Review Process

We offer a comprehensive and competitive benefits package to all our global employees. All of 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. Additionally, compensation is reviewed annually as part of our annual performance appraisal review process for all global employees.

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 their employee experience. A critical vehicle in measuring our success is through regular global employee engagement surveys with accredited external partners (every 2 years or less). In 2022, we partnered with Great Place To Work Canada to conduct a survey which resulted in Arista proudly with over 97% of Arista Canada employees noting Arista as a Great Place To Work. In addition in 2022, we were recognized as a Best Place to Work in the Bay Area based on employee feedback.

Arista Employee Training Update

ANNUALIZED TRAININGS FOR ALL GLOBAL EMPLOYEES

In 2022, all Arista global employees continued to participate in mandatory annual 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. Our India g employee population also completed updated training on Sexual Harassment of Women at Workplace (PoSH).

CAREER DEVELOPMENT TRAINING & 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, including certification programs 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. Arista global employees completed an average of 16 hours of training in 2022.

Workplace Safety

We are committed to provide a healthy and safe workplace and environment and closely monitors our workplace nd safety. In 2022, we had an injury rate of <0.1% per 100 employees in the US with 0 lost work days. We continuously work to proactively reduce and eliminate potential workplace hazards and have formed an Emergency Response Team to respond to any emergencies at our headquarters.

Throughout the COVID pandemic, we have continued our primary focus to maintain the health and safety of all of our global employees. Through the efforts of our COVID Task Force led by senior leaders from HR, Legal, IT and Facilities, we continue to be proud of our efforts that have resulted in no employee deaths or major outbreaks at our global campuses as of 12/31/22. We were additionally proud to be one of the first companies to offer the new bivalent variant booster shot on-site at our headquarters in 2022. In 2023, we will continue our efforts to evolve and improve our hybrid work model.

Employment Policies

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

In 2022, Arista was certified as a Great Place to Work in Canada.

Diversity, Equity and Inclusion

At Arista, DEI Starts at the Top + Our DEI Statement/Vision

DEI has always been ingrained in our Arista Way and Culture 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 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.

DEI External Recognition & Award/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 recent employee surveys, Arista continues to receive our highest scores (very high 90% percentile) from all employee demographic groups in the areas of fairness.

In 2022, we were also honored to receive our first external recognition for Diversity from Comparably as a Best/Top 50 Large Company for Diversity.



New Arista Actions/Accomplishments in 2022 to Increase Diversity, Equity and Inclusion

GOVERNANCE: In 2022, Arista’s DEI 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 2022, 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. In 2023, we plan to launch a new internal referral program to increase female hires and new partnerships to further increase our reach to diverse candidates.

INTERNS/RETURNSHIP PROGRAM: In 2022, 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 but invested in an additional relationship with Path Forward, to give “returnships” to primarily female parents/caregivers returning to the workforce.

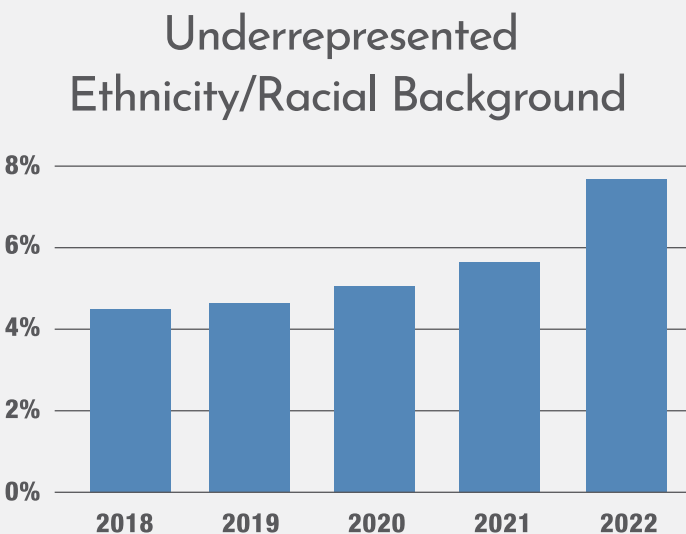
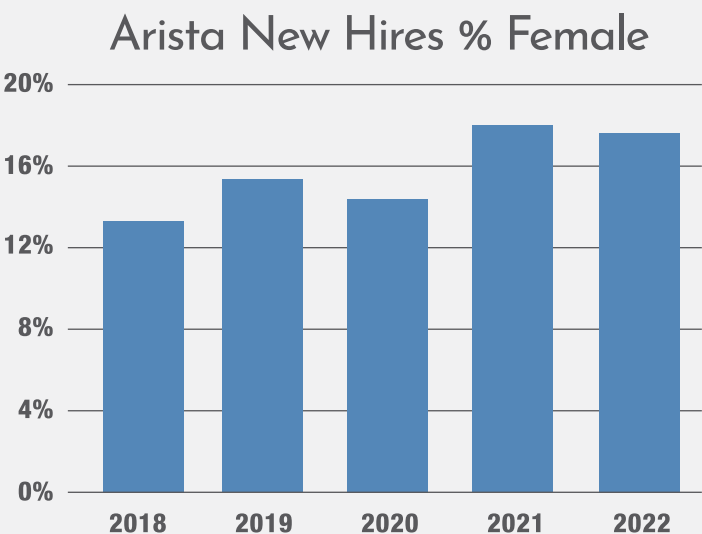
EMPLOYEE SPOTLIGHT



Aparna Karanjkar
SENIOR MANAGER/DIRECTOR
SOFTWARE ENGINEERING

The “Culture and Quality” are the two words that resonate with me when I think about my journey at Arista. Our entire Software organization is welcoming, highly technical and full of energy. Starting with my first project and as I drive development of a large domain of CloudEOS/WAN routing products today, what appeals to me the most is the emphasis on sustained high quality.

I have also not shied away from taking initiative to lead activities that I believe are important. I founded a mentorship program to help employees with their career. Because of a deep interest in DEI, I started co-hosting quarterly “Women Tech Talk.” I am quite happy to say that together as a whole recruiting team, we are making significant DEI progress. Realizing that Arista lacked a forum for women engineers to talk freely regarding their concerns, I took it upon myself to create one. After years of running this program informally, we recently launched a formal Women@Arista employee resource group. I embrace the freedom to create a positive impact in what I believe in and I encourage all to do the same.



Diversity, Equity and Inclusion (continued)

Employee Resource Group Highlights: Women@Arista

At Arista, improving the Arista experience of our employees through the support and development of their careers via employee resource groups continues to be a high priority. In 2022, we supported the global launch and expansion of our Women@Arista ERG via a global hybrid kickoff meeting attended by hundreds of Arista employees across the globe. At the meeting, Arista’s CFO, Ita Brennan and our newest Board Member, Yvonne Wassenaar, shared their amazing career journeys and personal insights and advice. They answered numerous questions from our in-person and virtual audiences. Women@Arista leadership and members also enjoyed opportunities to participate in conferences, such as with the Society of Women Engineers and social get-togethers.

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 2021-2022, the Arista Foundation provided 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 2022, the Arista Foundation contributed generous grants to Resource Area For Teachers (RAFT), Friends of the Children, New York, UC Berkeley T-PREP, Power My Learning, the Sanneh Foundation and Community in Schools, Washington (CISWA) among others for primary, secondary and/or college underserved STEM educational support.

In 2022, Continued Sustained Progress as a Result of Our Commitment in Increasing the Diversity of Arista’s Workforce

In 2022, despite the continued challenges of a tightening global job market and a highly technical skewed employee population, we were able to continue to increase our women and underrepresented ethnic and racial group employee population percentages from 2021 to 2022. We continue to be very early on our journey to longer-term DEI success and will continue to launch new initiatives in 2023 to serve as catalysts to further accelerate progress. In 2022, 65% of Arista’s Finance, HR, Legal and Marketing employees identified as female.

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

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. All regular employees are required to complete Code of Ethics and Business Conduct Training on an annualized basis.

In 2023, we currently plan to be at or above standards required by any applicable local statutes with regards to pay transparency and disclosures. Additionally, we will require employees involved in our interviewing processes to complete our Unconscious Bias Training.

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

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, 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 encouraging our tier one supplies to do the same.

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.

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 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 oncerned about reports of human rights abuses against the Uighur 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.

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 2022 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 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 2022, Arista began collecting data on Cobalt and Mica in our supply chain through the Extended Minerals Reporting template. Through our alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Arista will continue to grow and bolster this program to ensure our products are sourced ethically.

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.

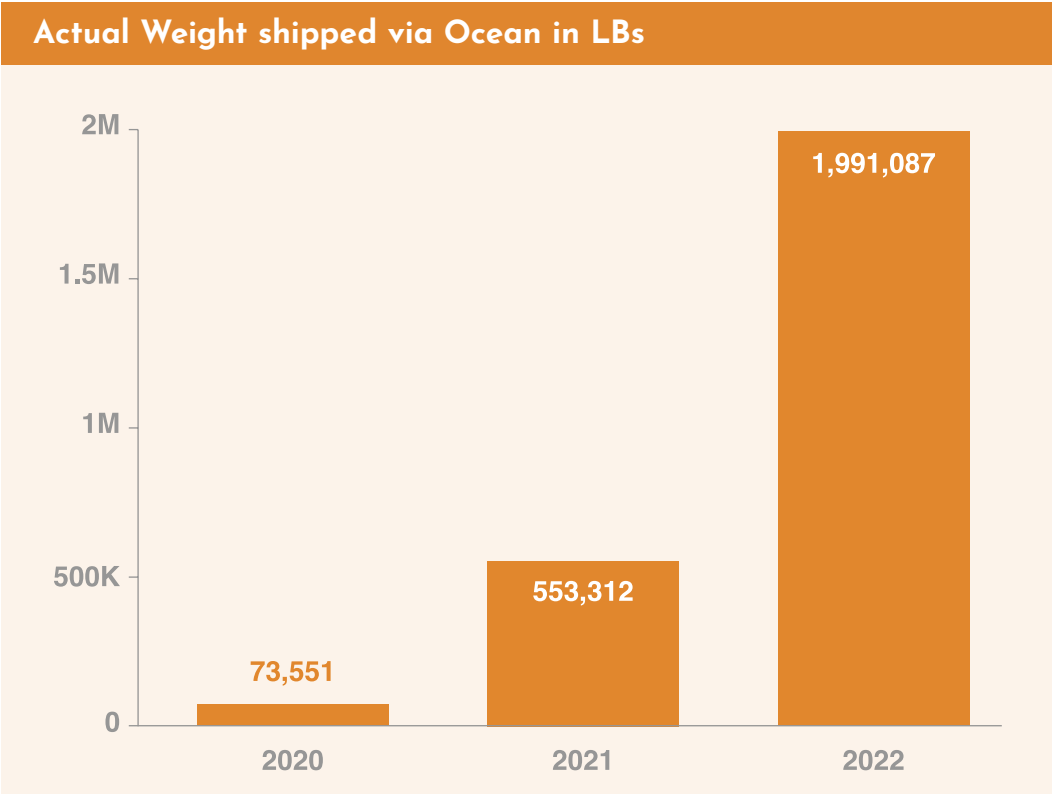
When deemed appropriate, our commodity team prepares a complete financial analysis report that provides insights on company details, the technology and equipment available at the supplier’s facility to support production, its financial summary and comparison to its peers. Based on various financial metrics 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.



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.

Our Manufacturing team worked closely with our logistics team to ensure inventory pipelines were sufficient. 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.

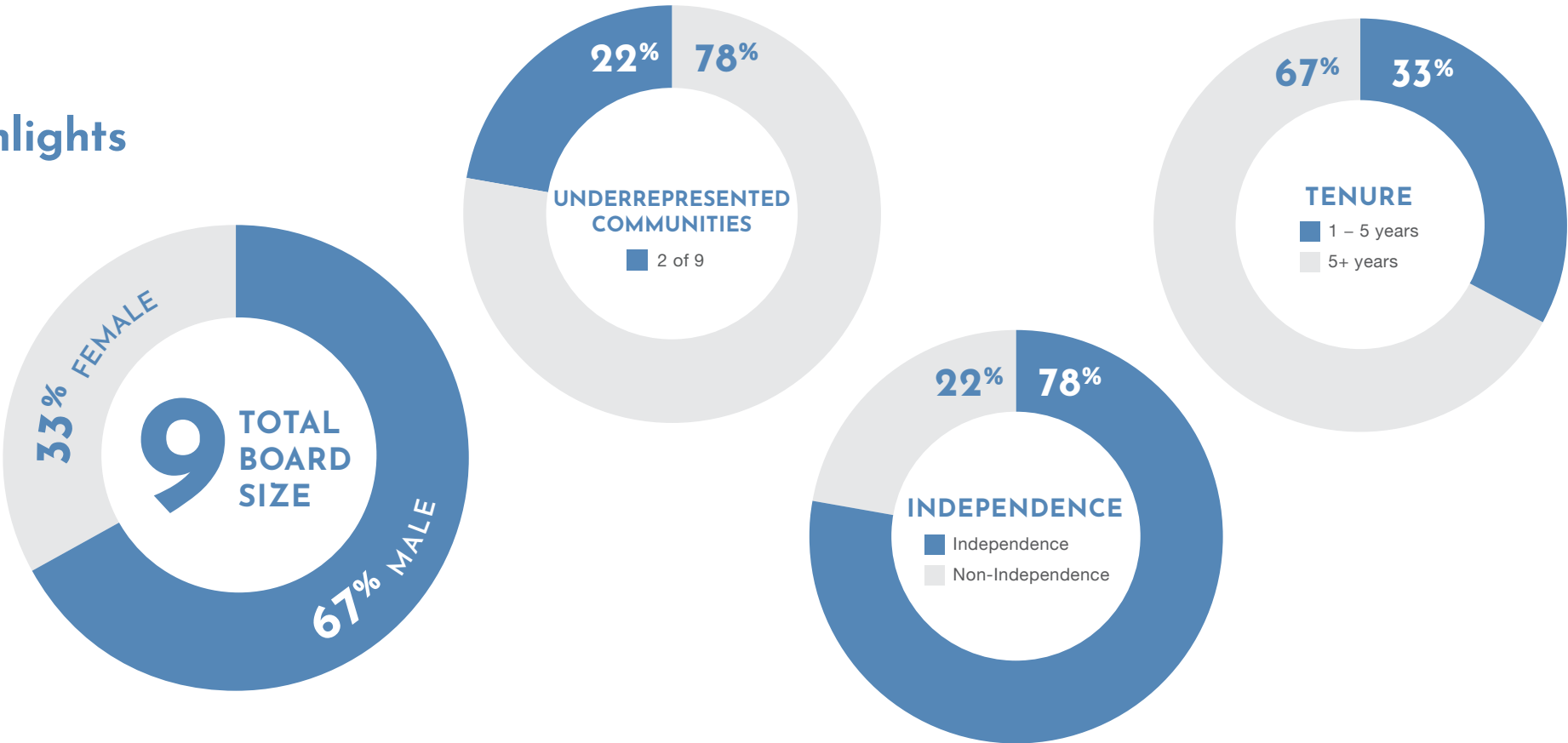
There are many challenges to successfully execute ocean shipping program and our team is working relentlessly to overcome such hurdles.

Governance

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. 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



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



Lewis Chew
Board Member,
Audit Committee Chair



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



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



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



Yvonne Wassenaar
Board Member,
Nominating and Corporate
Governance Committee
Member

Our Board of Directors is comprised of a diverse group, including nine industry veterans with extensive experience in the technology sector, including seven independent members, our Chief Executive Officer Jayshree Ullal and Founder, Chief Development Officer and Chairman of the Board Andreas Bechtolsheim. 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 at least three times 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 [here](#).

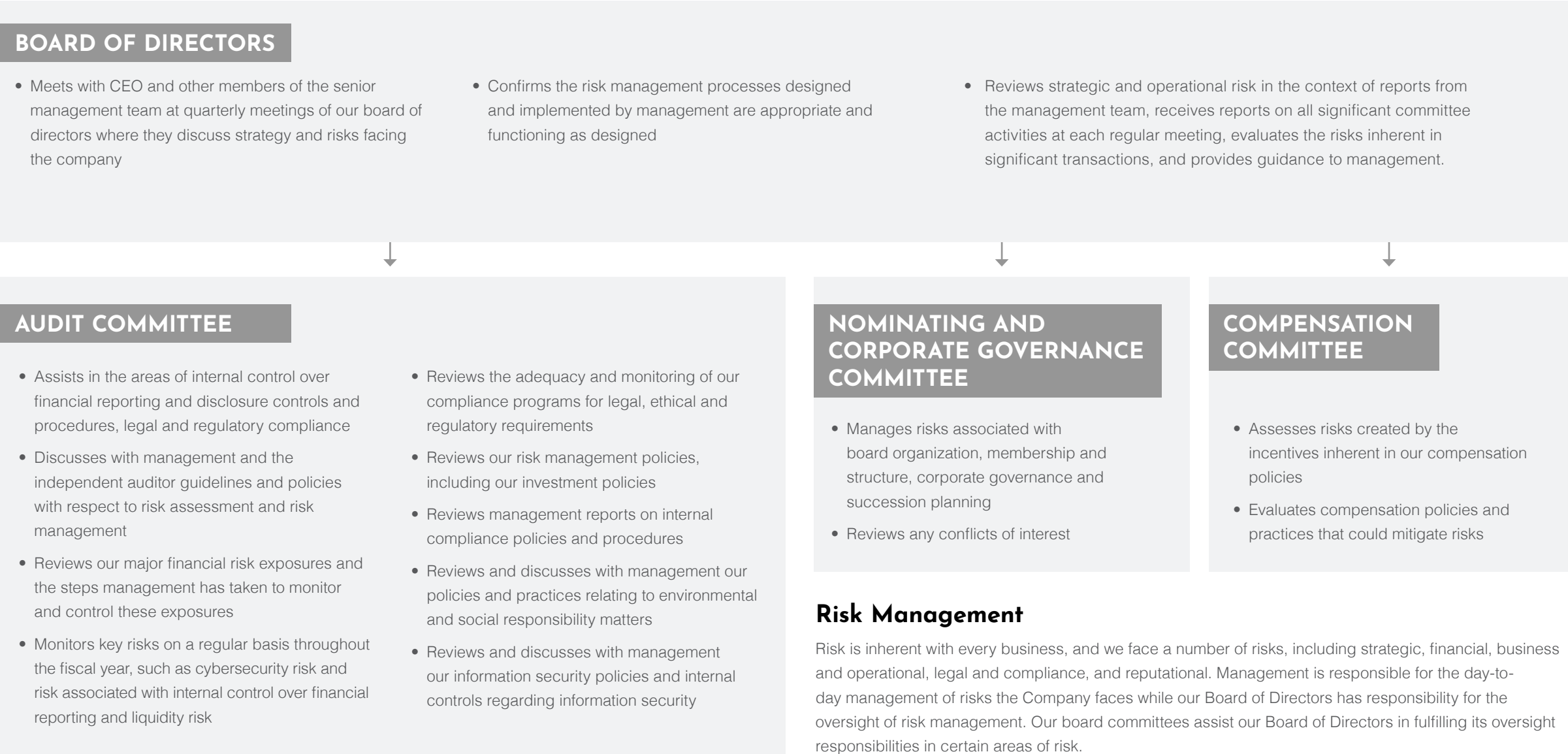


TABLE OF CONTENTS

- 1 | About Us
- 2 | Environment
- 3 | Social Responsibility
- 4 | Supply Chain
- 5 | Governance
- 6 | Corporate Responsibility Goals

APPENDIX

Business with Integrity

Arista is committed 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 annual 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 [here](#).

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 annually 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.

Corporate Responsibility Goals

Arista is proud of the progress we have made and our many ESG accomplishments achieved in 2022 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.

2022 - 2023 Goal Progress Report

GOAL	STATUS
 Accelerate DEI Success Through New Initiatives	 COMPLETE Achieved success in increasing 2022 Gender and Race/Ethic Background by adopting new programs targeting Software New Hires and Interns and new engagements with Society of Women Engineers and Path Forward.
 Align Arista’s Tree Planting Initiative with Carbon Neutrality Goals	 ONGOING In 2022, planted over 62,500 trees in India, Tanzania and Central America through global non-profit partnerships with 14 Trees Foundation, Forest Planet, Eden Forestation.
 Supply Chain Alignment with CDP and Arista’s ESG Effort	 COMPLETE In 2022, joined CDP’s prep membership and received the data set for 70 suppliers (based on our top spend) for us to review. Enrolled into CDP’s full membership program for 2023, where we will be able to get Arista specific emissions data from our suppliers.
 Explore Science Based Greenhouse Gas Goals and Targets	 ONGOING 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 2023 and Beyond

For 2023, Arista has established the following goals:



DEI

In 2023, we plan on launching a new internal 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. Aim to complete the rollout of Unconscious Bias Training.



Develop a Greenhouse Gas Inventory Management Plan

Develop a GHG inventory management plan based on the GHG protocol standard to document and formalize the GHG inventory data collection process.



Human Rights

In 2023, we will be releasing our Human Rights Policy.



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) by the end of 2023.



Sustainable Packaging

By 2024, we aim to reduce our non-recyclable packaging parts from 5% to less than 1%, and our packaging foam usage from 14% to less than 10%.



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.

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 2022 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">Supply chain labor and human rightsConflict mineralsResponsible materials sourcing		✓
Ethical Business Practices	<ul style="list-style-type: none">Ethical conduct, including anti-corruption and anti-competitive behavior	✓	✓
Product Materials	<ul style="list-style-type: none">Restricted substances	✓	✓
Employee Morale & Engagement	<ul style="list-style-type: none">Employee wellness and cultureCommunity engagement	✓	
Climate Change	<ul style="list-style-type: none">GHG emissions reductionEnergy consumption	✓	✓
Diversity & Inclusion	<ul style="list-style-type: none">Inclusive company culture	✓	✓
Product & Packaging Design	<ul style="list-style-type: none">Product Design for Environment philosophyProduct Energy EfficiencyHazardous materials reduction, compliance, and stewardshipProduct packaging	✓	✓
Regulatory Compliance	<ul style="list-style-type: none">Social and environmental regulatory compliance	✓	✓
Waste Management	<ul style="list-style-type: none">Recycling and reuseE-waste	✓	✓

TABLE OF CONTENTS

1 | About Us

2 | Environment

3 | Social Responsibility

4 | Supply Chain

5 | Governance

6 | Corporate
Responsibility Goals

APPENDIX

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	About Arista Refer to our latest SEC Form 10-K available on our investor relations page
GRI 102-3	Location of headquarters	5453 Great America Parkway, Santa Clara, CA 95054
GRI 102-4	Location of operations	About Arista Arista Contact Us Page
GRI 102-5	Ownership and legal form	Refer to our latest SEC Form 10-K: Part I, Item 1 and Part 2 available on our investor relations page
GRI 102-6	Markets served	Refer to our latest SEC Form 10-K: Part I, Item 1 available on our investor relations page
GRI 102-7	Scale of the organization	About Arista Refer to our latest SEC Form 10-K available on our investor relations page
GRI 102-8	Information on employees and other workers	About Arista Diversity, Equity & Inclusion, refer to our Diversity, Equity & Inclusion section on page 18 & 19 in this report.
GRI 102-9	Supply chain	Responsible Supply Chains
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 2022.
GRI 102-11	Precautionary Principle or approach	Our precautionary approach is demonstrated through several codes and policies implemented to mitigate the risks associated with doing business. These include Code of Ethics and Business Conduct
GRI 102-12	External initiatives	Arista endorses the following external voluntary environmental and social charters, principles, standards/sets of guiding principles: <ul style="list-style-type: none">• Sustainability Accounting Standard Board- Hardware Sector• Responsible Business Alliance (RBA) Code of Conduct• GRI Sustainability Reporting Standards• CDP• ISO (ISO 14001 required for our contract manufacturers)• LEED
GRI 102-13	Membership of associations	Responsible Supply Chains
STRATEGY		
GRI 102-14	Statement from senior decision-maker	A Message from Jayshree Ullal
ETHICS & INTEGRITY		
GRI 102-16	Values, principles, standards, and norms of behavior	Anti-Corruption Policy, Anti- Competitive Policy, & Whistleblower Policy Code of Ethics and Business Conduct
GRI 102-17	Mechanisms for advice and concerns about ethics	Anti-Corruption Policy, Anti- Competitive Policy, & Whistleblower Policy

TABLE OF CONTENTS

1 | About Us

2 | Environment

3 | Social Responsibility

4 | Supply Chain

5 | Governance

6 | Corporate
Responsibility Goals

APPENDIX

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI General Disclosures CONT.		
GOVERNANCE		
GRI 102-18	Governance structure	Corporate Governance Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here .
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	Determining Materiality 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	Determining Materiality
GRI 102-44	Key topics and concerns raised	Determining Materiality
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	Determining Materiality
GRI-102-47	List of material topics	Determining Materiality
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 fifth Corporate Responsibility Report, dated Q2 2023. Our fourth Corporate Responsibility Report was published in Q2 2022.
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 sustainability@arista.com
GRI 102-54	Claims of reporting in accordance with the GRI Standards	We self-declare that this report has been prepared in accordance with the GRI Standards: Core Option.
GRI 102-55	GRI content index	This GRI Content Index Table.
GRI 102-56	External assurance	As Arista currently does not have a policy regarding external assurance for our Corporate Responsibility reporting, the information presented in our report is not externally assured.

TABLE OF CONTENTS

1 | About Us

2 | Environment

3 | Social Responsibility

4 | Supply Chain

5 | Governance

6 | Corporate
Responsibility Goals

APPENDIX

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	About Arista
GRI-201-1	Direct economic value generated and distributed	About Arista Refer to our latest SEC Form 10-K available on our investor relations page
GRI-201-3	Defined benefit plan obligations and other retirement plans	We have established a tax-qualified Section 401(k) retirement plan for all employees who satisfy certain eligibility requirements, including requirements relating to age and length of service. In 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 investor relations page
ANTI-CORRUPTION		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Anti-Corruption And Anti-Competitive Behavior Policies
GRI-205-2	Communication and training about anti- corruption policies and procedures	Anti-Corruption And Anti-Competitive Behavior Policies
ANTI-COMPETITIVE BEHAVIOR		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Anti-Corruption Policy, Anti- Competitive Behavior Policy, & Code of Business and Business Conduct Policy
GRI-206-1	Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	Anti-Corruption And Anti-Competitive Behavior Policies Code of Ethics and Business Conduct
GRI Specific Standard Disclosures - Environment		
MATERIALS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Product Design & Efficiency and Product Stewardship
GRI-301-2	Recycled input materials used	Product Design & Efficiency and Product Stewardship
GRI-301-3	Reclaimed products and their packaging materials	Product Design & Efficiency and Product Stewardship
ENERGY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Greenhouse Gas Emissions & Energy
GRI-302-1	Energy consumption within the organization	Greenhouse Gas Emissions & Energy
GRI-302-3	Energy intensity	Greenhouse Gas Emissions & Energy
GRI-302-4	Reduction of energy consumption	Greenhouse Gas Emissions & Energy
WATER & EFFLUENTS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Arista recognizes that several stakeholders have communicated an interest in this topic. As we do not own or manage any manufacturing facilities and our operational water requirements are minimal, we believe this indicator is not material to our business. We include this topic in this Content Index to facilitate transparency with interested stakeholders.
GRI-303-2	Management of water discharge-related impacts	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant.

TABLE OF CONTENTS

1 | About Us

2 | Environment

3 | Social Responsibility

4 | Supply Chain

5 | Governance

6 | Corporate
Responsibility Goals

APPENDIX

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI Specific Standard Disclosures - Environment CONT.		
EMISSIONS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Greenhouse Gas Emissions & Energy
GRI-305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions & Energy
GRI-305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions & Energy
GRI-305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions & Energy Our 2022 Scope 3 Breakdown (in MtCO2e) is as follows: <ul style="list-style-type: none">• Total: 1,991,648• Purchased Goods and Services: 222,724• Capital Goods: 1,803• Fuel & Energy: 2,328• Upstream Transportation and Distribution: 88,950• Waste Generated in Operations: 36• Business Travel: 2,363• Employee Commute: 2,562• Upstream Leased Assets: 11,461• Downstream Transportation and Distribution: 17,278• Use of Sold Products: 1,622,359• End of Life Treatment of Sold Products: 19,785
GRI-305-4	GHG emissions intensity	Greenhouse Gas Emissions & Energy
GRI-305-5	Reduction of GHG emissions	Greenhouse Gas Emissions & Energy
WASTE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Waste Management
GRI-306-2	Communication and training about anti- corruption policies and procedures	Waste Management
ENVIRONMENTAL COMPLIANCE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Environmental Performance Our environmental management system ensures we are in compliance with relevant environmental regulations in all of the regions where we operate.
GRI-307-1	Non-compliance with environmental laws and regulations	No fines or sanctions have been levied against Arista for non-compliance 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
GRI Specific Standard Disclosures - Social		
EMPLOYMENT		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Social Responsibility
GRI-401-1	New employee hires and employee turnover	Diversity, Equity, & Inclusion
OCCUPATIONAL HEALTH AND SAFETY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Employee Wellness And Culture Arista does not own or manage any manufacturing facilities for which this indicator would be material. For our standard operations, we provide basic training, a dedicated Health & Safety program for the lab, and an evacuation program system for all employees.
GRI-403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant and/or material.
DIVERSITY AND EQUAL OPPORTUNITY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Diversity, Equity, & Inclusion
GRI-405-1	Operations and suppliers at significant risk for incidents of child labor	Responsible Supply Chains Diversity, Equity, & Inclusion
FORCED OR COMPULSORY LABOR		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Responsible Supply Chains
GRI-409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Supply Chains While we do not have specific data to report for this disclosure, we mitigate this risk by requiring suppliers to follow the RBA Code of Conduct and its "Freely Chosen Labor" policy as well as perform annual Supplier Risk Assessments via the RBA's self-assessment questionnaires.
LOCAL COMMUNITIES		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Community Engagement Corporate Responsibility Goals
GRI-413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
CUSTOMER PRIVACY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Our IT department has implemented the necessary controls to ensure that the GDPR privacy requirements were met by Arista as part of normal business. This work was also used to concurrently improve some of our Security processes.
GRI-418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints were received during the reporting year.

SASB Index

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

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 (1) management, (2) technical staff, and (3) all other employees	Please refer to page 19 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 page 9 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. In 2022 the number of Tier 1 suppliers nearly doubled compared to 2021 as we expanded our supply chain to support our growth.
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 154 non conformances reported through RBA VAP audits. Of which 7% 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 154 non conformances reported through RBA VAP audits. Of which 93% 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)	67% 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 page 11 of this report. <i>Conflict minerals</i> —Please refer to page 22 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.

ARISTA