

ARISTA

Corporate Responsibility Report

2025



About This Report

Throughout 2025, the markets in which Arista operates have continued to evolve. We strive to adapt to meet the expectations and standards of customers, investors, regulators, employees, and in communities we operate in. We are excited to present our seventh Corporate Responsibility (CR) Report, highlighting our ongoing progress and commitment to advancing our ESG performance. This report reflects the 'Arista Way', our commitment to driving customer success in every aspect of what we do, demonstrating our dedication to designing, manufacturing, and delivering leading software-driven cloud networking solutions in an environmentally and socially responsible manner.

This report has been prepared in reference to GRI Standards: Core Option and covers fiscal year 2025 (January 1 - December 31, 2025). Where available, multi-year trend data has been provided to enhance transparency. The scope of this report encompasses all entities reflected in our financial statements, with a focus on the ESG topics that are most important to Arista's operations. Additional details about sustainability initiatives can be found on our [Corporate Responsibility Webpage](#).

We welcome and value feedback from all stakeholders and invite you to connect with us. For questions about our report or our ESG performance, please reach out to arista-esg-team@arista.com.

Forward-Looking Statement

This report contains forward-looking statements regarding future events and risks. All statements herein other than statements of historical fact are statements that could be deemed forward-looking statements, including but not limited to: future emissions reductions; future work on product circularity; optimization of shipping routes; goals related to packaging materials; and the likelihood and impact of climate-related risks and opportunities. All the information in the report is current as of the date of initial publication, and we do not assume any obligation to update the forward-looking statements. The statements in the report are based on our risks and assumptions described in our annual and quarterly reports and actual results could differ materially.



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Message from Jayshree Ullal, CEO

In 2025, Arista marked yet another year of record achievement, deepening our heritage as a market leader in high-performance networking. We continue to build upon our foundational success while achieving over 150 million ports installed and relentlessly pursuing innovation. This dedication underpins the successful realization of Arista 2.0, our strategy focused on cloud and data-driven platforms, which now guides our trajectory into a new era of connectivity and intelligence. Our focus remains sharp: to be the leading catalyst for change in open AI networking.

The network is undeniably the critical nexus for all mission-critical operations. The Arista 2.0 strategy, integrating modern networking platforms and cutting-edge operating models, is transforming traditional silos into unified centers of data—be they in the campus, data center, WAN, or, most critically, the AI center. Arista's elegant, singular architecture for client-to-cloud and AI networks is what our customers depend on, and we are committed to extending this architectural advantage as we pursue our next ambitious phase of growth.

We remain anchored by the Arista Way, a set of core values centered on one unwavering principle: Always do the right thing for our customers, partners, employees, and shareholders.

A handwritten signature in black ink that reads "Jayshree Ullal". The signature is written in a cursive, flowing style.

Jayshree Ullal

CEO and Chairperson, Arista Networks

About Arista

Arista Networks is a recognized leader in data-driven, client-to-cloud networking solutions serving large-scale AI, data center, campus, and routing environments. Our award-winning platforms are designed to deliver exceptional availability, agility, automation, analytics, and security through CloudVision and Arista's Extensible Operating System (EOS), an advanced network operating stack built for modern infrastructure demands.

To learn more, visit www.arista.com.



Founded

2004



16

Offices

in



6

Countries



Revenue

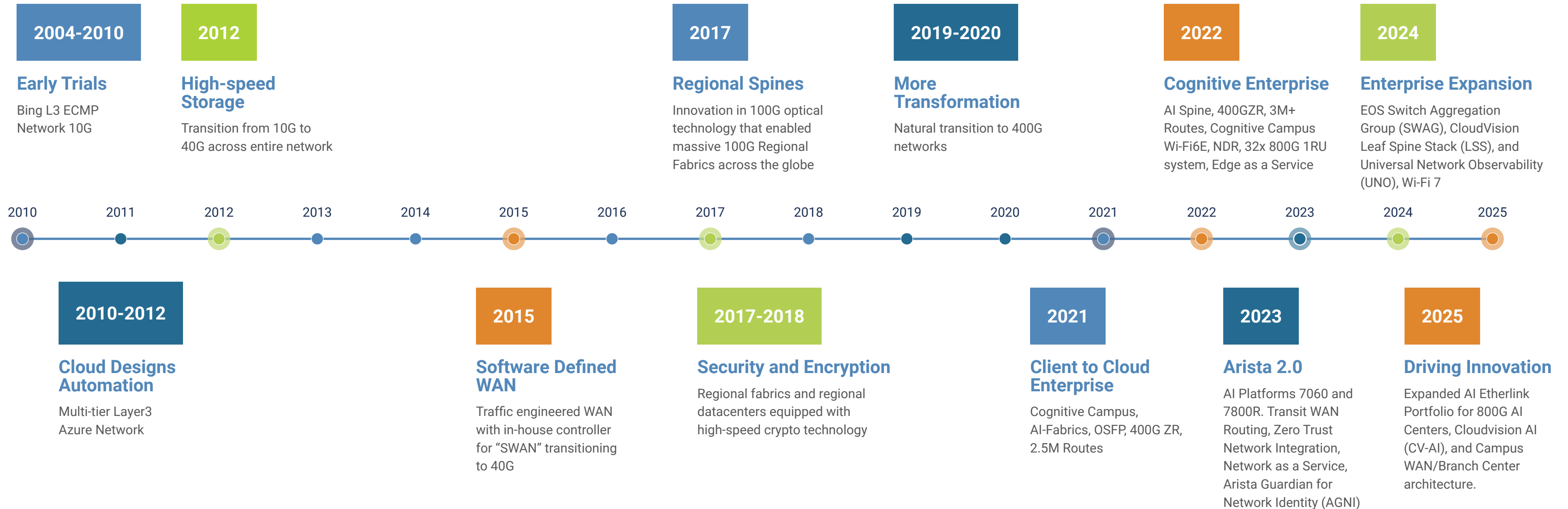
\$9B



Total Global Employees

5,100+

Key Technological Events



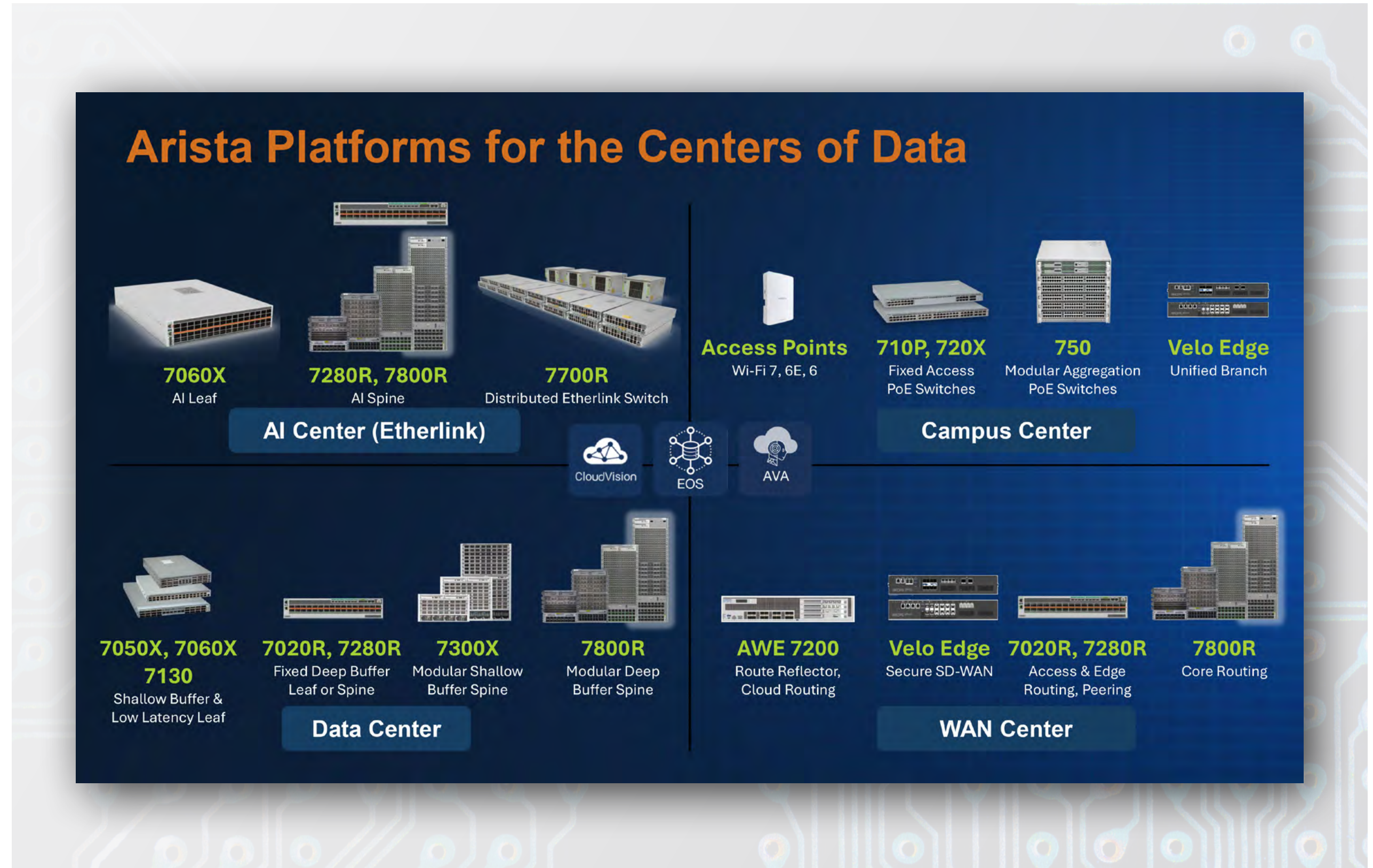
Our Market Drivers and Products

In a world where data is increasingly a precious commodity and competitive differentiator, Arista was founded to enable our customers to access all their centers of data in the quickest, most reliable, and secure manner. Over the last two decades, we have emerged as an industry leader, delivering data-driven, client-to-cloud networking-as-a-service. Our “Centers of Data” strategy is a fundamental pivot from legacy networking approaches that create incongruent silos to a unified, data-driven approach in which the network is a service that interconnects four primary domains: AI Centers, Data Centers, Campus Centers, and WAN Centers. Anchored by Arista’s state-oriented Extensible Operating System (EOS) and Network Data Lake (NetDL), our network-as-a-service platform delivers a seamless, consolidated networking experience regardless of data location.

Our solutions are differentiated because they:

- offer uncompromising reliability derived from the foundation of robust quality assurance capabilities, and a suite of automated diagnostics
- are based on advanced open and standards-based technology that avoids what is often expensive vendor lock-in, and
- provide consistent real-time telemetry and intelligent automation to decrease the manual workload on the operator.

This strategy and differentiation have also allowed us to deliver our comprehensive suite of products, services, and technologies to a global customer base segmented into three primary categories: Cloud and AI Titans, AI and Specialty Providers, and Enterprise. Market research confirms we continue to be a leader in high-speed Ethernet switching.



Centers of Data Drive the World

In the modern competitive landscape, the ability to access, manipulate, and leverage data is fundamental to an organization's growth and viability. This is especially true in the era of Large Language Models (LLMs), agentic AI, and physical AI, where data has evolved from a byproduct of operations into the primary engine of intelligence and autonomy.

Consequently, the network has matured beyond traditional "IT infrastructure" to become the spine or central nervous system. It serves as the critical conduit through which data flows from cloud and edge environments to the AI models that drive decision-making. This heightened dependency on real-time data movement underscores the necessity for a network architecture defined by unprecedented scale, availability, predictable performance, and open programmability. Operational simplicity and robust security are essential to ensuring the business can compete in a world of massive, networked transactions.

Public cloud titans and, more recently, AI Neo-cloud providers have been at the forefront of this evolution, pioneering the development of large-scale data and AI centers to meet the growing demands of their users, including business customers. These networks have become the benchmark for superior performance and efficiency of IT

infrastructure at the lowest unit cost. Enterprises and service providers worldwide are therefore adopting these hyperscale technologies and principles for their own network operations to achieve similar performance, operational efficiencies, and cost reductions.

Arista established itself as a market leader with platforms, products, and people to enable some of these hyperscalers' most consequential networks. Our network-as-a-service approach now empowers customers of all sizes to seamlessly leverage their data through offerings spanning three key categories: Core (AI, Cloud, and Data Center Networking), Cognitive Adjacencies (Campus and Routing), and Cognitive Networks (Software and Services). With world-class engineering expertise and platform innovation, our customers gain the predictable performance and operational simplicity required to turn data into a sustainable competitive advantage in a modern, AI-driven world.



Materiality Assessment

Determining Materiality

Arista's Corporate Responsibility Report allows us to communicate our environmental, social, and governance (ESG) priorities and programs to stakeholders who shape our business trajectory. This disclosure reflects our systematic approach to identifying, evaluating, and responding to ESG topics that are the most important to our key internal and external stakeholders. Our materiality reviews center on stakeholder dialogue and priorities; engaging investors, customers, employees, community partners, and more to understand which areas demand our attention and resources. By integrating these perspectives into our corporate strategy, we continuously refine our focus areas and strengthen our ability to manage emerging risks while capitalizing on sustainability-driven opportunities.

Arista leverages our GRI Content Index to communicate lower-priority topics that fall outside our formal materiality assessment but may remain relevant to certain stakeholder groups. Our SEC filings and Annual Reports offer deeper insight into our business model and financial performance. These reports articulate our material risks, as defined by SEC standards, through which a reasonable shareholder would find these important in their decision-making process, and the inclusion of a topic in the materiality assessment described in this report does not imply that we consider such topic to be material as defined by SEC standards.

In 2025, Arista conducted a comprehensive materiality assessment refresh designed to more comprehensively understand our impacts, risks, and opportunities across our business operations. This assessment will guide our future programs to maintain close alignment with internal and external stakeholder priorities alongside regulatory expectations. An overview of this assessment is provided below.

Approach & Results

We refreshed our materiality assessment this year to reflect evolving stakeholder priorities. While the relative importance of many topics remained consistent, we updated some terminology to better reflect the scope of our programs and stakeholder expectations. This refresh was conducted in line with industry best practices and reporting standards. Sixteen broad themes were identified as relevant by stakeholders, which will guide Arista's disclosures and programs moving forward.



Environmental

- Climate Change Strategy & GHG Emissions
- Energy Management
- Environmental Management System & Policy
- Environmental Product Responsibility & Circularity
- Sustainable Sourcing
- Waste Management
- Water Management



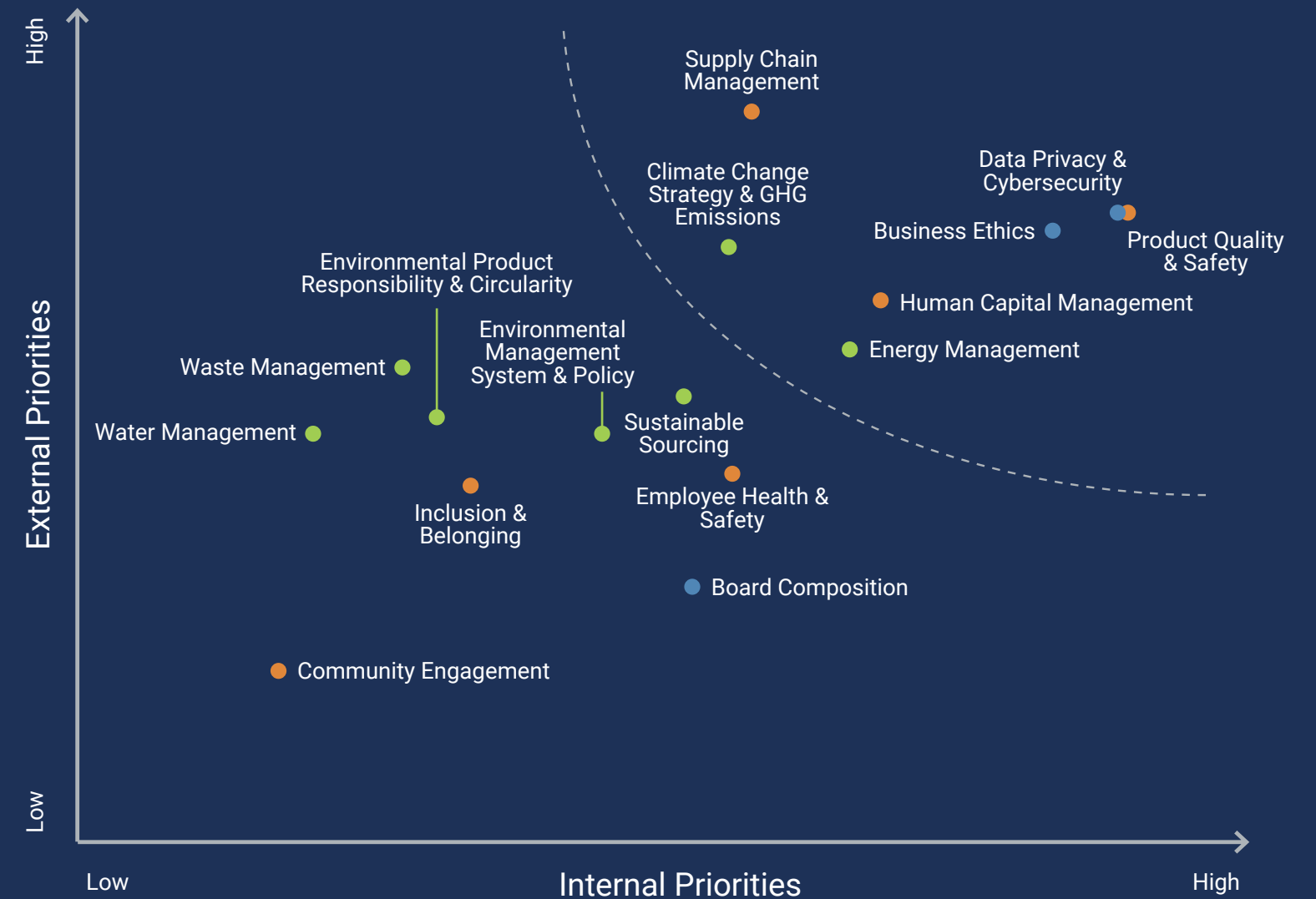
Social

- Community Engagement
- Employee Health & Safety
- Human Capital Management
- Inclusion & Belonging
- Product Quality & Safety
- Supply Chain Management



Governance

- Board Composition
- Business Ethics
- Data Privacy & Cybersecurity



Environment

We integrate environmental responsibility into how we design, build, and deliver our software-driven cloud networking solutions. By focusing on energy and resource efficiency, product performance, and responsible manufacturing practices, we help customers operate scalable, high-performance data center networks with environmentally responsible, highly efficient, reliable, best-in-class technology. During FY2025, we updated our assessment of climate-related risks and opportunities to reflect evolving regulatory, market, and physical climate considerations. In parallel, we continue to advance our net zero carbon reduction initiatives, strengthening our approach to managing climate-related risks across our operations and value chain.

Environmental Management System

Arista's Environmental Management System (EMS) provides the structure through which we manage environmental impacts and drive continuous improvement across our operations. Grounded in our [Environmental Policy](#) and long-standing culture of efficiency and innovation, the EMS enables a consistent and pragmatic approach to environmental management.

In FY2025, we refreshed our EMS to ensure it remains aligned with evolving regulatory expectations, operational priorities, and best practices in environmental performance monitoring. While Arista does not manufacture products in-house, we extend our environmental management approach across our value chain by requiring our contract manufacturers to maintain ISO 14001-certified environmental management systems.

Innovating Sustainability

Arista's Sustainability Committee, a cross-functional management committee with subject matter expertise across aspects of governance, regulatory matters, corporate social responsibility, and environmental sustainability, provides leadership, guidance, and a vehicle for cross-functional coordination of Arista's net zero and sustainability strategy, guiding execution and monitoring progress across priority focus areas. In FY2025, this oversight included the following areas:



Greenhouse Gas (GHG) Emissions: We measure, report, and work to reduce our greenhouse gas emissions through an annual, third-party-verified GHG inventory. Our approach includes strategies and initiatives to continuously improve energy efficiency, increase renewable energy use, promote greater circularity, decrease fossil fuel use intensity, and engage with our customers and suppliers through our net zero customer and supplier engagement programs to align efforts and create synergy.



Net Zero Strategy: Building on our 2024 establishment of near-term and net zero emission reduction targets validated by Science Based Targets initiative (SBTi), we are committed to reducing Scope 1, 2, and 3 emissions by 42% by 2030 and achieving science-based net zero emissions by 2050. During FY2025, we welcomed new net zero team members, and our expanded efforts focused on refining our implementation strategies, improving our value chain emissions accounting methodologies and data systems, strengthening our net zero supplier and customer engagement, and advancing our renewable energy procurement.



Climate Risks and Opportunities: Recognizing the importance of effectively managing climate-related risks and opportunities, in FY2025 we advanced our climate risk and opportunity analysis to reflect evolving regulatory expectations, climate scenarios, and market dynamics, and to guide us in increasing our resiliency. This work, driven by a cross functional taskforce and supported by third-party expertise, has strengthened our understanding of potential physical and transition risks and is informing ongoing strategic and operational decision-making. For more details, please refer to our [TCFD Index](#) in the appendix.



Product Life Cycle Sustainability: We integrate sustainability considerations across the product life cycle, from material selection and sourcing, through product use and end-of-life. Through practices such as Design for Environment, we aim to minimize environmental impacts while continuing to meet customer performance and reliability requirements. In 2025 we engaged across teams to begin to more systemically and deeply consider and integrate circularity principles across the product life cycle. Focus areas include sustainable sourcing, material efficiency, product durability, and responsible end-of-life management across products and packaging. These focus areas aim to help further reduce waste and support the reuse and recycling of materials where feasible, with an eye toward achieving greater circularity in partnership with our customers.

Greenhouse Gas Emissions & Energy

Arista remains committed to addressing climate change by reducing GHG emissions across our value chain, with a continued focus on transparency, accuracy, and external verification. We maintain an annual, third-party-verified GHG inventory covering all measurable Scope 1, 2, and 3 emissions, and continue to refine our methodologies to ensure our emissions data reflects the full scope of our operational and value-chain impacts.

Program Refinements and Planning

Building on enhancements to our GHG inventory management plan, accounting methodologies, and systems from prior years, we sustained and advanced these improvements through FY2025. This included further refinement of data accuracy, expanded insight into our manufacturing activities and Tier 2 commodity purchases, and continued alignment with the latest GHG Protocol guidance and our validated Science Based Targets initiative (SBTi) targets. We also continued to improve data collection across leased facilities, contract manufacturing, direct fulfillment and reverse logistics operations to ensure our emissions baseline remains robust and actionable for strategic planning and effective supplier engagement.

In addition, we continued critical work investigating and piloting new scalable approaches for product carbon foot printing (PCF) and developing supplier-specific emission factors, in support of our longer-term goal of transitioning away from generalized spend-based value chain emissions accounting toward higher resolution activity and PCF-based accounting further up and down our value chain.

Our Emissions at a glance

In FY 2025, our global emissions increased year over year by 40%. This was due largely to a substantial growth in our business, with a 28.6% year-over-year increase in revenue growth, and the strategic acquisition of another company, Velocloud. It is notable that, despite the strategic acquisition, tremendous sales growth, and further GHG inventory methodological and data completeness improvements, our emissions intensity decreased slightly.

As would be expected, our largest GHG emissions source, customer product end use, increased substantially (27%) due to a significantly larger number of our powerful (though highly efficient) products being deployed by customers globally. Our upstream and downstream transport emissions also increased by 111% due to the sheer increased volume of components and finished products being shipped globally. Also, as expected with our substantial growth in 2025, component and material emissions increased to meet the growing manufacturing requirements of our products, and our emissions from purchased goods and services increased by 126% as a result.

As highlighted later in the Logistics section of this report, our proportional upstream use of air freight also trended up by 14%, due to customer requests for us to expedite order delivery and reduce lead times as much as possible. The slow-down in the development, scaling and deployment of low carbon freight transportation technologies by logistics providers due to unfavorable macro-economic and global

geopolitical trends is also of concern, though our net zero implementation strategy does already account for delays in the widespread scaling, availability and achievement of cost-parity for low carbon freight transport alternatives.

The increase in Scope 1 emissions is largely due to the application of a new methodology for estimating fugitive emissions from landlords who are unable to provide these data, and also improved supplier reporting on diesel generator and mobile source combustion fuel use. Our core facilities natural gas emissions actually decreased by 13% from last year. Our 19% year-over-year reduction in Scope 2 emissions, despite our incredible further growth, show that we are holding the line, and we expect to deliver exciting progress in significantly reducing these core emissions toward meeting or exceeding our 2030 targets over the next few years through facilities electrification and renewable energy procurement initiatives.

The Road Ahead

In 2025, we fully oriented our net zero team members, enhanced cross-functional capacity, new and/or improved value chain data partners and systems, and the implementation of updated net zero customer and supplier engagement strategies. In 2026, we will continue to work with great fervor to stabilize our emissions intensity and start better driving and documenting substantial reductions on the road to our 2030 near-term target and our longer-term net zero horizon.¹

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



Greenhouse Gas Emissions

2022 2023 2024 2025

Emissions (in metric tons carbon dioxide equivalent)

Scope 1	930	2,284	1,345	1,656
Scope 2 (location-based)	4,346	14,079	28,607	23,249
Total Scope 1 and 2	5,276	16,363	29,952	24,905
Total Scope 1 and 2 emissions intensity by revenue (mtCO2e/\$100,000 revenue)	0.12	0.28	0.43	0.28
Scope 3	1,991,648	2,619,577	3,592,781	5,034,580

Energy Consumption (in MWh)

Direct Energy Usage (i.e. natural gas for heating)	5,115	6,780	5,616	5,295
Indirect Energy Usage (i.e. electricity for facilities)	15,713	53,548	80,249	113,985
% Renewable Electricity	31	34	30	29

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

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

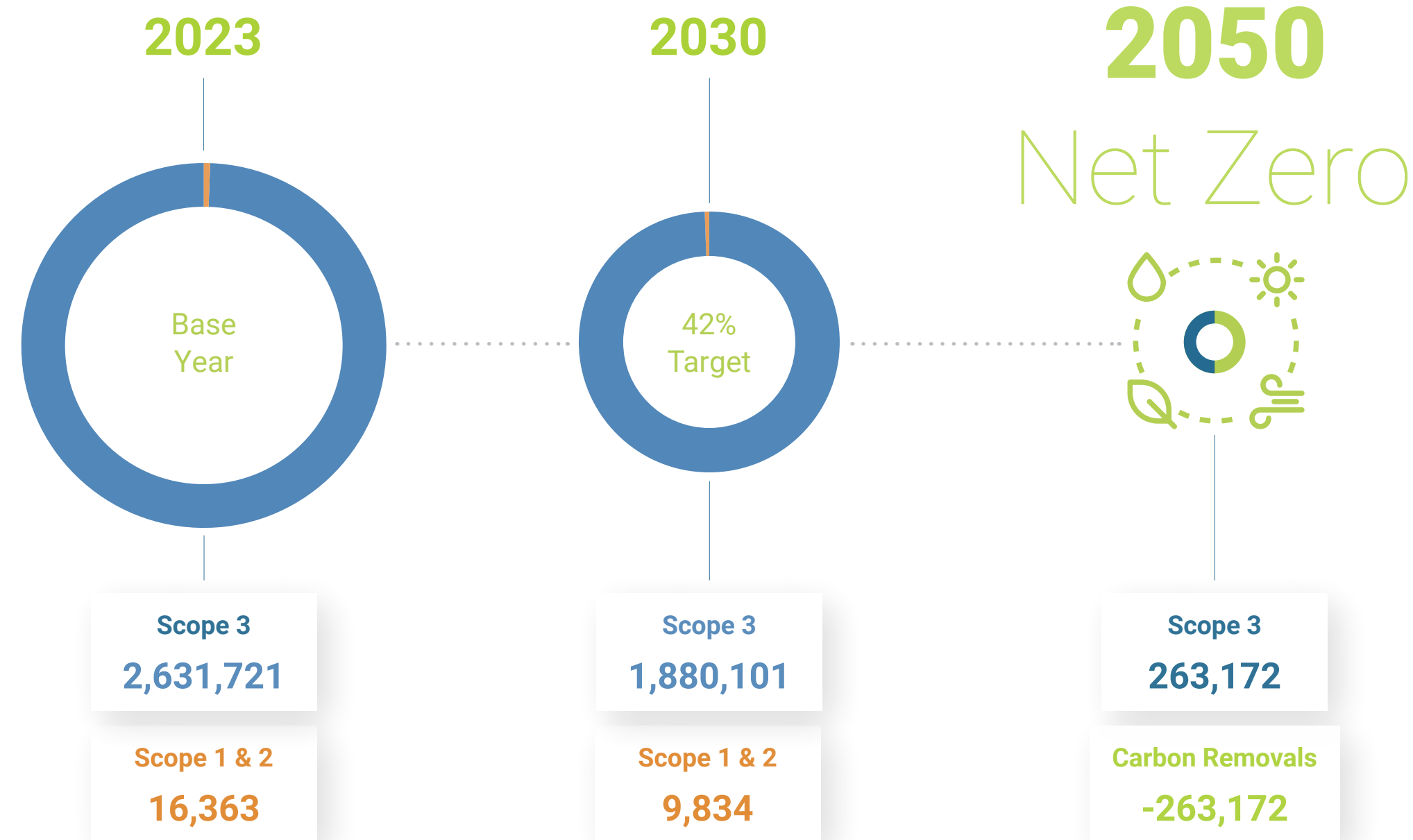
Energy Management and Renewable Energy Use

Though our Scope 1 and 2 emissions comprise a relatively small portion of our emissions profile, we take energy management very seriously at Arista, both in our operations and in the careful design of our products. Our global headquarters is LEED Gold certified, and we proactively manage our energy use leveraging energy efficient facilities, fixtures, features, equipment, and practices.

Because a significant portion of Arista's energy consumption occurs outside of facilities we directly own or operate, energy management and renewable energy procurement are also central to our broader net zero supplier engagement. In FY2025, we continued to strengthen how energy use across our third-party data centers, leased offices, and manufacturing partner facilities is identified, measured, and reported, working closely with landlords, colocation providers, and suppliers to improve the quality and completeness of energy consumption data used in our

Scope 2 and Scope 3 emissions calculations. These efforts resulted in measurable improvements to data quality and reporting completeness year-over-year. We collect energy use data from 100% of our manufacturing and fulfillment partners, which we use to monitor their energy performance. In parallel, we continued to evolve our renewable energy procurement approach by assessing opportunities through strategic partnerships that support increased renewable energy use across both owned and third-party environments. Areas of focus include our data centers, complementing energy efficiency initiatives, and supporting longer-term emissions reductions in line with our sustainability commitments.





Our Journey to Net Zero

As Arista continues to scale its business, our focus is on delivering emissions reductions in line with our long-term sustainability commitments while strengthening the programs, governance, and partnerships to support execution across our value chain.

Following the submission of our science-based targets to the Science Based Targets initiative (SBTi) in 2024 and their subsequent March 2025 validation by SBTi, 2025 was a transition year from initial target-setting to implementation. Arista has committed to a 42% absolute reduction in Scope 1, Scope 2, and Scope 3¹ emissions by 2030 and to achieving science-based net zero emissions by 2050. In 2025, we began refining and advancing internal programs, governance structures, and value-chain engagement to support delivery against these commitments.

To support effective implementation, Arista continues to strengthen the data and insights that inform future decarbonization action. Insights from a fresh employee commuting survey and our new TCFD-aligned climate risk assessment are being used to enhance the accuracy of workforce-related emissions estimates and inform longer-term emissions reduction initiatives.

Given that supply chain emissions represent the largest portion of Arista's overall GHG footprint, supplier engagement remains a central pillar of our long-term net zero and sustainability strategy. In 2025, we campaigned over 200 suppliers through CDP's Supply Chain program to improve emissions data quality and to communicate evolving expectations related to sustainability performance and emissions transparency.

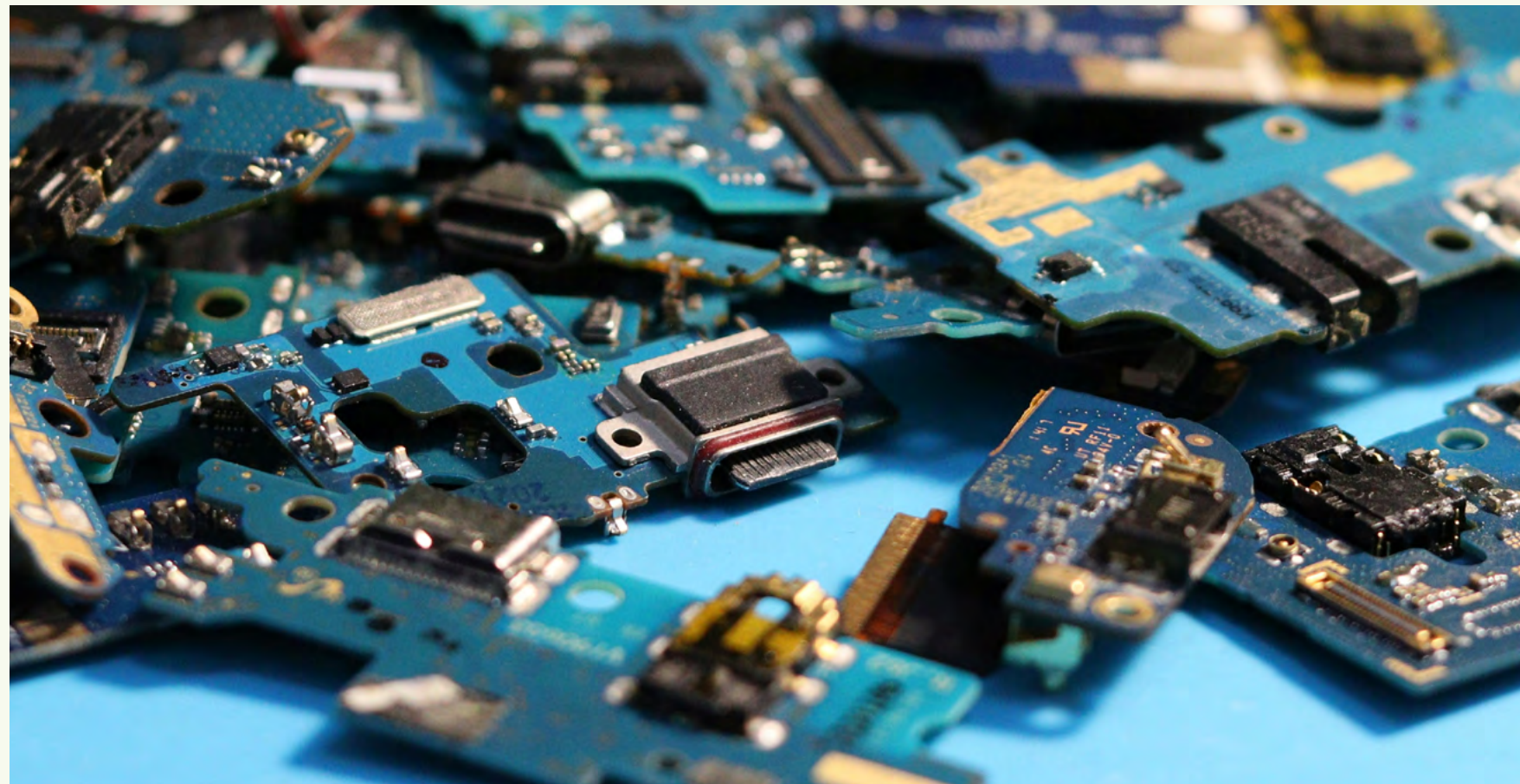
In parallel, Arista continues to enhance the tools and systems that support execution of our net zero pathway, including further refinement of emissions accounting processes toward higher resolution value chain emission accounting within our operations and products through SaaS-based solutions and expanded customer and supplier engagement. We are also actively evaluating renewable energy procurement opportunities through strategic partnerships to support achievement of our 2030 near-term science-based target and net zero goal.

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

Waste Management

Arista's approach to waste management focuses on prevention, material efficiency, and responsible end-of-life handling across our operations. Although our offices generate limited waste, we emphasize reducing material use, increasing reuse where feasible, and ensuring that materials used in our operations and products are recyclable. As waste data collection continues to mature, we remain focused on minimizing landfill disposal and strengthening recycling and reuse practices across our footprint.

Waste considerations are integrated into product and packaging design through the application of Design for Environment principles. We seek to minimize material inputs while maintaining product performance and reliability, and to optimize packaging to reduce excess material and transportation volume. Products and packaging are designed to support efficient disassembly and recycling at end of life, helping to reduce waste and improve material recovery outcomes.



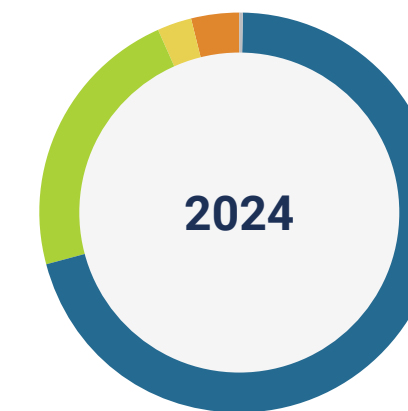
During FY2025, Arista continued to advance responsible waste management practices across internal operations and third-party warehouse locations. Cross-functional teams worked to identify end-of-life inventory appropriate for recycling and to ensure that materials were processed through ISO 14001-certified recycling partners.

Arista Waste by Type

	2023	2024	2025
Batteries	317kg	49Kg	1kg
■ Landfill*	3,482kg	285kg	771kg
■ Recycled E-Waste	87,812kg	72,562kg	47,465kg
■ Recycled Metal	136,614kg	22,967kg	23,387kg
■ Recycled Packaging	62,899kg	3,004kg	5,507kg
■ Returned Material	3,334kg	3,750kg	3,704kg
Grand Total	294,458kg	102,617kg	80,835kg



- 1% Landfill*
- 30% Recycled E-Waste
- 46% Recycled Metal
- 21% Recycled Packaging
- 1% Returned Material



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



- 1% Landfill*
- 58% Recycled E-Waste
- 29% Recycled Metal
- 7% Recycled Packaging
- 5% Returned Material

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

Product Design & Efficiency

In 2025, Arista continued to evolve how sustainability considerations are incorporated into product design, with an increased focus on lifecycle performance and the early development of a product circularity framework. Our approach highlights how engineering, efficiency, and design decisions support product performance and energy efficiency across the product life cycle, while laying the foundation for future circularity initiatives.

Design for Environment

Our product design philosophy is guided by the principles of Design for Environment, which consider environmental impacts at each stage of the product life cycle. We prioritize reducing material weight, selecting environmentally preferable materials where feasible, improving energy efficiency, facilitating recycling, and supporting reuse and refurbishment options. Packaging is optimized as part of the design process to reduce excess material while maintaining product protection and transport efficiency.

Cooling Efficiency

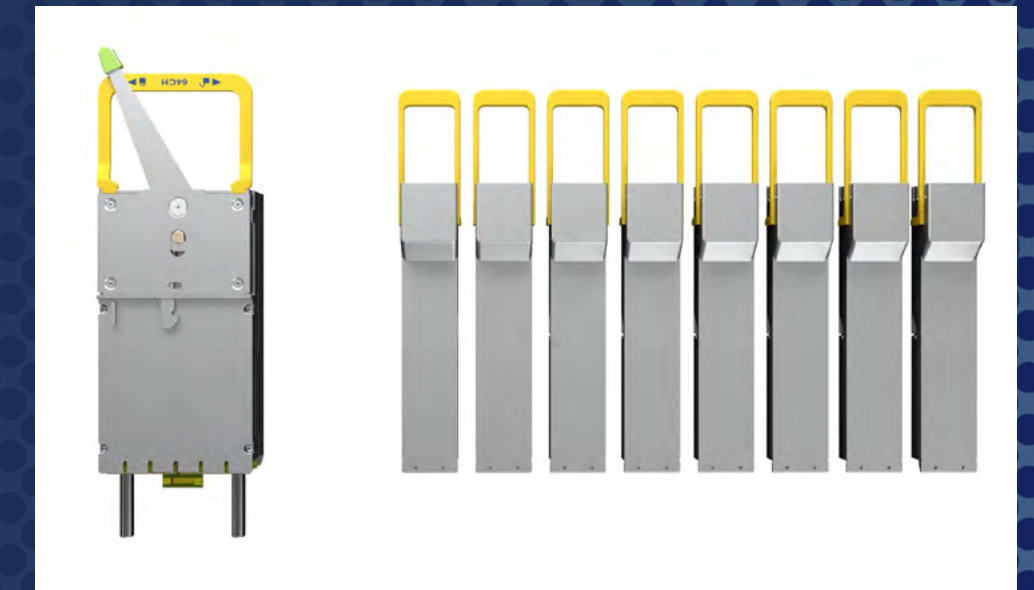
Data center cooling is highly energy-intensive. Arista products support customers' cooling strategies through front-to-rear or rear-to-front fan configurations that improve airflow efficiency and help reduce energy consumption by optimizing cooling performance. As our products are designed for continuous operation, cooling efficiency is critical to meeting customer requirements and internal performance standards. In line with this, in 2025 Arista made strategic investments to support liquid cooling innovation to ensure our products continue to meet the cooling and energy efficiency needs of the market and our customers alike, including our recently released XPO High Density Liquid Cooled Pluggable Optics.

PROJECT SPOTLIGHT

XPO High Density Liquid Cooled Pluggable Optics

Announced in March 2026, eXtra-dense Pluggable Optics (XPO) demonstrates Arista's ongoing commitment to innovate and advance the industry toward more efficient and sustainable technology. Designed for next-generation AI data centers, XPO reduces networking racks and floor space by 75% compared to traditional pluggable optics. Consequently, XPO supports shorter cable runs, which are crucial for lower-power AI scale-up interconnect technologies such as copper and radio frequency. Additionally, XPO incorporates liquid cooling technology to efficiently dissipate the substantial heat generated by high-performance infrastructure.

The real-world impact of XPO is most meaningful at hyperscale. In AI data centers, XPO directly leads to lower energy consumption, reduced hardware, simplified cabling, and smaller physical footprints. As organizations invest billions of dollars in AI infrastructure, this level of efficiency gain can materially reduce land use, construction costs, and energy needs, making operations more sustainable long term.



As demand for AI infrastructure grows, solutions like XPO demonstrate Arista's focus on helping our customers scale responsibly; doing more with less to minimize the environmental impact of the centers of data that power the modern world.



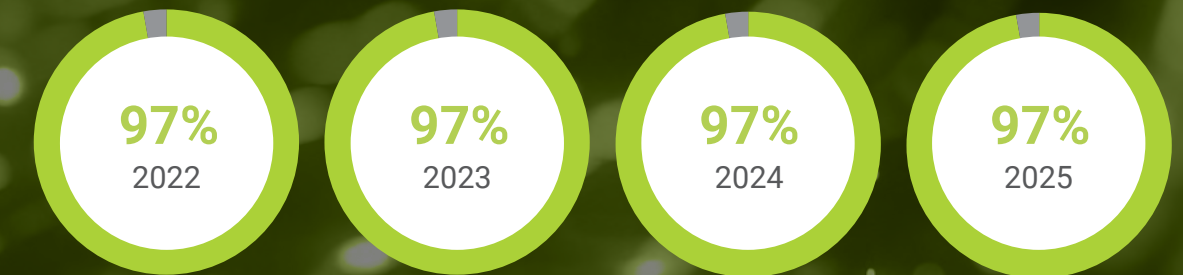
Product Energy Efficiency

The operation of data center networking equipment can consume significant energy during the product use phase. Arista continues to improve the energy efficiency of new products by optimizing hardware design, minimizing and upgrading components, and simplifying system architectures. For instance, through the use of linear pluggable optics (LPO) on compatible products, Arista customers can potentially realize 20% power savings relative to other optics. These efforts enable improved performance and throughput relative to power consumption, helping customers reduce energy use and associated greenhouse gas emissions.

Power Supply Efficiency

Over time, Arista has continued to provide increasingly efficient power supply units options across its products. In FY16, 83% of power supplies shipped to customers were rated 80-Plus Platinum or better. This progress has been sustained as product designs have evolved, and in 2025, 97% of power supplies shipped to customers were rated Platinum or better, reflecting continued improvements in power efficiency and reduced energy loss and heat generation.

Power Supplies rated 80-Plus Platinum or better



Arista Product Power Consumption by Generation



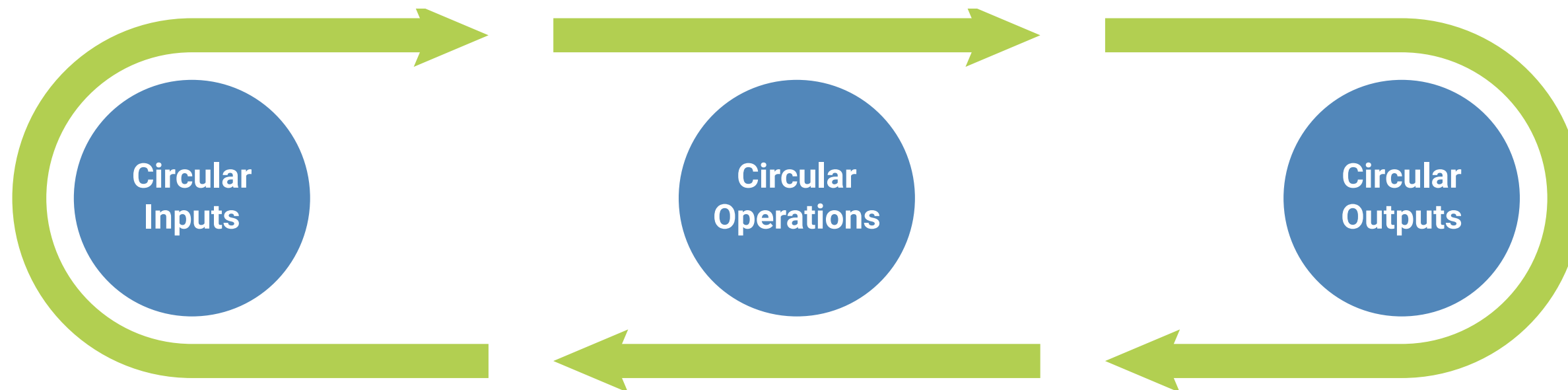
Product Circularity

In 2025, Arista initiated foundational work to establish a structured approach to product circularity across the product life cycle. This effort focuses on building internal understanding, governance, and prioritization, recognizing that circularity is an emerging area of focus for the Company.


During the year, Arista engaged a cross-functional working group to introduce product circularity concepts, identify potential priority areas, and evaluate initiatives already underway across the organization. This included internal stakeholder interviews, educational sessions on circularity principles, and facilitated brainstorming workshops to explore opportunities related to materials, product life extension, reuse, and end-of-life management.


Based on this foundational work, Arista is developing a product circularity vision addressing key lifecycle stages, including inputs, operations, and outputs for both our products and their packaging. In parallel, we are establishing a governance structure to guide this effort, including regular cross-functional leadership check-ins. Future years will focus increasingly on advancing and implementing prioritized initiatives informed by this early-stage framework.

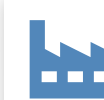
Arista Product Circularity Vision




 **Scale Circular Materials**


 **Design for Circularity**

 **Drive Demand for Circular Products**

 **Increase Operational Efficiency**

 **Reduce Waste in Operations**

 **Product Use Phase & Life Extension**

 **Scale Secondary Material Markets**

 **Increase Reuse and Recycling**

 **Collaboration Across Supply Chains**

PROJECT SPOTLIGHT

Promoting Circularity

In 2025, Arista donated lab equipment originally slated for e-waste recycling to a local collegiate tech club. This intern-led initiative demonstrates opportunities for reuse while extending the useful life of product components and supporting community engagement. While small in scale, this project reflects the exciting potential for combining reuse programs with outreach to extend the benefits of circularity into our local communities as part of Arista's broader global product circularity program.

Product Stewardship & Environmental Compliance

In 2025, Arista continued to strengthen its product stewardship and environmental compliance approach to support responsible product design, regulatory alignment, and customer expectations across global markets. Our stewardship program is designed to ensure that environmental considerations are integrated throughout the product life cycle, from design and sourcing through use and end-of-life management.

Arista maintains processes to verify compliance with applicable global product environmental regulations and standards, including requirements related to restricted substances, chemical management, batteries, and electronic waste. We work closely with suppliers to confirm adherence to relevant environmental laws and regulations for the parts they supply or manufacture, supported by internal design controls, supplier declarations, and technical documentation. Compliance assessments are conducted in alignment with IEC 63000 requirements, and Arista retains documentation to support conformity declarations where applicable.

Key regulatory frameworks addressed through this program include, among others: the European Union's Restriction of Hazardous Substances (RoHS) Directive, REACH, the Waste Electrical and Electronic Equipment (WEEE) Directive, applicable battery regulations, reporting obligations under the SCIP database for substances of very high concern as well as various extended producer responsibility regulations. These frameworks inform both product design decisions and supplier engagement practices. In addition, the program incorporates proactive monitoring of emerging and evolving regulatory requirements to anticipate future compliance obligations and integrate them early into product and supply chain strategies.



Takeback & Recycle

As a hardware producer, Arista currently offers product takeback and recycling programs in the United States and Europe to support responsible end-of-life management. These programs enable customers to return eligible products, which are processed by certified recycling partners operating in accordance with ISO 14001 environmental management standards.

Product Packaging

Product packaging remains an important focus area within Arista's environmental stewardship efforts and circularity initiatives. In 2025, we continued to monitor packaging design to improve material efficiency, increase the use of recycled content, and reduce environmental impacts associated with manufacturing and transportation. Packaging considerations are integrated into the product development cycle to optimize protection, reduce excess material, and lower dimensional weight. Corrugated shipping materials include post-consumer recycled content, and high-density polyethylene end caps are made from post-consumer recycled material. Arista also continues efforts to reduce reliance on foam by evaluating and implementing alternative materials, such as thermoformed plastics and corrugated solutions, where feasible. Nearly all of our packing materials are recyclable and/or reusable, excepting small amounts of specialized materials needed to protect certain technology components during shipment.

E-Waste Management

Arista remains committed to responsible e-waste management through partnerships with certified recycling providers and adherence to applicable environmental standards and regulations to minimize environmental impacts and ensure responsible end-of-life handling.

To support customers in managing end-of-life products, Arista provides a Statement of Volatility that outlines considerations for the safe handling and disposal of electronic components. This information complements our takeback and recycling programs and helps ensure that products are managed appropriately at end of life.

Arista Tree Planting Initiative Update

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

Arista's reforestation efforts began as a place-based initiative rooted in local environmental restoration. Inspired by firsthand observations of deforestation near Pune, India, Arista Executive Pravin Bhagwat helped catalyze early efforts to restore degraded land through tree planting and ecosystem recovery.

Since launching this initiative, Arista has supported reforestation projects through partnerships with non-profit organizations, beginning in India and expanding to additional regions globally over time. These efforts have evolved alongside the Company's net zero and sustainability strategy, with a focus on supporting nature-based initiatives that contribute to ecosystem restoration and local environmental benefits.

By the end of 2025, Arista had supported the planting of more than 200,000 trees globally, including continued activity in Africa through a partnership with Forest Planet. In 2025, Arista's tree-planting efforts focused on program continuity and strategic alignment.



Social Responsibility

At Arista, our employees are our greatest asset and we cultivate a workplace defined by leadership, innovation, and belonging, where every team member is empowered to contribute meaningfully and grow professionally. We remain dedicated to fostering a safe, inclusive environment and investing in holistic wellness programs that support our employees' physical, mental, and financial well-being, alongside robust career development and continuous learning opportunities.

We are proud of the ongoing progress we have made in attracting and retaining exceptional talent while broadening the impact of our global community engagement efforts. Our commitment to social responsibility extends well beyond our offices. Through ethical supply chain practices, we demonstrate responsible corporate citizenship and strive to positively impact the communities in which we operate.

In 2025, Arista was honored to receive a record number of external recognitions for our workplace culture and employee experience,

including: one of Time's World Best Companies; Forbes Magazine's America's Best Companies; Most Loved Workplace's America's Top Most Loved Workplaces and Top Most Loved Workplaces for Wellness; Volunteering and Veterans and a Most Loved Workplace for Great Britain; Vault's Top Companies for Software Engineering & Development Internships; Sustainability Magazine's Top 250 World's Most Sustainable Companies; and Comparably's Best Companies for Leadership, Career Growth, Women and Compensation.



Arista Employee Experience

Culture is Our Differentiator

Consistently, our employees identify Arista’s unique and distinctive culture as the foundation of an experience that is genuinely rewarding, purposeful, and fulfilling. Grounded in the principles set forth by our founders and senior leaders, the ‘Arista Way’ remains central to our identity, fostering a workplace characterized by innovation, collaboration, and collective achievement.



Emphasizing Total Wellness & Work-Life Balance

Committed to the health and holistic well-being of our workforce, Arista provides a comprehensive suite of physical, mental, and financial wellness programs available globally through in-person, virtual, and on-demand formats. These offerings deliver actionable wellness guidance, mental health resources, work-life balance support, professional development, financial planning tools, and opportunities for social connection via regular webinars, hybrid programming, and in-person events. Our wellness framework spans physical health, nutrition, mental well-being, social engagement, career growth, financial wellness, and holistic health. In 2025, Arista was recognized as one of Most Loved Workplace’s, Top Workplaces for Wellness.

Our 2025 wellness initiatives included:

- Monthly virtual webinars led by healthcare professionals and mental health and fitness specialists
- Regional fitness programs tailored for our Americas, EMEA, and APAC employees, with continued emphasis on sustainability and inclusivity themes
- An innovative webinar sharing tips to our global employees on how to use AI to develop fitness routines and regimens
- Expanded neurodiversity awareness initiatives, including practical guidance for inclusive collaboration
- Career development and financial wellness webinars offered throughout the year
- Fresh, organic produce available at our on-site HQ Farmer’s Market
- Regular social engagement activities, including cultural celebrations across global sites, virtual events, and family-oriented programming
- Global fitness challenges with strong participation. In our 40 Day Wellness Challenge, over 300+ global employees completed a cumulative 28 million steps!



Comprehensive Employee Benefits Package

We understand that attracting and retaining exceptional talent requires competitive compensation and benefits. Arista offers comprehensive, customizable benefit packages designed to address the diverse needs of our employees, their families, and their lifestyles, supporting and recognizing the contributions of our dedicated team. Our full benefits package is available to regular, full-time employees; temporary or part-time employees may have access to a more limited subset of benefits as required by applicable law or determined by local policy. In 2025, Arista was recognized as a Top Company for Perks and Benefits by Comparably.

Arista US benefits include:

- Medical, Dental, & Vision Plan Coverage
- Life Insurance, Accidental Death & Dismemberment, Short- and Long-Term Disability, and 401(k) Plans
- Flex Spending Accounts & Commuter Benefits
- Merchandise and Community Discounts
- Employee Assistance Programs including mental health support, backup child and elder care
- Flexible Time Away Policy allowing employees to take time off with manager approval
- Family planning benefits for US employees
- Extended parental leave available to support new parents

Total Compensation & Annual Appraisal Reviews

Arista provides a comprehensive and competitive benefits package to all global employees, including participation in the Employee Stock Purchase Plan (ESPP) where legally permissible, a 401k retirement plan, equity compensation, and a peer-to-peer recognition bonus program. Compensation is reviewed annually as part of our performance appraisal process, and employees share in the company's success through yearly bonuses and restricted stock unit grants tied to individual and organizational performance. Employees are evaluated annually against pre-defined, measurable goals, both personal and team-oriented, that are collaboratively established with their manager. Reviews incorporate 360-degree feedback from peers, internal business partners, direct reports, and managers. External consultants conduct regular analyses to ensure total compensation remains competitive, equitable, and aligned with local pay transparency requirements. Additionally, Arista is committed to internally implementing processes to analyzing living wage rates and its applications to our business. In 2025, Arista was recognized by Comparably as a Top Large Company for Compensation.

Employee Engagement

Arista is dedicated to continuously enhancing the employee experience by actively listening to our team members and creating meaningful opportunities for feedback. We gauge our success through annual global employee engagement surveys conducted with accredited external partners. Insights from these surveys have driven meaningful improvements, such as the establishment of career levels and growth paths within functional departments, ensuring employees have clear and rewarding trajectories.

In our 2025 global survey:

- Over 95% of employees stated Arista was heading in the right direction
- We received much higher than industry average scores for work-life balance and empowerment as well as for job satisfaction, purpose, and employee happiness
- Arista maintained a low annual turnover rate of 9%

Employee Training

All Arista employees complete mandatory training during onboarding and periodically thereafter, covering the Arista Code of Ethics and Business Conduct, anti-bribery and Anti-Corruption Compliance Policy, harassment prevention, and Insider Trading Policy. In 2025, Arista employees averaged slightly over 20 hours of training and development.

Employees also receive role-specific training, including our Arista Certified Engineering (ACE) certification program, often complemented by mentorship from senior peers. Arista also provides educational programs and support for some employees. We partner with universities, such as Arizona State University's Technical Upskilling program, to develop technical curricula and training pathways that lead to valuable internships. Career development and upskilling opportunities are available through webinars and on-demand via our E-Learning portal.

Artificial Intelligence Efforts

As artificial intelligence (AI) continues to reshape the technology landscape, Arista is advancing an enterprise-wide initiative to evaluate and deploy AI solutions that accelerate product development, enhance customer experience, and drive operational efficiency. In 2025, AI was implemented in daily activities across multiple functions, including talent acquisition and candidate screening, supply chain analytics, sales development, and software engineering workflows. A multitude of Arista-wide and functional webinars and hands-on workshops were hosted drawing hundreds of employee attendees including popular sessions such as "Using AI for Productivity Gains and AI Powered Coding – Boosting Developer Productivity." Conversation summaries and AI Agents were implemented. To ensure responsible use, Arista has established an AI governance policy and guidelines addressing security, fairness, intellectual property protection, and human oversight. In 2025, we also expanded our AI governance framework to address emerging use cases.

Workplace Safety

Creating a safe and healthy work environment remains a top priority at Arista. In 2025, we sustained an exceptionally low injury rate of less than 0.05% per 100 US employees, with zero lost workdays, and maintained our record of zero work-related fatalities. We received no fines or citations related to environmental, health, or safety non-compliance. Our Health and Safety team takes a proactive approach to identifying and addressing potential hazards, partnering with external specialists to conduct comprehensive inspections, audits, and hazardous material communication training for lab personnel. An established Emergency Response Team stands ready to respond to incidents at our headquarters. We continually improve the performance of our Health and Safety efforts through prioritized action plans and establishing quantitative targets under the guidance of Senior HR and Facilities Leadership. We continue to refine our hybrid work model to support the evolving needs of our global workforce.

Employment Policies

Arista's employment policies, including guidelines on work hours and workplace conduct, are outlined in our Employee Handbook, which was updated in 2025 and is provided to every new hire during onboarding.



Belonging at Arista

Fostering Inclusion and Opportunity

Arista's culture is built on a foundation of respect, integrity, innovation, passion, pride, and trust. These enduring values underpin our commitment to fostering a workplace where every employee can excel, make meaningful contributions, and advance professionally. By valuing multiple backgrounds and perspectives within our team, we enhance our capacity for innovation and strengthen our ability to serve customers and communities.

Arista's leadership reflects our commitment to building a diverse team at every level. Our executive team includes women in key roles, such as CEO and CFO, underscoring our belief that varied perspectives strengthen decision-making and business performance. We are proud to develop leadership pipelines that recognize talent and potential throughout our global organization. In 2025, Arista's belonging strategy and initiatives continued under the guidance of our Inclusion Council, comprising senior leaders from Global HR, Finance, and Legal. Key accomplishments and workforce analytics were reviewed regularly with our Board of Directors.

Recognition for Arista's Belonging Initiatives

At Arista, we view employee feedback as the most meaningful measure of our success in building an inclusive and respectful workplace. In our 2025 Global Employee Survey, Arista again received high scores from all employee demographic groups on honesty, trust, and values, reflecting our sustained commitment to cultivating a valued, inclusive culture. In 2025, we were honored to receive external recognition as a top company for inclusivity and women by Most Loved Workplace and Comparably as well as a top company for young professionals and parents by Most Loved Workplace.

Talent Attraction

In 2025, Arista continued to improve and expand our comprehensive global recruiting efforts to identify and hire the best talent. Utilizing AI technology, we were able to identify and engage with a record number of potential candidates. We partnered with organizations and platforms committed to expanding access to technology careers, including universities and professional societies. Career fairs and virtual hiring events also remained key channels for engaging high-potential individuals who share Arista's commitment to innovation and collaboration.

Complementing these external efforts, Arista's robust internal referral program empowers employees to identify and recommend high-potential candidates, playing a key role in growing our talent pipeline. These initiatives have enhanced our ability to attract exceptional professionals who contribute to Arista's success and distinctive culture.

Through partnerships with nonprofits dedicated to closing opportunity gaps in technology and universities, we welcomed interns from a wide array of academic and professional backgrounds into our Software Engineering and other functional teams. These efforts reflect our investment in the next generation of innovators and our commitment to advancing Arista's technical leadership. In 2025, we were recognized by Vault as a top company for Software Engineering and Development Internships.



EMPLOYEE SPOTLIGHT

Mike Ignoffo

Systems Engineer Arista Networks Federal

After more than 20 years of service in the U.S. Navy, I joined Arista with a foundation built on leadership, technical operations, and team development. My transition to the private sector reinforced a vital truth: veterans need a support network that understands both their unique history and their future professional trajectory.

This perspective drove me to co-found and lead the Veterans@Arista Employee Resource Group (ERG) last year. Our mission is to build a community where veterans and allies can connect, share experiences, and grow together. One of our first priorities was closing the information gap regarding veteran benefits. We addressed this by hosting a series of webinars with subject matter experts, helping our community navigate complex resources with confidence.

Beyond internal support, we are committed to outward service. By organizing Arista's participation in non-profit fundraisers, we've brought employees together from across the company to raise funds supporting veteran needs such as mental health. These initiatives do more than just raise money; they reflect the initiative of our veteran community and reinforce Arista's broader culture of service.

Being at Arista has allowed me to continue leading in a new capacity. As we look ahead, Veterans@Arista is focused on expanding community outreach opportunities and strengthening connections across the organization, ensuring every veteran who joins the company is positioned for long-term success.

Advancing STEM Education in Underserved Communities

The Arista Foundation believes that talent is universal, but opportunity is not. By funding programs that remove barriers to STEM education, we help ensure the next generation of technologists reflects the diversity of the world they will shape.

Our flagship collaboration with Arizona State University's Technical Upskilling Program continued to gain momentum in 2025. This initiative fast-tracks women into IT careers through intensive training culminating in Arista Certified Cloud Engineering certifications, which open doors not only at Arista but across our customer ecosystem. In 2025, 15 participants completed the program.

Beyond ASU, the Arista Foundation invested in a portfolio of partners working at the intersection of education and equity:

- **Resource Area for Teachers (RAFT)** – Hands-on STEM materials for under-resourced classrooms
- **UC Berkeley T-PREP** – Research exposure for students from historically excluded backgrounds
- **Power My Learning** – Family-centered digital learning tools
- **The Tech Interactive** – Immersive science experiences for Bay Area youth
- **Girls Who Code** – National programming to close the gender gap in computing
- **Communities In Schools, Washington (CISWA)** – Wraparound support keeping at-risk students on track
- **NPower** – Free tech training and job placement for veterans and young adults
- **The Sanneh Foundation** – Mentorship and academic support for Minnesota youth

Together, these partnerships reflect our conviction that early investment in underserved learners yields long-term returns for communities, for the industry, and for Arista.

Employee Resource Groups

Arista's employee resource groups (ERGs) serve as engines of connection, professional growth, and cultural enrichment. They provide spaces where employees with shared identities or interests can find community, amplify their voices, and contribute to a more inclusive workplace.

For example, Women@Arista delivered another impactful year in 2025. Signature programming included:

- 4 hybrid guest speaker events featuring leaders from across the technology landscape
- Interactive panels on career navigation and work-life integration
- Volunteer activities including food sorts at local food banks and tree planting

Additionally, our newly formed Veteran's ERG and AfroLatinX and LGBTQ+ hosted a number of activities in 2025 including: a webinar on VA benefits with a noted expert; step challenge/fundraising event; participation in job conferences and university recruiting events, and celebrations of heritage months.



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

Arista's commitment to fairness begins with a simple premise: every employment decision should be based on merit, not identity. Our Code of Ethics and Business Conduct codifies this principle, prohibiting discrimination on the basis of race, color, gender, age, disability, pregnancy, marital status, military status, sexual orientation, or any other protected characteristic. The policy governs every phase of the employment relationship, from hiring through advancement and separation.

To reinforce these standards, all regular employees complete Code of Ethics and Business Conduct training on a recurring schedule. Employees who participate in hiring receive dedicated Unconscious Bias Training, equipping them to evaluate candidates objectively and mitigate hidden assumptions.

Arista meets or exceeds all locally applicable pay-transparency requirements and statutes for employees, job positions and opportunities. We conduct regular pay-equity analyses, and remain committed to closing any gaps.

Workforce Composition



- 48% US
- 32% APAC
- 11% EMEA
- 9% Canada/Mexico

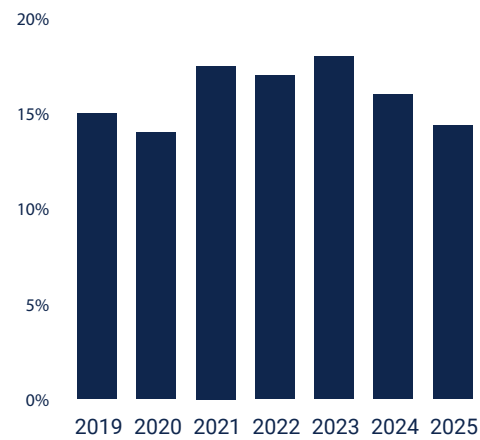


- 84.3% Male
- 15.4% Female

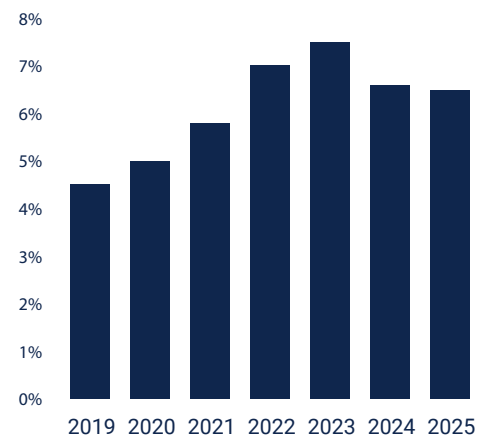


- 91% Technical/Sales
- 9% Non-Technical/Sales

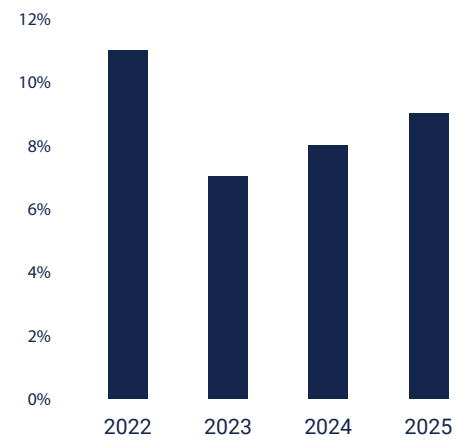
Female New Employees



Underrepresented Ethnic/Racial Background

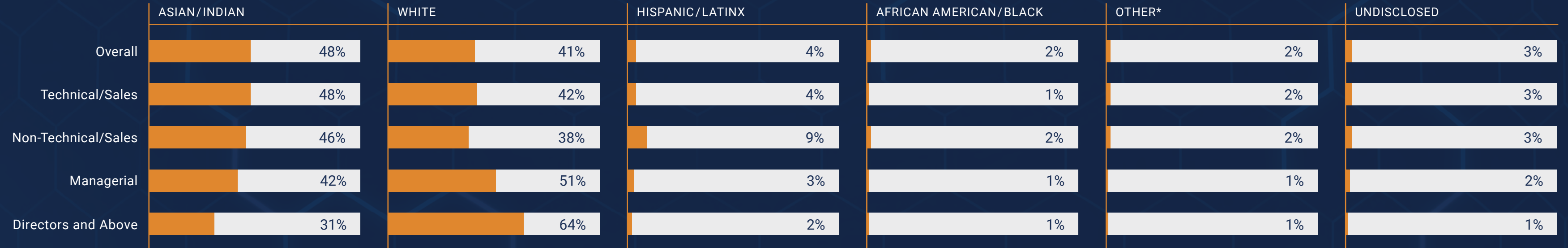


Annual Turnover Rate



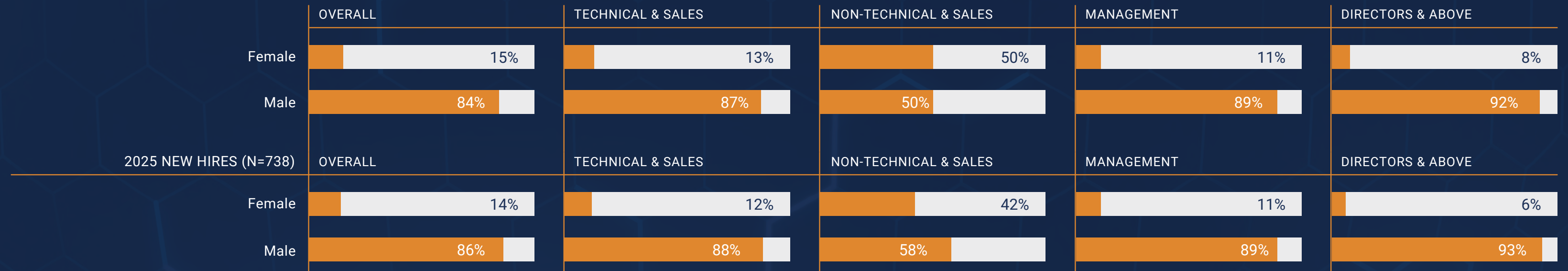
Workforce Composition (continued)

US Employee Demographics (as of 12/31/2025)



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

Global Employee Demographics by Gender (as of 12/31/2025)



Community Engagement

Giving Back to Our Communities is the Arista Way

At Arista, community partnership is a core value woven into our identity. We believe that meaningful connections with the communities where we live and work enrich our employees' sense of purpose while strengthening our reputation as a responsible corporate citizen. Through the Arista Foundation, we direct resources toward organizations tackling urgent humanitarian challenges: hunger, environmental stewardship, childhood education, and disaster response, in alignment with the United Nations Sustainable Development Goals (SDGs).

A Journey of Expanding Impact

What began in 2018 with a Global Community Engagement Planning & Strategy has grown into a signature element of Arista's culture:

- 2019: Inaugural hunger fundraiser at Santa Clara HQ raised over \$80,000
- 2020: First simultaneous global giving event delivered more than 1.1 million meals worldwide
- 2022: Total giving efforts surpassed 1.9 million meals
- 2025: 7th consecutive year of record grants and dollars given

2025 Global Giving Highlights & Impact

In 2025, the Arista Foundation and our employees once again demonstrated extraordinary generosity, setting new records for both total grants issued and dollars given. Our commitment to measuring outcomes ensures that every contribution drives meaningful change in the communities we serve.

The year's signature initiatives reflected Arista's culture of rapid mobilization and sustained partnership. Our annual Global Giving Drive brought together employee donations and Foundation grants to support organizations including Second Harvest of Silicon Valley, Feeding America, Central Texas Food Bank, Foodbank of Central and Eastern North Carolina, Greater Vancouver Food Bank, Foodbank Australia, Akshaya Patra, HelpAge India, and the Irish Cancer Society.

2025 Update: Continuing Our Legacy of Giving Back

Foundation grants in 2025 enabled measurable outcomes across our focus and UN SDG areas:



Second Harvest Food Bank of Silicon Valley

Our longstanding partnership with Second Harvest Food Bank of Silicon Valley continued to provide 500,000 meals per month to individuals facing food insecurity in the Silicon Valley.



Akshaya Patra

The Arista Foundation partnered with Akshaya Patra to fund school meal programs, sustainability initiatives, and scholarships benefiting children in India.



Greater Vancouver Food Bank

Employee donations paired with an Arista Foundation grant helped the Greater Vancouver Food Bank deliver 80,000 meals to families facing food insecurity in the Greater Vancouver area.



American Red Cross Sound the Alarm Event

As a lead sponsor of the American Red Cross Sound the Alarm initiative, the Arista Foundation enabled the installation of home fire alarms in underserved communities across Northern California.

In addition, the Arista Foundation and employees rapidly responded to the Los Angeles Fires, and Central Texas and Punjab, India flood disasters with giving drives, employee donations and matching funds to rapidly provide relief to those in need through aid organizations including UNICEF and the Red Cross.



Arista Employees Making a Difference

In 2025, Arista employees continued to embody the Arista Way through hands-on volunteerism and community engagement, dedicating a record number of hours and global events to causes that matter most to our people and communities.

Highlights of our 2025 employee volunteer efforts include: coastal cleanup at Half Moon Bay in support of Earth Day, hygiene kit assembly and support building with Helping Hands Silicon Valley, educational kit building with RAFT, participation in Children's Hospital Dublin, Ireland Clash of the Companies fundraising event, food sorting at Second Harvest Food Bank, among many others.

Showcasing Arista's Corporate Giving



- %**
- 45% Hunger (SDG 2)
 - 25% Education & Inequalities (SDG 4,10)
 - 13% Poverty & Disaster (SDG1)
 - 11% Health (SDG 3)
 - 5% Sustainable Communities/Housing Insecurity (SDG11)
 - 1% Sustainability (SDG 13)



Supply Chain

The environmental and social footprint of our manufacturing operations extends well beyond our direct facilities and physical presence. To address, reduce, and continuously improve upon these impacts, we work closely with our supply chain partners to promote resource sustainability, drive cost efficiency, and advance ethical labor practices throughout our supplier network.

Supply Chain Policy

At Arista, we maintain rigorous standards for our employees, partners, and contractors. Our suppliers are also held to this same level of accountability.

Our Supply Chain Sustainability Expectations Policy defines explicit requirements designed to reflect industry-leading practices, as does our Partner Code of Ethics and Business Conduct. As a member of the Responsible Business Alliance (RBA), we actively engage and support the organization's vision of fostering a socially, environmentally, and economically responsible global electronics supply chain.

Grounded in globally recognized frameworks, the RBA Code of Conduct outlines comprehensive standards across labor practices, health and safety, environmental stewardship, business ethics, and management systems.

Arista leverages the RBA Code of Conduct as the foundational framework for standardizing and implementing best practices

across our supplier network. We are dedicated to embedding these principles within our own operations while actively engaging our suppliers to uphold these same standards. This demonstrates our resolve to safeguarding human rights and advancing sustainable business practices throughout our value chain.

Global Trade

Arista recognizes that the global trade landscape is in constant flux, and shifts in regulatory frameworks, geopolitical dynamics, and trade policy can impact our operations. As a responsible multinational enterprise, we maintain commitment to full compliance with all applicable export controls, import regulations, and cross-border trade requirements. Our comprehensive programs, policies, procedures, and trainings are designed to govern our internal business activities while ensuring we proactively adapt to evolving external trade conditions.

Supply Chain Responsibility

Environmental and social responsibility are a vital aspect of Arista's product development and supply chain management practices. Via active engagement and our annual supply chain surveys, we systematically assess and manage the impacts of our supply chain while delivering on customer expectations, we request and analyze performance data across critical areas including:

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

Leveraging industry-standard data collection methodologies enables us to streamline supplier data collection. We request that our suppliers submit energy consumption, greenhouse gas emissions, water usage, and waste generation data through the RBA online platform. To ensure accurate and consistent reporting, training can be provided to suppliers as necessary.

Guided by our adoption of the RBA Code of Conduct, which establishes standards for freely chosen employment, child labor prevention, non-discrimination, health and safety, harsh or inhumane treatment, fair wages, and reasonable working hours, Arista implements the following measures to verify the absence of slavery, human trafficking, and forced labor throughout our supply chain. These practices ensure robust compliance with the California Transparency in Supply Chains Act (SB657), the UK Modern Slavery Act, and the Australian Modern Slavery Act of 2018:

- **Freely Chosen Labor:** The "Freely Chosen Labor" provisions within the RBA Code of Conduct prohibit forced, bonded, or indentured labor, involuntary prison labor, and slavery or human trafficking.
- **Supplier Risk Assessments:** We conduct supplier risk assessments through annual supplier engagement campaigns and the RBA's self-assessment questionnaires to identify potential concerns and determine appropriate remediation actions.
- **Supplier Agreements:** Our suppliers are encouraged to adhere to the RBA Code of Conduct.

Supplier Engagement

We conduct annual supplier engagement initiatives to verify compliance with a comprehensive set of Human Rights and Responsible Sourcing regulations, including those listed here. Through systematic supply chain oversight, Arista ensures supplier adherence to both emerging and established legal and regulatory requirements.



California Transparency Supply Chains Act (SB657)

The California Transparency in Supply Chains Act (SB657) was enacted in October 2010 and became effective in January 2012. SB657 mandates that qualifying companies conducting business in California with annual worldwide revenues exceeding \$100 million publicly disclose their specific efforts to eliminate slavery and human trafficking within their supply chains. Arista meets all requirements through implementation of the measures detailed above.

Human Rights Due Diligence

To safeguard human rights throughout our supply chain, Arista prohibits the sourcing of components manufactured in the Xinjiang region for inclusion in our products. Our due diligence processes confirm that no product components in our portfolio originate from Xinjiang. We will continue to monitor this evolving situation, conducting thorough investigations as warranted to ensure full compliance with our relevant policies.

UK Modern Slavery Act of 2015

The UK Modern Slavery Act, which took effect in 2015, consolidates prior UK legislation addressing slavery, child labor, and human trafficking violations. The Act requires organizations to publicly disclose the measures they have implemented to ensure modern slavery offenses are not occurring within their own operations or throughout their supply chains. Arista remains committed to achieving full compliance with all provisions of the UK Modern Slavery Act.

Australian Modern Slavery Act of 2018

The Australian Modern Slavery Act of 2018 applies to entities headquartered or conducting operations within Australia, with annual consolidating revenues exceeding \$100 million. Entities based or operating in Australia that fall below these thresholds may voluntarily participate in reporting. This law mandates organizations submit annual reports detailing modern slavery risks present in their own operations and supply chains, alongside the actions implemented to mitigate those risks. Arista remains committed to achieving full compliance with this act.

Canada Modern Slavery Act of 2024

Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Modern Slavery Act mandates that organizations that have a place of business in Canada, do business in Canada or have assets there, that which manufacture, sell, or distribute goods in Canada—or import goods into the country while meeting certain financial thresholds, submit an annual report outlining the measures they have implemented to prevent and mitigate the risk of forced labour within their supply chains. Under the legislation, an entity includes any company listed on a Canadian stock exchange, maintaining a place of business in Canada, conducting business in Canada, or holding assets in Canada. Arista remains committed to meeting all statutory requirements and achieving complete compliance with the Act.

Conflict Minerals

Oversight of our usage of four valuable minerals known to finance armed conflict in the Democratic Republic of Congo remains a priority for us. As a member of the Responsible Minerals Initiative (RMI), we have established robust management systems to ensure responsible sourcing of all components integrated into our products. We systematically gather conflict minerals data from all our suppliers and submit Form SD annually in compliance with regulatory requirements. Due diligence is conducted across all our supplier relationships, and we collaborate closely with our suppliers to identify and remove high-risk smelters from their supply chains. For further information, please refer to our [Conflict Minerals Policy](#).

Extended Minerals Reporting Template

Throughout 2025, Arista maintained our strong Extended Minerals reporting program and continued our annual supplier surveys. During this reporting year, Arista expanded our due diligence to cover 6 minerals (Cobalt, Mica, Lithium, Copper, Nickel and Graphite). Through our adherence to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Afflicted and High-Risk Areas, Arista will continue to strengthen our program's scope and oversight mechanisms to ensure ethical sourcing practices across our product portfolio.

Supply Chain Risk Assessment

Our vendor onboarding process encompasses a thorough organizational evaluation spanning financial performance analysis, product and support capabilities assessment, supply chain risk evaluation, contractual terms review, and intellectual property ownership verification. Additionally, we confirm each supplier’s commitment to the RBA Code of Conduct Principles.

When warranted, our Global Supplier Management team conducts an in-depth analysis that delivers comprehensive insights into company profiles, manufacturing technology and equipment capabilities at supplier facilities, financial performance summaries, and competitive peer benchmarking. Utilizing a range of indicators, we assign financial health ratings to each company on a 1-10 scale, where 10 represents Excellent. These ratings are reviewed annually to proactively identify and mitigate potential business continuity risks.

For strategic vendors, our Component Engineering team and NPI Engineering team execute comprehensive full on-site audits encompassing general quality standards, new product introduction and manufacturing capacity, handling protocols, inspecting and shipping processes, supply chain risk factors, and commodity-specific technological requirements. These evaluations generate a performance rating expressed through both letter grades and percentage scores, as follows:

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

In 2025 we bolstered our risk assessment process by extending it to include more sustainability aspects related to environmental product compliance, carbon emissions and human rights issues.

Business Continuity Policy

Our products play a critical role in the functioning of our customer data centers. Accordingly, Arista is committed to delivering exceptional products, services, quality standards, and delivery performance. Our Business Continuity Policy establishes the essential framework and protocols to ensure operational resilience, sustaining our dedication to excellence and providing a best-in-class customer experience. As a world-class publicly traded enterprise, we maintain an uncompromising commitment to these standards across all facets of our business operations.

Business continuity is a foundational pillar of our organization and is embedded within our resilience strategy and operational infrastructure from executive-level strategies through to daily operational activities. Championed by our executive team and advanced by dedicated personnel, business continuity continues to evolve across our global manufacturing, supply chain, and distribution networks. Our approach synthesizes industry frameworks and international standards with leading business practices to safeguard the health and safety of our employees and partners, even in unforeseen disruptions. Leveraging the insights gained from our 2025 climate risk assessment, we are also increasingly considering potential climate risks.

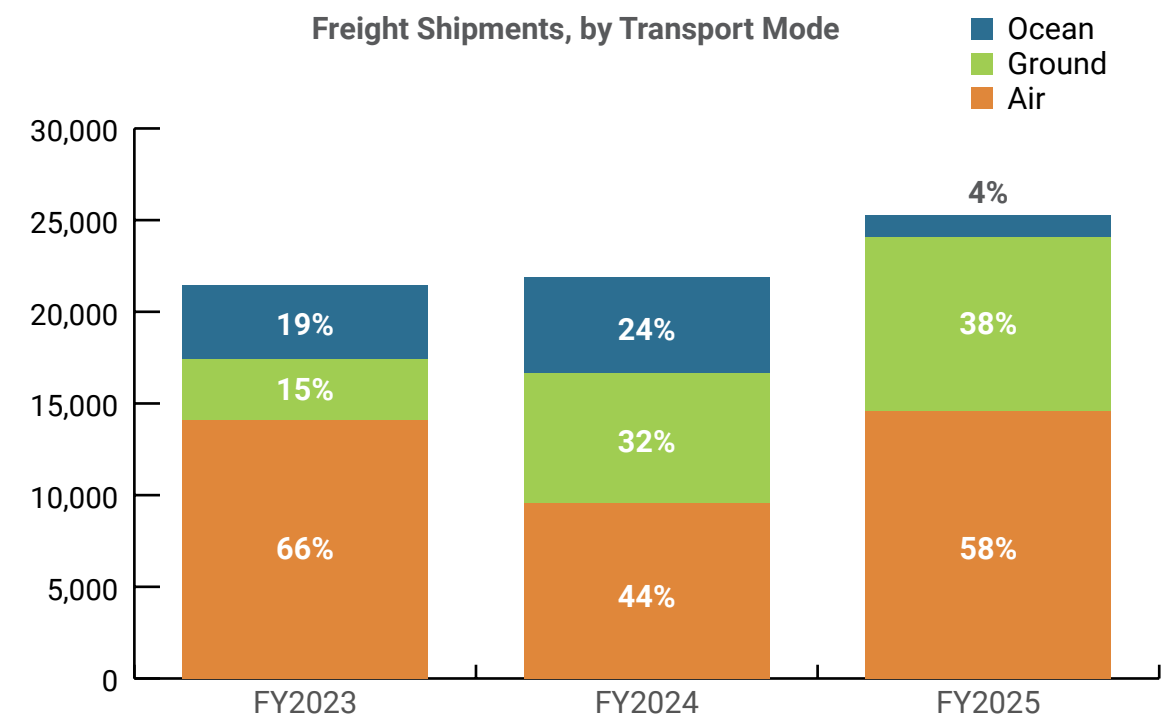
Logistics

Arista leverages a diversified portfolio of shipping modes across both upstream and downstream logistics. We strive to use the most optimal transportation method for each shipment, based on shipping locations and delivery timelines. Through mode shifting and regional approaches, we have been working to strategically increase our use of ocean and ground freight for shipments where possible, based on customer requirements.

Arista substantially increased our ocean shipping in 2024 and we were planning to continue this trend in 2025. However, due to customer requirements for shorter lead times and expedited delivery during a period of rapid business growth, as well as coincident global supply chain, logistics, geopolitical, and macroeconomic trends, we were not able to continue this trajectory in 2025. We did manage to increase

our ground shipping through regionalization strategies, but it was not possible to further increase our ocean shipping while still meeting our customer lead time expectations.

Arista is working with our suppliers, logistics partners, and customers in 2026 to improve our progress on mode shift away from higher emissions air freighting, leveraging regional strategies, and greater use of ground and ocean transport. We are also exploring the greater use of emerging lower carbon transport technologies over time with our logistics partners under our net zero program.



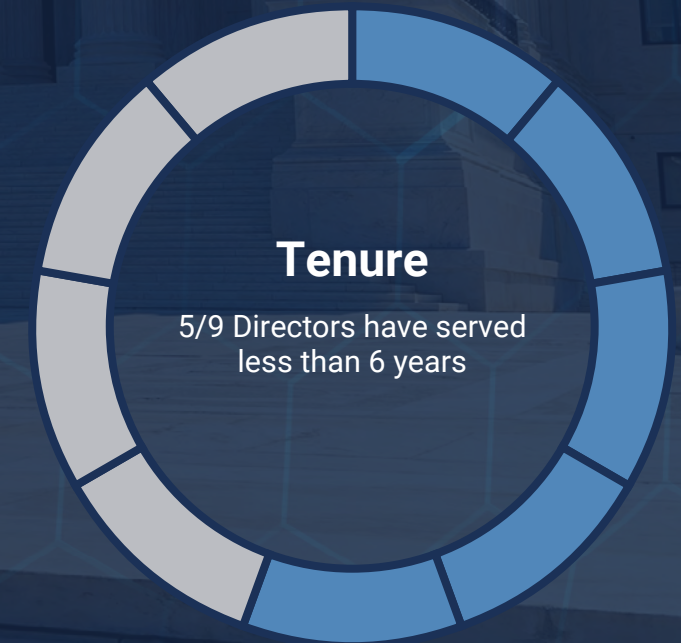
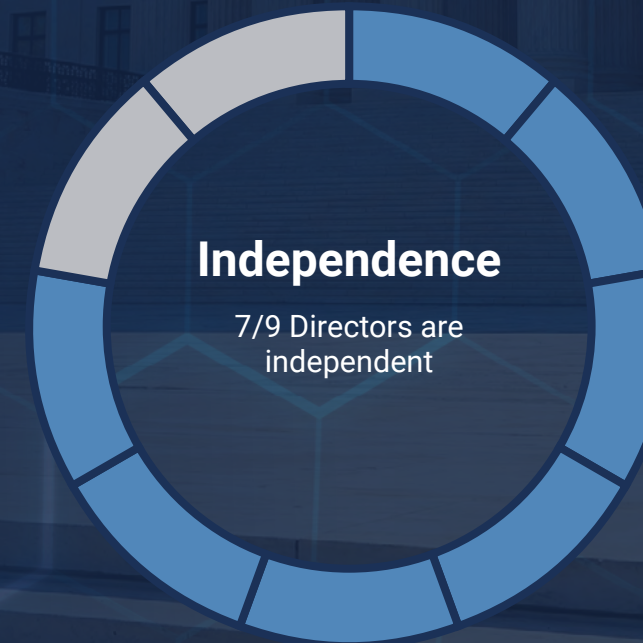
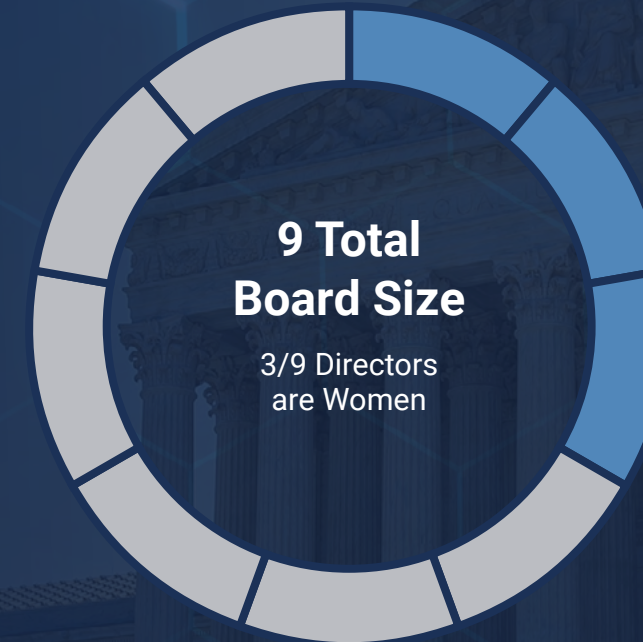
Shipping mode	FY 2023 (tonnes)	FY 2024 (tonnes)	FY 2025 (tonnes)
Air	14,087	9,593	14,566
Ground	3,346	7,044	9,520
Ocean	3,990	5,285	1,161

Governance

Arista believes that good governance practices drive high board effectiveness, advance the long-term interests of our shareholders, strengthen the accountability of the Board of Directors and management, and reinforce our reputation as a trusted partner within the communities we serve. Rigorous standards and comprehensive policies ensure that all activities undertaken in pursuit of our objectives align with responsible conduct and ethical principles, as exemplified by our Code of Ethics and Business Conduct Policy, Human Rights Policy and Whistleblower Policy. Our Board of Directors steward these standards, delivering accountability, objectivity, strategic perspective, and informed judgment in monitoring organizational performance, while fulfilling foundational responsibilities including oversight of Arista’s long-term strategic direction, financial objectives, organizational goals, and the implementation plans designed to achieve them.

Board of Directors Highlights

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



Board Composition & Governance

Our Board of Directors is a highly skilled and diverse group of people. All nine are industry veterans, with deep expertise across the technology sector. There are seven independent directors, working alongside our Chief Executive Officer and Chairperson of the Board and our President and Chief Technology Officer. Eight of our Board Members have expertise in Governance, Risk Oversight and Compliance and seven have corporate responsibility experience, ensuring effective oversight of our relevant programs. For our complete Board Skills Matrix please refer to our latest Proxy Statement, available on our [Investor Relations](#) page.

The specialized expertise of our Board has proven instrumental in guiding our company's growth. In addition, diversity in director tenure is a valued organizational priority, as it fosters the integration of fresh perspectives, seasoned expertise, and comprehensive institutional knowledge. Our Nominating and Corporate Governance Committee considers and evaluates a wide spectrum of backgrounds and experiences when determining director nominations.



Kelly Battles

Board Member, Audit Committee Member



Lewis Chew

Board Member, Audit Committee Chair



Kenneth Duda

Board Member, President and CTO



Charles Giancarlo

Board Member, Compensation Committee Chair



Greg Lavender

Board Member, Audit Committee Member



Dan Scheinman

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



Mark Templeton

Board Member, Compensation Committee Member



Jayshree V. Ullal

President, Chief Executive Officer, Chairperson of the Board



Yvonne Wassenaar

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



Commitment to Experience

We are dedicated to ensuring that our Board of Directors continues to embody a diverse spectrum of experiences and capabilities. Our Nominating and Corporate Governance Committee evaluates a wide range of characteristics when assessing director nominations, including business acumen, corporate experience, area of expertise, independence, length of service, and various diversity dimensions, ensuring that the Board's collective expertise aligns with Arista's goals and the evolving industry landscape.

Nominating and Corporate Governance Committee

Our Nominating and Corporate Governance Committee evaluates and provides recommendations on corporate governance matters, assesses and advises on the composition and structure 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 leadership team and directing the annual performance evaluation of the Board of Directors, its committees and management.

Audit Committee

Our Audit Committee oversees our accounting and financial reporting process, along with our risk management policies. This encompasses the evaluation of designated compliance programs and information security policies. All Audit Committee members meet the independence requirements outlined in Rule 10A-3 under the Securities Act of 1934, as amended, and comply with the listing standards of the New York Stock Exchange.

The Audit Committee's responsibilities further include assessing and discussing Arista's policies and practices related to environmental and social responsibility matters, including corporate social responsibility initiatives and environmental sustainability practices, with management. Additionally, the committee conducts periodic reviews of our strategic priorities and risk exposures associated with corporate social responsibility and environmental sustainability.

Compensation Committee

Our Compensation Committee establishes and administers executive compensation, oversees incentive compensation programs, and directs remuneration policies for our workforce, in addition to governing our equity incentive and benefit plans. To attract and retain skilled and engaged talent, our Compensation Committee prioritizes offering competitive compensation and benefit packages. Beyond base salary and standard benefits, Arista employees participate in performance-based incentive programs that align with our organization philosophy of enabling employees to share in our performance and success.

Arista has a Compensation Recovery Policy that applies to executive officers under which Arista can seek the recovery of certain cash and equity compensation of executive officers for certain material financial statement errors.

Executive Compensation

Our executive compensation program is designed to ensure our Executive team's interests are aligned with our stockholders' interests to support long-term value creation. For detailed breakdowns of our Executive team compensation, please review the Executive Compensation section in our latest Proxy Statement, available on our Investor Relations page.

Responsibilities of Our Board of Directors

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

Board of Directors

- Meets with the CEO, CFO, and other members of the senior management team at quarterly meetings of our board of directors where they discuss strategy and risks facing the company
- Oversees and confirms the risk management processes designed and implemented by management to ensure that they are appropriate and functioning as designed
- Reviews strategic and operational risk including by receiving reports from the management team
- Receives reports on significant committee activities at each regular meeting
- Evaluates the risks inherent in significant transactions
- Provides guidance to management

Audit Committee

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

Nominating and Corporate Governance Committee

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

Compensation Committee

- Evaluates the relationship between our risk management policies and practices, and compensation
- Evaluates our compensation policies and practices to determine whether they could encourage excessive risk-taking or could mitigate any such risk
- Oversees regulatory compliance with respect to compensation matters that affect us

Risk Management

Risk is inherent to every business, and Arista faces exposure to various risk categories, including strategic, business and operational, financial, legal and compliance, and reputational risks. Management is responsible for the operational management of these risks, while our Board of Directors provides oversight of the comprehensive risk management framework. Our board committees play vital roles in executing the Board’s oversight responsibilities as laid out in the table above.

Additionally, Arista’s internal risk management function conducts continuous enterprise risk assessments of critical risks spanning information security, data privacy, supply chain resilience, and human capital management, among other areas. The Audit Committee evaluates these risk assessments on a quarterly basis, while the full Board conducts an annual review.

Business with Integrity

Arista is dedicated to maintaining the highest professional and ethical standards across all our global business operations. Our reputation for integrity, honesty, and equitable business practices remains essential to our organizational success and the professional fulfillment of our workforce. Arista has implemented policies and frameworks to ensure that our operations, employees, and supply partners comply with our expectations regarding standards of conduct and meet all applicable regulatory requirements. Arista's management carries out its responsibilities under these policies and frameworks through robust processes and practices, such as recurrent trainings, third-party reviews and audits, and other practices discussed below, that support adherence to and compliance with the policies and frameworks. All policies undergo periodic review by management and the Board of Directors, and systematic internal audits are conducted yearly to verify adherence to these ethical principles.

Code of Conduct

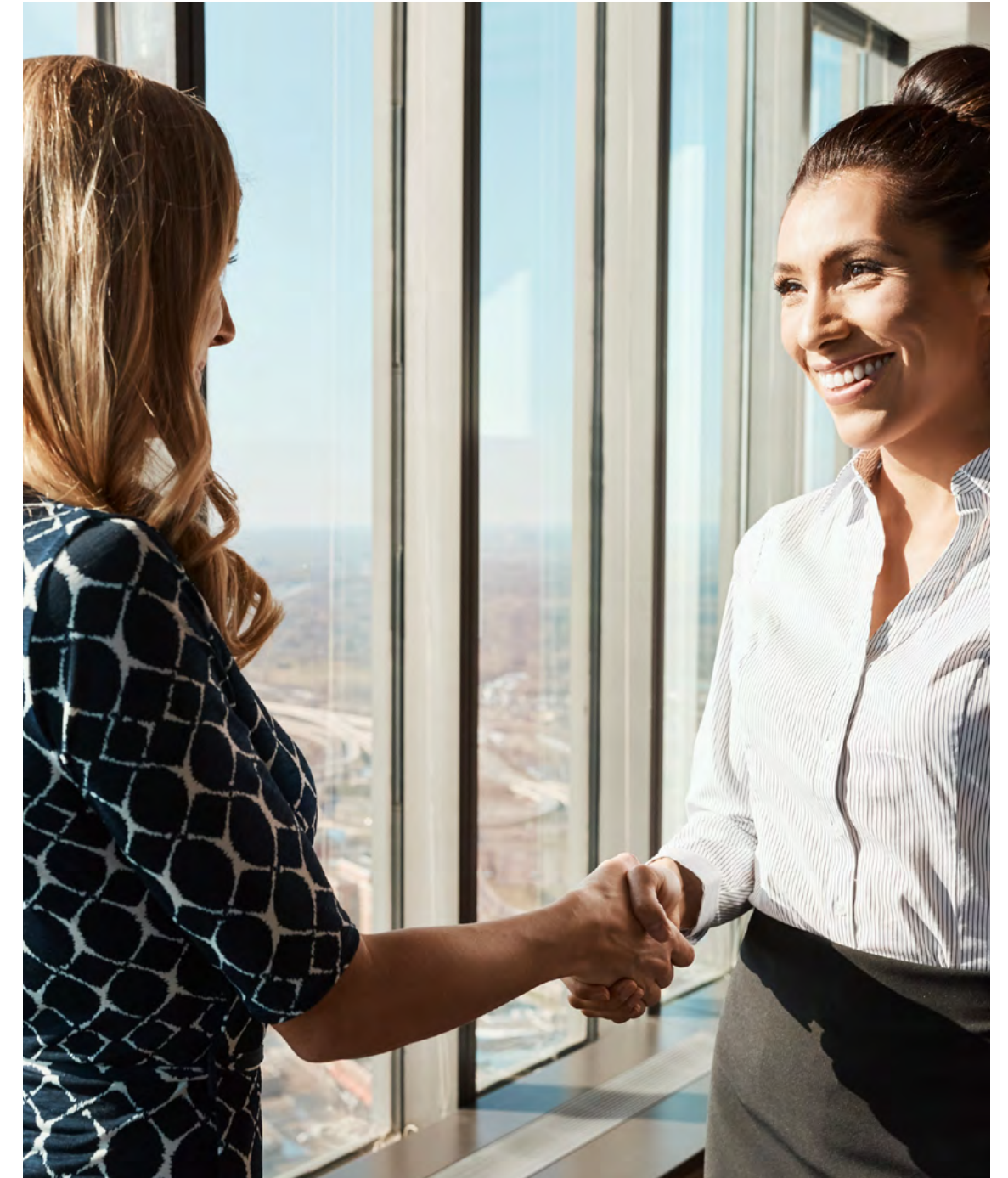
Our [Code of Ethics and Business Conduct](#) outlines our business standards, providing a framework for conduct that aligns with our company's values and the Arista Way. This Code of Conduct undergoes annual review and is approved by the Board with each refresh cycle. In accordance with the Code of Conduct, employees are prohibited from receiving, offering, promising, authorizing, directing, or making any bribes, kickbacks, or payments of money or anything of value to secure an improper business advantage for Arista. We maintain a strict prohibition against providing money or anything of value, directly or indirectly, to government officials for the purpose of corruptly influencing foreign governments. To reinforce adherence to these requirements, all employees, including part-time and contractors, undertake periodic training covering Arista's Anti-Corruption Compliance Policy, Code of Ethics and Business Conduct, Insider Trading Policy, and harassment prevention.

Anti-Competitive Behavior

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

Anti-Counterfeit

Arista will not knowingly procure, use, or supply any counterfeit item or material. We take all reasonable steps to identify and prevent such actions. Arista implements specific procedures to manage the risk of counterfeit material in the supply chain, as laid out in our [Anti-Counterfeit Policy](#). All Arista employees must adhere to this policy and its associated anti-counterfeit management plans. Arista is committed to advancing awareness of challenges related to counterfeit materials within our supply chain ecosystem to further reduce counterfeit risks.





Whistleblower Policy

Our [Whistleblower Policy](#) promotes transparency, ensures confidentiality, and guarantees the appropriate handling of complaints. It provides multiple channels for both employees and external parties to submit concerns through our [whistleblower website](#) and our ethical/violation hotline, which is available in 32 languages (telephone numbers available at www.arista.ethicspoint.com). Employees are proactively made aware of the hotline's presence and reporting mechanisms upon hiring, and in the periodic Code of Ethics and Business Conduct trainings.

We take any reports of potential violations of the Code of Conduct, and any other company policies or procedures, or applicable laws, rules or regulations very seriously. Therefore, all complaints are reviewed and addressed appropriately. Management conducts an initial assessment of complaints, with more complex matters escalated to the Audit Committee for further evaluation. Third-party organizations may be engaged to investigate whistleblower complaints, ensuring thorough and impartial evaluations.

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

Anti-Corruption

Arista is dedicated to maintaining compliance with applicable international and domestic anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act. Our Anti-Corruption Compliance Policy and Guidelines establish clear standards for acceptable and impermissible conduct regarding anti-corruption. Companies like Arista may be held accountable for corrupt practices committed by third parties, including commercial intermediaries, agent representatives, and joint venture partners. To mitigate these risks, we have implemented procedures for conducting comprehensive due diligence on

channel partners involved in international sales, manufacturers, suppliers, logistics providers, customs agents, and other third parties that may engage with foreign officials on our behalf. Arista's policies maintain strict prohibitions against the payment of bribes and facilitating payments. All employees must sign off on the Anti-Corruption Policy upon joining the company, and annual training on the Anti-Corruption Policy is mandatory thereafter.

Human Rights Policy






Respect for human rights is a core value of Arista. Our [Human Rights Policy](#), published in 2023 and approved by our Board of Directors, promotes the treatment of workers with dignity and respect while advancing human rights and responsible conduct in alignment with the Universal Declaration of Human Rights.

Cybersecurity

Arista's internal risk management teams provide oversight of compliance with applicable laws and regulations while coordinating with subject matter experts across the business to identify, monitor and mitigate risk, including information security risk management and cyber defense initiatives. These functions maintain systematic testing protocols and deliver updates to the Audit Committee and Board of Directors. Arista has implemented an information security program that integrates multiple layers of physical, logical, and written controls. Arista utilizes encryption configurations and technologies across its systems, devices, and third-party connections. Arista conducts enterprise risk assessment that is reviewed by the Audit Committee annually and monitored quarterly by the Audit Committee. The enterprise risk assessment is an assessment of key risks, including information security risks, data privacy, supply chain, human capital, and others. Arista conducts compliance training with our employees periodically on data privacy and cybersecurity.

Corporate Responsibility Goals

Arista is proud of the meaningful progress and milestones reached in 2025. True to our culture of continuous improvement, we remain committed to advancing our corporate responsibility efforts and raising the bar on sustainability, social impact, and operational excellence.

Goal	Status
 Sustainable Packaging	<p>Ongoing</p> <p>In 2025, Arista advanced sustainable packaging initiatives by piloting thermoform designs with strong potential to replace traditional foam materials.</p> <ul style="list-style-type: none"> • Foam Replacement Progress: Arista made progress toward replacing foam components with recyclable alternatives, including thermoform, plastic, and corrugated materials, with a target of transitioning 10% of remaining foam usage. • Weight Optimization: Redesign efforts continued to reduce foam pack weight, to lower emissions and freight-related costs.
 Internal Referral System	<p>Completed</p> <p>In 2025, we continued the further advancement of our Big Buddy program and referral programs. We also launched a Veteran focused ERG in 2025, that organized a number of highly successful and employee valued informational webinars and fundraiser events</p>
 Align Arista's Tree Planting Initiative with Net Zero Goals	<p>Ongoing</p> <p>In 2025, Arista continued its global reforestation commitment, planting 30,000 additional trees through our partnerships with 14 Trees Foundation and Forest Planet. Cumulative tree plantings now exceed 200,000 globally, supporting ecosystem restoration and our net zero and sustainability strategy.</p>
 Science Based Greenhouse as Goals & Targets	<p>Ongoing</p> <p>After meeting our 2025 goal of achieving SBTi validation of our science-based targets in Q1, 2025 marked a shift from target-setting to active implementation. Arista remains aligned to our goals of meeting a 42% absolute reduction in Scope 1, 2, and 3 emissions by 2030 and achieving net zero by 2050.¹ In 2025, we onboarded two strategic hires and refined and began implementing our net zero implementation strategy, including new net zero customer and supplier engagement initiatives.</p>
 Invest in Renewable Energy	<p>Ongoing</p> <p>In 2025, Arista confirmed and formalized strategic partnerships for renewable energy procurement, through which specific opportunities are now being reviewed. We also began connecting with key customers on their renewable energy use, and identified options for engaging and supporting our suppliers on renewable energy, which we are integrating into our net zero supplier engagement strategy.</p>

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

Arista CR Goals for 2025 and Beyond

For 2026, Arista has established the following goals:



Emissions: Stabilize and start reducing our value chain emissions intensity again by at least 5% year on year while balancing growth.



Energy: Achieve greater efficiency and progress on renewables through new procurement commitments.



Data: Pilot and confirm new scalable product carbon footprinting, and data automation and integration strategies for core commodity suppliers comprising at least 75% of our annual spend.



Performance: Drive a 5% reduction in Scope 3 emission intensity through enhanced net zero supplier and customer engagement.



Product: Confirm and launch new circularity roadmap through cross-functional collaboration and innovation.



Packaging: Drive reduction of non-recyclable parts, increase use of post-consumer recycled materials, and explore expanded recycled material content capabilities for packaging suppliers.



GRI Content Index

This table presents a snapshot of Arista’s most important ESG topics for 2025, mapped to the Global Reporting Initiative (GRI) Sustainability Reporting Standards and Disclosures. These topics and Arista’s approach to managing them are addressed throughout this Corporate Responsibility Report and on our company webpages. Topic-specific standard disclosures report on the most important ESG topics identified through the updated materiality assessment.

Arista 2025 CR Report GRI Content Index

The following table outlines Arista’s most important ESG topics, the specific considerations relevant to each topic, and whether each topic applies within Arista’s operations and/or across its value chain. This report has been prepared with reference to the GRI Standards and selected GRI disclosures.

Arista’s Most Important Material ESG Topics

	Scope	Topic Boundary	
		Inside Arista	Outside Arista
Climate Change Strategy & GHG Emissions	<ul style="list-style-type: none"> Emissions 	✓	✓
Energy Management	<ul style="list-style-type: none"> Energy 	✓	✓
Supply Chain Management	<ul style="list-style-type: none"> Procurement Practices Supplier Environmental Assessment Supplier Social Assessment Forced or compulsory labor 		✓
Product Quality & Safety	<ul style="list-style-type: none"> Customer Health & Safety 	✓	✓
Human Capital Management	<ul style="list-style-type: none"> Employment Occupational Health & Safety Training & Education Diversity & Equal Opportunity 	✓	
Data Privacy & Cybersecurity	<ul style="list-style-type: none"> Customer Privacy 	✓	✓
Business Ethics	<ul style="list-style-type: none"> Anti-Corruption Anti-Competitive Behavior 	✓	✓

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI General Disclosures		
GRI 2-1	Organizational details	Arista Networks (NYSE: ANET), 5453 Great America Parkway, Santa Clara, CA 95054. About Arista; Arista Contact Us Page ; Refer to our latest SEC Form 10-K: Part I, Item 1 and Part 2 available on our investor relations page .
GRI 2-2	Entities included in the organization’s sustainability reporting	Arista operates as a single reportable segment, as described in Note 9 of its SEC Form 10-K. This Corporate Responsibility Report therefore covers the Arista entity included in the Form 10-K.
GRI 2-3	Reporting period, frequency and contact point	The information shared in this report covers fiscal year 2025. We provide multi-year trend data where available. Multi-year trend data provided where available. This is our seventh Corporate Responsibility Report, dated Q2 2026. Our sixth report was published Q2 2025. Reports are published annually. Contact: arista-esg-team@arista.com .
GRI 2-4	Restatements of information	Not applicable: Arista made no significant changes to the organization’s size, structure, ownership, or supply chain during fiscal year 2025.
GRI 2-5	External assurance	Arista does not currently have a policy requiring external assurance for Corporate Responsibility reporting. The information presented in this report is not externally assured.
GRI 2-6	Activities, value chain and other business relationships	Responsible Supply Chain ; Refer to SEC Form 10-K: Part I, Item 1 on our investor relations page .
GRI 2-7	Employees	About Arista; Belonging at Arista ; SEC Form 10-K available on our investor relations page .
GRI 2-8	Workers who are not employees	Arista engages part-time employees and contractors to support operations. Details on the SEC Form 10-K available on our investor relations page .
GRI 2-9	Governance structure and composition	Corporate Governance ; Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here .

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI 2-10	Nomination and selection of the highest governance body	Board Composition & Governance ; Refer to our Proxy Statement available on our investor relations page .
GRI 2-11	Chair of the highest governance body	Refer to our Proxy Statement available on our investor relations page .
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Board Composition & Governance ; Refer to our Proxy Statement available on our investor relations page .
GRI 2-13	Delegation of responsibility for managing impacts	Responsibilities of our Board of Directors ; Day-to-day responsibility for managing economic, environmental, and social impacts is delegated to executive leadership. Our ESG Steering Committee reports to the Board on sustainability matters.
GRI 2-14	Role of the highest governance body in sustainability reporting	The Board reviews and approves the Corporate Responsibility Report. The Nominating and Corporate Governance Committee provides oversight of ESG disclosures.
GRI 2-15	Conflicts of interest	Refer to our Code of Ethics and Business Conduct and Proxy Statement available on our investor relations page .
GRI 2-16	Communication of critical concerns	Critical concerns are communicated to the Board through the Audit Committee. Stakeholders may report concerns via our Ethics Hotline (available 24/7, anonymous reporting permitted). Refer to our Whistleblower Policy .
GRI 2-17	Collective knowledge of the highest governance body	Board members receive ongoing education on topics relevant to the business. Refer to our Proxy Statement available on our investor relations page for director qualifications and areas of expertise.
GRI 2-18	Evaluation of the performance of the highest governance body	The Board conducts annual self-evaluations to assess its effectiveness. The Nominating and Corporate Governance Committee oversees the evaluation process. Refer to our Proxy Statement available on our investor relations page .
GRI 2-19	Remuneration policies	Executive compensation policies are disclosed in our Proxy Statement available on our investor relations page .
GRI 2-20	Process to determine remuneration	Refer to our Proxy Statement available on our investor relations page .

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI 2-21	Annual total compensation ratio	CEO-to-median-employee compensation ratio is disclosed in our Proxy Statement available on our investor relations page as required by SEC regulations.
GRI 2-22	Statement on sustainable development strategy	Arista endorses the following external voluntary standards: Sustainability Accounting Standards Board (SASB) - Hardware Sector; Responsible Business Alliance (RBA) Code of Conduct; GRI Sustainability Reporting Standards; CDP; ISO 14001 (required for contract manufacturers); Science Based Targets Initiative (SBTi) Corporate Net Zero Standard.
GRI 2-23	Policy commitments	Business with Integrity ; Our precautionary approach is demonstrated through codes and policies including: Code of Ethics and Business Conduct; Anti-Corruption Policy; Anti-Competitive Policy; Whistleblower Policy; Supplier Code of Conduct. These policies apply to all employees and, where applicable, to suppliers.
GRI 2-24	Embedding policy commitments	Business with Integrity ; Policy commitments are embedded through mandatory employee training, supplier contractual requirements, governance oversight, and performance management processes.
GRI 2-25	Processes to remediate negative impacts	Supply Chain ; Arista addresses negative impacts through supplier corrective action programs, customer feedback mechanisms, and employee grievance processes.
GRI 2-26	Mechanisms for advice and concerns about ethics	Anti-Corruption Policy , Anti-Competitive Policy , & Whistleblower Policy .
GRI 2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations were identified during fiscal year 2025. Refer to our SEC Form 10-K available on our investor relations page for legal proceedings disclosures.
GRI 2-28	Membership of associations	Responsible Business Alliance (RBA); Clean Energy Buyers Association (CEBA).
GRI 2-29	Approach to stakeholder engagement	Determining Materiality ; Key stakeholder groups include: employees; customers; suppliers and vendors; communities; trade associations; government and regulatory agencies; investors. Engagement methods include employee surveys, customer feedback, supplier assessments, investor meetings, and direct dialogue.
GRI 2-30	Collective bargaining agreements	None of our employees were represented by unions or covered by collective bargaining agreements as of December 31, 2025.

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
Disclosures and guidance about the organization's material topics		
GRI 3-1	Process to determine material topics	<u>Determining Materiality</u> ; Arista conducts a materiality assessment to identify and prioritize ESG topics that are significant to our business and stakeholders. The process includes: (1) identification of potential material topics based on industry standards (SASB, GRI), peer benchmarking, and stakeholder input; (2) prioritization based on significance of impacts and importance to stakeholders; (3) validation by senior leadership and the Sustainability Committee.
GRI 3-2	List of material topics	<u>Determining Materiality</u> ; Our material ESG topics for 2025 include: Climate Change Strategy & GHG Emissions; Energy Management; Supply Chain Management; Product Quality & Safety; Human Capital Management; Data Privacy & Cybersecurity; Business Ethics.
GRI 3-3	Management of material topics	For each of Arista's most important ESG topics, Arista has established policies, programs, and governance mechanisms to manage actual and potential impacts. Topic-specific management approaches are described throughout this report in the relevant sections. Key elements include: policies and commitments; actions taken; tracking effectiveness through metrics and targets; stakeholder engagement. Refer to the topic-specific sections of this report for detailed management approach disclosures.
GRI Specific Standard Disclosures		
ECONOMIC PERFORMANCE		
GRI-201-1	Direct economic value generated and distributed	Refer to our latest SEC Form 10-K available on our investor relations page .
GRI-201-2	Financial implications and other risks and opportunities due to climate change	Refer to TCFD section of this report and our CDP Climate Change response.
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 2025, 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 our full-time employees. These benefits include standard health, vacation, and other benefits offered to our employees. Refer to our latest SEC Form 10-K available on our investor relations page .

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI-201-4	Financial assistance received from government	No financial assistance was received from the government on FY2025.
ANTI-CORRUPTION		
GRI-205-1	Operations assessed for risks related to Corruption	Business with Integrity ;
GRI-205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption Policy , Anti-Competitive Policy , & Whistleblower Policy .
ANTI-COMPETITIVE BEHAVIOR		
GRI-206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption Policy , Anti-Competitive Policy , & Whistleblower Policy ; Refer to our Code of Ethics and Business Conduct .
MATERIALS		
GRI-301-2	Recycled input materials used	Product Design & Efficiency and Product Stewardship & Environmental Compliance .
GRI-301-3	Reclaimed products and their packaging materials	Product Design & Efficiency and Product Stewardship & Environmental Compliance .
ENERGY		
GRI-302-1	Energy consumption within the organization	Greenhouse Gas Emissions & Energy .
GRI-302-2	Energy consumption outside of the organization	Please see GRI-305-3 for Scope 3 Use of Sold Products emissions, which include product electricity estimates based on typical product power consumption, and also Product Design & Efficiency (for product efficiency).

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI-302-3	Energy intensity	Greenhouse Gas Emissions & Energy
GRI-302-4	Reduction of energy consumption	Greenhouse Gas Emissions & Energy
GRI-302-5	Reductions in energy requirements of products and services	Product Design & Efficiency
WATER & EFFLUENTS		
GRI-303-1	Interactions with water as a shared resource	Not significant for Arista's direct operations. Contract manufacturers manage water use per RBA Code of Conduct requirements.
GRI-303-2	Management of water discharge-related impacts	Not significant for Arista's direct operations. Contract manufacturers must comply with applicable water regulations.
GRI-303-3	Water withdrawal	Arista's direct operations have minimal water impact. The global water withdrawal footprint for our facilities and co-located datacenters in FY2025 was 11,386,818 gallons, a 28.88% reduction relative to our global 16,009,661 gallons of withdrawals in FY2024.
GRI-303-4	Water discharge	Arista's direct operations have minimal water discharge impact due to the nature of our operations and location of our facilities. Excepting recycled water used for irrigation at our headquarters, 100% of our minimal discharges flow through very good, highly regulated municipal wastewater treatment systems and back into the local watershed.
GRI-303-5	Water consumption	Arista's direct operations have minimal consumptive water use impact due to the nature and location of our operations and facilities. A vast majority of our withdrawals return to the local watershed through well-run and highly regulated municipal wastewater treatment systems.
EMISSIONS		
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 ; Location-based and market-based Scope 2 emissions disclosed.

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI-305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions & Energy ; Our 2025 breakdown (in mtCO2e) is as follows: Total:5,034,580 Purchased Goods and Services: 875,380 Capital Goods: 0 Fuel and Energy: 10,392 Upstream Transportation and Distribution: 245,775 Waste Generated in Operations: 4,386 Business Travel: 3,907 Employee Commute: 5,698 Upstream Leased Assets: 0 Downstream Transportation and Distribution: 6,324 Use of Sold Products: 3,881,701 End-of-Life Treatment of Sold Products: 1,018
GRI-305-4	GHG emissions intensity	Greenhouse Gas Emissions & Energy
GRI-305-5	Reduction of GHG emissions	Greenhouse Gas Emissions & Energy
GRI-305-6	Emissions of ozone-depleting substances (ODS)	Not applicable. Arista does not manufacture products that emit ozone-depleting substances.
GRI-305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable. Arista’s direct operations do not produce significant regulated air pollutants.
WASTE		
GRI-306-1	Waste generation and significant waste-related impacts	Waste Management
GRI-306-2	Management of significant waste-related impacts	Waste Management

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI-306-3	Waste generated	Waste Management
GRI-306-4	Waste diverted from Disposal	Waste Management
GRI-306-5	Waste directed to Disposal	Waste Management and Product Stewardship & Environmental Compliance .
ENVIRONMENTAL COMPLIANCE		
GRI-307-1	Non-compliance with environmental laws and regulations	No significant instances of non-compliance with environmental laws and regulations during fiscal year 2025.
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI-308-1	New suppliers that were screened using environmental criteria	Supplier engagement ; All new suppliers are required to acknowledge our Supplier Code of Conduct.
GRI-308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain responsibility and Our Journey to Net Zero
EMPLOYMENT		
GRI-401-1	New employee hires and employee turnover	Belonging at Arista
GRI-401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Arista employee Experience
GRI-401-3	Parental leave	Parental Leaves are in accordance with local statutes and US benefits include nesting benefit/extended leave for new parents
OCCUPATIONAL HEALTH & SAFETY		
GRI-403-1	Occupational health and safety management system	Workplace Safety

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
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.
GRI-403-3	Occupational health services	Arista Employee Experience ; Employees have access to comprehensive health services through our benefits package, including Medical, Dental, and Vision Plan Coverage, and Employee Assistance Programs including mental health support.
GRI-403-4	Worker participation, consultation, and communication on occupational health and safety	An established Emergency Response Team stands ready to respond to incidents at our headquarters. We continue to refine our hybrid work model to support the evolving needs of our global workforce.
GRI-403-5	Worker training on occupational health and safety	Workplace Safety
GRI-403-6	Promotion of worker health	Arista Employee Experience ; Arista provides a comprehensive suite of physical, mental, employee development and financial wellness programs available globally through in-person, virtual, and on-demand formats.
GRI-403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supply Chain Responsibility
GRI-403-8	Workers covered by an occupational health and safety management system	Workplace Safety
GRI-403-9	Work-related injuries	Workplace Safety
GRI-403-10	Work-related ill health	Workplace Safety
DIVERSITY AND EQUAL OPPORTUNITY		
GRI-405-1	Diversity, Equity, & Inclusion	Belonging at Arista ; Demographics by gender, age group, and other indicators disclosed.
TRAINING AND EDUCATION		
GRI 404-1	Average hours of training per year per employee	Arista Employee Experience
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Arista Employee Experience

GRI Content Index

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE & LOCATION	NOTES AND ADDITIONAL REFERENCES
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Arista Employee Experience
FORCED AND COMPULSORY LABOR		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Responsibility
LOCAL COMMUNITIES		
GRI-413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement
GRI-413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement and Supply Chain responsibility
SUPPLIER SOCIAL ASSESSMENT		
GRI 414-1	New suppliers that were screened using social criteria	Supply Chain responsibility ; All new suppliers are required to acknowledge our Supplier Code of Conduct.
GRI 414-2	Negative social impacts in the supply chain and actions taken	Supply Chain responsibility ;
CUSTOMER HEALTH & SAFETY		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Arista assesses health and safety impacts across our product portfolio. Our products are networking equipment designed for enterprise and data center use.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents reported in 2025.

SASB Index

This table references disclosures aligned with the Sustainability Accounting Standards Board (SASB) standards for the Hardware sector. Arista will continue to track progress and report annually on the relevant topic areas in future Corporate Responsibility Reports.

SASB CODE	TOPIC	ACCOUNTING/ METRIC	LOCATION NOTES & ADDITIONAL REFERENCES
TC-HW-230a.1	Product Security	Description of approach to identifying and addressing data security risks in products	Please refer to page 36 of this report.
TC-HW-330a.1	Employee Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Please refer to page 22-25 of this report.
TC-HW-410a.4	Product Lifecycle Management	Weight of end-of-life products and e-waste recovered; percentage recycled	Please refer to page 13 of this report.
TC-HW-430a.1	Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	a) 76% of our Tier 1 supplier facilities have been audited in the RBA VAP or equivalent. b) Not applicable. None of our Tier 1 facilities are high-risk facilities.
TC-HW-430a.2		Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	1.a) We have a non-conformance rate of 0% for priority non-conformances reported through RBA VAP audits when compared to total non-conformances. 1.b) We have no current priority non-conformances and a non-conformance rate of 96% for major plus minor non-conformances reported through RBA VAP audits when compared to total non-conformances. 2. a) As no priority non-conformances are present in this data cycle, no percentage can be given. Arista will continue to work with its Tier 1 suppliers to ensure corrective action plans are implemented when applicable. 2. b) 79% of the other non-conformances have a corrective action plan in place. Arista will continue to work with its Tier 1 suppliers to ensure the corrective action plans are implemented fully. Arista will also work with its Tier 1 suppliers who are yet to initiate a corrective action plan.
TC-HW-440a.1	Material Sourcing	Description of the management of risks associated with the use of critical materials	Product Stewardship: Please refer to page 17 of this report. Conflict minerals: Please refer to page 29 of this report.
TC-HW-000.B	Activity Metric	Area of manufacturing facilities	Not relevant - our manufacturing is outsourced.
TC-HW-000.C		Percentage of production from owned facilities	Not relevant - our manufacturing is outsourced. We don't own a manufacturing facility.

TCFD Index

This index references disclosures aligned with the Task Force on Climate-related Financial Disclosures Framework (TCFD) published in June 2017.

Governance

Arista Networks has developed a comprehensive approach to identifying, assessing and managing climate-related risks and opportunities that could reasonably be expected to affect the company. Considerations related to climate risk are included in risk management strategies and decision-making processes throughout our organization. They are included at the business continuity level, where climate change events are considered in our risk and resiliency process in our supply chain, at the Sustainability Committee level through materiality assessments, and at the Board level, depending on the importance of that risk or if there is a regulatory implication. Climate-related risks and opportunities are governed at both the board and management levels.

Board Oversight

The Board, through its Audit Committee, provides oversight of environmental and climate-related matters. The committee meets quarterly and is composed of non-executive and independent directors. The Audit Committee oversees risk management, including environmental and social responsibility matters, compliance with the Code of Ethics and Business Conduct, and the implementation of Arista’s climate transition plan, and is briefed annually by the Sustainability Committee.

Management Oversight

At the management level, Arista’s Sustainability Committee is responsible for overseeing climate-related strategies and initiatives, and includes members of the HR, Legal, and Sustainability teams with respective subject matter expertise

across aspects of governance, regulatory matters, corporate social responsibility, and environmental sustainability. In addition to its more in-depth annual briefing to the Audit Committee, the Sustainability Committee also reports biannually to the CEO and full Board. The Sustainability Committee’s key responsibilities include the assessment of environmental dependencies, risks, and opportunities. The Sustainability Committee also sets and monitors corporate environmental policies and targets, including science-based emissions reduction targets, develops and implements Arista’s climate transition plan and manages environmental reporting, audit, and verification processes.

The Sustainability Committee plays a central role in coordinating sustainability efforts across business functions, ensuring alignment with corporate strategy and regulatory expectations.

Strategy

In 2025, Arista assembled a cross-functional task force, comprising key members of the Sustainability Committee and diverse representatives from relevant departments, and partnered with a third-party to conduct a refreshed assessment of the key climate-related risks and opportunities that could impact Arista’s business strategy, operations, and financial planning.

We assessed each disclosed risk and opportunity for the potential impact on Arista and the potential time horizons over which these risks and opportunities may occur. This forward-looking evaluation is based on an analysis of our exposure to each topic, the potential magnitude of impact, and the likelihood of occurrence.

Time Horizons

Arista considered the following time horizons for climate-related risks and opportunities:

- Short term: 0-2 years
- Medium term: 2-5 years
- Long term: 5+ years

Key:

Potential Impact Level or Likelihood	Color Code
Low	
Medium	
High	

TCFD Index

RISK CATEGORY	RISK TYPE	RISK DESCRIPTION	POTENTIAL IMPACT	RISK PARAMETER	SHORT-TERM	MEDIUM-TERM	LONG-TERM	ARISTA IMPACT & RISK MITIGATION STRATEGY
Physical	Acute	Facilities disruption from extreme weather	Damage or operational interruption to Arista's facilities from wildfires, flooding, severe storms, and extreme temperatures.	Likelihood	Low	Low	Low	Arista reduces exposure to localized disruptions through geographically diversified leased facilities. Acute risks such as extreme weather and outages are managed through backup systems and infrastructure resilience.
				Impact Level	Low	Low	Low	
		Supply chain disruptions from extreme weather	Component shortages and logistics failures when extreme weather impacts suppliers and transportation routes	Likelihood	Medium	Medium	Medium	
				Impact Level	High	High	High	
		Power infrastructure failures	Electricity grid outages affecting operations when extreme weather overwhelms power systems in key operating regions	Likelihood	Low	Low	Low	
				Impact Level	Low	Low	Low	
	Chronic	Rising temperatures	Increased cooling costs and reduced equipment efficiency as average temperatures rise across data center and facility locations. Power availability could also be a potential risk.	Likelihood	Medium	High	High	Arista continually reviews our value chain against chronic risks, including water stress and sea level rise through tools like the WRI Aqueduct Atlas, alongside strategic planning and supplier engagement focused on high-risk regions.
				Impact Level	Low	Low	Medium	
		Water stress	Limited water availability affecting Arista office facilities and data center operations, as well as supplier manufacturing (e.g., semiconductors) and facility operations, in regions experiencing long-term drought or aquifer depletion.	Likelihood	Low	Medium	Medium	
				Impact Level	Low	Low	Medium	
Sea level rise	Gradual inundation or increased flood risk threatening coastal facilities, suppliers, and infrastructure over time.	Likelihood	Low	Low	Medium			
		Impact Level	Low	Low	Medium			

TCFD Index

RISK CATEGORY	RISK TYPE	RISK DESCRIPTION	POTENTIAL IMPACT	RISK PARAMETER	SHORT-TERM	MEDIUM-TERM	LONG-TERM	ARISTA IMPACT & RISK MITIGATION STRATEGY
Transition	Policy & Legal	Environmental compliance and reporting requirements	Increasing costs and operational complexity from expanding environmental regulations including climate disclosure mandates, emissions reporting, product efficiency standards, and electronic waste management requirements across multiple jurisdictions.	Likelihood	High	High	High	Arista tracks evolving climate regulations, especially in the EU and APAC, and integrates compliance planning into operations. While current costs are manageable, the company prepares for future carbon pricing and logistics premiums through scenario planning, localization, supplier engagement, and executive oversight aligned with 2030 goals.
				Impact Level	Low	Low	Low	
		Energy and carbon pricing	Higher operational costs from carbon pricing mechanisms, renewable energy mandates, and grid infrastructure investments that increase electricity rates across data centers and facilities.	Likelihood	Low	Medium	High	
				Impact Level	Low	Low	Low	
		Transportation and logistics costs	Increased distribution and shipping expenses from carbon taxes on transportation fuels, low-emission delivery requirements, and supply chain decarbonization mandates.	Likelihood	Low	Medium	High	
				Impact Level	Medium	Medium	High	

TCFD Index

RISK CATEGORY	RISK TYPE	RISK DESCRIPTION	POTENTIAL IMPACT	RISK PARAMETER	SHORT-TERM	MEDIUM-TERM	LONG-TERM	ARISTA IMPACT & RISK MITIGATION STRATEGY
Transition	Technology	Competitive disadvantage	Loss of market share to competitors offering superior energy efficiency, lower carbon footprints, or better climate resilience features.	Likelihood	Low	Low	Low	Arista aligns product development with customer sustainability goals, incorporating innovations like liquid cooling and advanced thermal management. Its robust R&D program supports continuous adaptation. Water intensity is monitored as liquid cooling adoption grows, with a focus on low-impact design.
				Impact Level	High	High	High	
		R&D investment	Significant capital reallocation required to develop low-carbon products and energy-efficient technologies to meet evolving customer and regulatory expectations.	Likelihood	Low	Low	Low	
				Impact Level	Low	Low	Low	

TCFD Index

RISK CATEGORY	RISK TYPE	RISK DESCRIPTION	POTENTIAL IMPACT	RISK PARAMETER	SHORT-TERM	MEDIUM-TERM	LONG-TERM	ARISTA IMPACT & RISK MITIGATION STRATEGY
Transition	Market	Shifting customer demand	Hyperscale customers will increasingly demand ultra-efficient hardware, potentially shifting market share.	Likelihood	Low	Low	Medium	Arista prioritizes energy efficiency in product design to meet customer expectations and reduce risk of competitive loss. It also mitigates supply chain volatility through diversified sourcing, geopolitical monitoring, and certification efforts (e.g., FSC for packaging materials).
				Impact Level	High	High	High	
		Raw material costs	Increased prices for critical components and materials due to direct and indirect (e.g., compounding related effects of conflict, economics, geopolitics and trade) climate impacts on mining operations, resource scarcity, and competition for low-carbon alternatives.	Likelihood	High	High	High	
				Impact Level	Medium	Medium	High	
		Supply chain instability	Ongoing production delays and component shortages from both direct and indirect e.g., compounding related effects of conflict, economics, geopolitics and trade) climate-related challenges affecting suppliers, logistics networks, and manufacturing capacity.	Likelihood	High	High	High	
				Impact Level	Medium	Medium	High	

TCFD Index

RISK CATEGORY	RISK TYPE	RISK DESCRIPTION	POTENTIAL IMPACT	RISK PARAMETER	SHORT-TERM	MEDIUM-TERM	LONG-TERM	ARISTA IMPACT & RISK MITIGATION STRATEGY
Transition	Reputation	Investor confidence	Risk of divestment, reduced valuations, or limited access to capital if perceived as lagging on climate commitments compared to industry peers.	Likelihood	Low	Low	Low	Arista engages closely with hyperscale customers and investors to align sustainability expectations. We also work to have a clear internal and external climate narrative and employee value proposition to maintain trust and attract talent, especially among younger generations.
				Impact Level	Low	Low	Medium	
		Customer trust	Loss of enterprise and hyperscale customers who increasingly require suppliers to meet specific sustainability criteria and carbon reduction targets.	Likelihood	Low	Low	Medium	
				Impact Level	High	High	High	
		Talent attraction and retention	Difficulty recruiting and retaining top engineering and technical talent who prioritize working for climate-responsible employers.	Likelihood	Low	Low	Low	
				Impact Level	Low	Low	Low	

TCFD Index

OPPORTUNITY CATEGORY	OPPORTUNITY TYPE	OPPORTUNITY PARAMETER	SHORT-TERM	MEDIUM-TERM	LONG-TERM	ARISTA OPPORTUNITY
Resource Efficiency	Facility and operations optimization	Likelihood	High	High	High	Efficiency upgrades in buildings and systems, combined with supplier engagement, offer opportunities to lower emissions and operating costs. These efforts also improve employee comfort and support broader climate objectives.
		Impact	Low	Low	Low	
Energy Source	Renewable energy transition	Likelihood	High	High	High	Achieving 100% renewable energy is critical to Arista's net-zero goals and customer expectations. Early adoption can reduce potential long-term cost increases and renewable energy (and/or energy attribute certificate) supply risks, while supplier collaboration enhances upstream sustainability and resilience.
		Impact	Low	Low	Low	
Products & Services	Energy optimization software	Likelihood	High	High	High	Developing next-gen software, including AI-driven tools, enables customers to monitor and reduce energy use and emissions. This enhances product value and supports sales among sustainability-focused clients. Arista's continued focus on high-performance, energy-efficient networking solutions helps customers reduce, optimize, and minimize data center energy use (relative to computing power). This alignment with hyperscale sustainability goals strengthens brand positioning and supports growth in a climate-conscious market. As data center operators prioritize sustainability, Arista's advanced, efficient solutions, as well as strong reputation on sustainability leadership, help to more strongly position the company to capture market share and meet evolving customer procurement criteria. Transparent climate risk management and reporting build investor confidence and demonstrate strong governance. This supports long-term valuation and attracts ESG-focused capital.
		Impact	Medium	Medium	Medium	
	Energy-efficient product leadership	Likelihood	High	High	High	
		Impact	Medium	Medium	Medium	
Markets	Green data center growth	Likelihood	High	High	High	
		Impact	Medium	Medium	Medium	
	Climate strategy and reporting	Likelihood	High	High	High	
		Impact	Low	Low	Low	

TCFD Index

Resilience	Supply chain diversification	Likelihood	High	High	High	Strategic supplier and geographic diversification improve climate resilience and business continuity. It also positions Arista to outperform competitors during future disruptions. Sustainability is included in our supplier business reviews.
		Impact	Low	Low	Low	
	Circular economy practices	Likelihood	Low	Medium	High	Product lifecycle extension, reuse, and recyclability reduce costs and waste while opening new revenue streams. These practices also strengthen customer relationships and brand reputation.
		Impact	Low	Low	Low	

TCFD Index

Integration of this Analysis into Business & Sustainability Strategy

Our forward-looking analyses of physical and transition climate risks affirm our conclusion that climate is not expected to have significant material negative impacts on Arista's business. Based on our materiality thresholds, no short- and medium-term risks were identified as material. Risks associated with transportation and logistics costs, raw material costs, and supply chain instability were identified as potentially material over the long term. No other long-term risks were identified as potentially material. No material opportunities were identified over the time horizons discussed.

All the topic areas identified through this analysis are being integrated into our overall sustainability and enterprise risk management (ERM) strategies and practices. Managing our climate-related risks and capitalizing on opportunities is a high priority for Arista.

Resilience

Arista has conducted a qualitative assessment of our strategic resilience to future climate impacts, recognizing that climate change will continue to evolve over the coming decades. While we have not conducted formal quantitative scenario analysis for this reporting period, we have systematically evaluated our strategy's resilience across our key business operations and geographic footprint.

Therefore, Arista believes that its business strategy, particularly as it relates to the management and oversight of climate-related risks and opportunities, is resilient.

Risk Management Processes for Identifying, Assessing and Managing Climate-Related Risks

Arista identifies, assesses, and manages climate-related risks through a combination of enterprise risk assessment processes, including materiality analysis, and stakeholder engagement. Arista performs ongoing enterprise risk assessments, which increasingly incorporate considerations of climate and other governance, social, and sustainability topics. Materiality assessments are also conducted regularly to determine which corporate responsibility topics are most relevant to Arista's business and stakeholders.

In 2025, with the support of a third-party, Arista renewed its climate risk and opportunity analysis using the Task Force on Climate-related Financial Disclosures (TCFD) framework, identifying key areas of focus and assessing the materiality of climate risks, the results of which were also considered in an updated global materiality assessment.

Through interviews with key internal stakeholders, we identified the importance of risks and opportunities to different areas of our business. We then assessed each identified risk for the potential magnitude of impact, the potential levers of impact, and over which time horizons they may materialize. This analysis will be updated regularly as the regulatory and physical climate landscape evolves.

Processes for Managing Climate-Related Risks

Arista manages climate-related risks through a combination of board oversight, management committees, and operational controls. The Audit Committee oversees climate change, and other corporate responsibility-related policies. The Sustainability Committee is responsible for developing and implementing climate transition plans, monitoring progress toward climate targets, and managing environmental reporting and verification.

For the risks identified as potentially material over the long term, we have management strategies in place. For transportation and logistics related risks, Arista continues to carefully and proactively plan, in coordination with diverse logistics partners and across regions to promote enhanced resiliency and readiness. For raw material costs, and supply chain instability, Arista mitigates supply chain volatility through diversified sourcing, proactive geopolitical, regulatory and trade policy monitoring.

Additionally, business continuity and resiliency policies are embedded throughout operations, which help address potential disruptions from climate-related events.

Integration into Overall Risk Management

Climate-related risk management is integrated into Arista's broader enterprise risk management frameworks. The Audit Committee and Board ultimately provide oversight, while management is responsible for strategy and implementation. Risk assessments include climate-related risks alongside other key business risks, and progress is tracked through regular reporting, audits, and reviews.

Metrics and Targets

Arista monitors and manages climate-related risks and opportunities through a structured approach, utilizing key metrics related to GHG emissions, energy consumption, waste management, and product stewardship. Emissions are tracked according to the Greenhouse Gas Protocol, with Scope 1, Scope 2 (location-based), and Scope 3 emissions reported. Arista has also publicly disclosed near-term and net zero science-based targets for GHG emission reductions, validated by the Science Based Targets Initiative (SBTi). For further information please review [pages 9 to 12](#) of the report.



ARISTA