ARISTA

2019 Corporate Responsibility Report

ABOUT THIS REPORT

As the market in which Arista does business transforms, so do the expectations and standards of our customers, investors, employees, and communities in which we work. To ensure we step up to meet these expectations, we're proud to present our second Corporate Responsibility (CR) Report. This report demonstrates our commitment to the Arista Way, signifying our intentions to increase transparency regarding our environmental, social and governance performance. We plan to continue producing annual CR updates moving forward.

This report has been prepared in accordance with the GRI Standards: Core Option, covering fiscal year 2019 (January 1 – December 31 2019), with multi-year trend data provided where possible. The report's scope includes all entities addressed in our financial statements and focuses on ESG topics material to Arista's business operations. For more information about our sustainability programs, please visit our _Sustainability webpage_.

We value all stakeholder feedback and encourage you to engage with us. To learn more about this report or to enquire about our ESG performance, please email _sustainability@arista.com_.

ARISTA

Message from Jayshree Ullal

At Arista we have a set of core values we call the Arista Way. It is centered around one key principle: Always do the right thing for customers, employees and shareholders. The COVID-19 global pandemic has challenged us this year in ways that we never imagined. I am proud to say that Arista has upheld these principles in the face of uncertainty and monumental change.

BUSINESS WITH INTEGRITY

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

MINIMIZING DISRUPTION

We are working proactively to minimize any disruptions and customer responsiveness remains our top priority. Arista has asked all employees globally to work from home with limited exceptions. Essential workers have access to our facilities as may be permitted under local laws after instituting additional health and safety measures to reduce their risk of COVID-19. We have taken measures to reduce supply chain disruptions by leveraging our multiple locations and multiple supplier capability more dramatically and by authorizing an increase in inventory levels.

CULTURE AND COMMUNITY

The rapid acceleration of Covid-19 developments across the world has been sudden and shocking. It has forced us to take a new perspective on gratitude for what we have, including our families, health and an opportunity to rethink our goals. We are focused on the welfare of our employees, customers and community. Core to our culture are these three goals:

1) Employee Health and Safety. Arista mobilized quickly in providing deep cleaning for essential workers in the office and using the latest video conference technology to keep remote workers connected.

2) Healthy Hospitals and Happy Customers. Arista committed to working with key hospitals across the country to donate specific gear that makes new technology adoption possible. We are also working with all mission critical customers to support their infrastructure in this time of uncertainty and need.

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

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

Jayshree Ullal
PRESIDENT AND CEO

> **The COVID-19 global pandemic has challenged us this year in ways that we never imagined. I am proud to say that Arista has upheld these principles in the face of uncertainty and monumental change.**

Arista's Response to COVID-19

While this report is dedicated to sharing our accomplishments in 2019, given the enormity and world-altering impact of the COVID-19 pandemic during 2020, Arista would like to take this opportunity to share additional details with regards to our response.

As the news of increasing numbers of cases COVID-19 outside China first emerged and among great uncertainty, Arista leaders took decisive proactive actions to ensure the safety of our employees by launching COVID company-wide policies and advising ALL global employees to pivot and virtually work-from-home ahead of most state, local, international closures and recommendations. After closing and securing our global offices, we shifted focus to relief by launching a Global Call to Action to give blood and plasma and encourage employee donations to address hunger in our communities.

EXECUTIVE TASK FORCE CHARTERED TO RESPOND TO COVID CHALLENGES

As an additional response, Arista immediately formed a Task Force with Executive level participation from HR, Legal, Facilities, IT chartered with developing policies, response procedures, safety training and protocols to ensure the safety of our customers, suppliers and employees. The Task Force efforts resulted in successfully returning selected essential employees back to HQ safely by the end of May and continues to drive improved capabilities, processes, programs and tools. Facilities improvements included: new lab spaces and seating protocols to ensure social distancing, changes to elevators & restroom capacities & walkway aisles and improvements to airflow and air filtration systems

ARISTA SUPPORTS EMPLOYEE HEALTH AND WELLNESS

Arista has maintained focus on supporting employee wellness throughout the crisis:

- **Initiated the Get Strong/41 days Run/Walk Challenge** Arista employee generated idea engages 528 employees across the globe, to complete >12,000 miles of walking/running.

- **Arista launched a COVID toolkit** for employees and an on-going webinar series focused on providing on information and resources about remote working, parenting and family, kids learning, physical health and nutrition and support through our Employee Assistance Program.

ARISTA GIVES GENEROUSLY IN OUR GLOBAL COMMUNITIES

In addition to our Healthy Hospital Program, developed to support community health in response to the pandemic, Arista rapidly conceptualized and implemented an Arista COVID-19 Giving Strategy:

- **The Arista Foundation funded COVID-19 Medical Research** through substantial grants to Stanford Medical and Gladstone/UCSF.

- **The Arista Foundation provided Vital Global Community Aid** through grants to the Red Cross, the World Health Organization, PM Cares India and the Temple Street Hospital, Dublin, Ireland.

1 ABOUT ARISTA

Arista Networks is an industry leader in software-driven cloud networking solutions for large data center and campus environments. Arista's award-winning platforms deliver availability, agility, automation analytics and security through CloudVision® and Arista EOS®, an advanced network operating system. For more information visit *www.arista.com*.

Founded
2004

Number of Customers
6,000+

Revenue
$2.41 billion

Total Global Employees
2,300

Number of Offices
15 offices
8 countries

We are headquartered in Santa Clara, California, with global offices in Austin – Texas, Sydney – Australia, Bangalore and Pune – India, Dublin and Shannon – Ireland, Malaysia, Nashua – New Hampshire, Cary – North Carolina, San Francisco – California, Singapore, Vancouver – Canada, New York – New York, and Seongnamsi – Korea.

* Numbers are as of 12.31.2019

2004 — 2010
Early Trials
Bing L3 ECMP
Network 10G

2011

2010 — 2012
Cloud Designs Automation
Multi-tier Layer3
Azure Network

2013

2012
High-speed Storage
Transition from 10G to 40G across entire network

2014

2015
Software Defined WAN
Traffic engineered WAN with in-house controller or "SWAN" transitioning to 40G

2016

2017
Regional Spines
Innovation in 100G optical technology that enabled massive 100G Regional Fabrics across the globe

2017 — 2018
Security and Encryption
Regional fabrics and regional datacenters equipped with high-speed crypto technology

2019

2019 — 2020
More Transformation
Natural transition to 400G networks

Our Customers

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

Our Products

We are a leader in building scalable, high-performance and ultra-low latency cloud networks with low power consumption and a small footprint for modern datacenter and campus environments.

We have disrupted the market with two significant innovations. Our principal invention is an advanced network operating system, Arista EOS® (Extensible Operating System), that is built from the ground-up on a standards-based open architecture that delivers high reliability and unique programmability at all system levels. The system allows integration with third-parties ware to achieve best-of-breed solutions in multi-vendor networks. Our other key innovation is the exclusive use of best-of-breed merchant silicon that enables open standards-based networking with rapid time-to-market. Our products are available worldwide directly and through partners.

For more information on Arista's financial performance, please visit our *Investor Relations webpage* to reference our latest SEC filings.

ARISTA
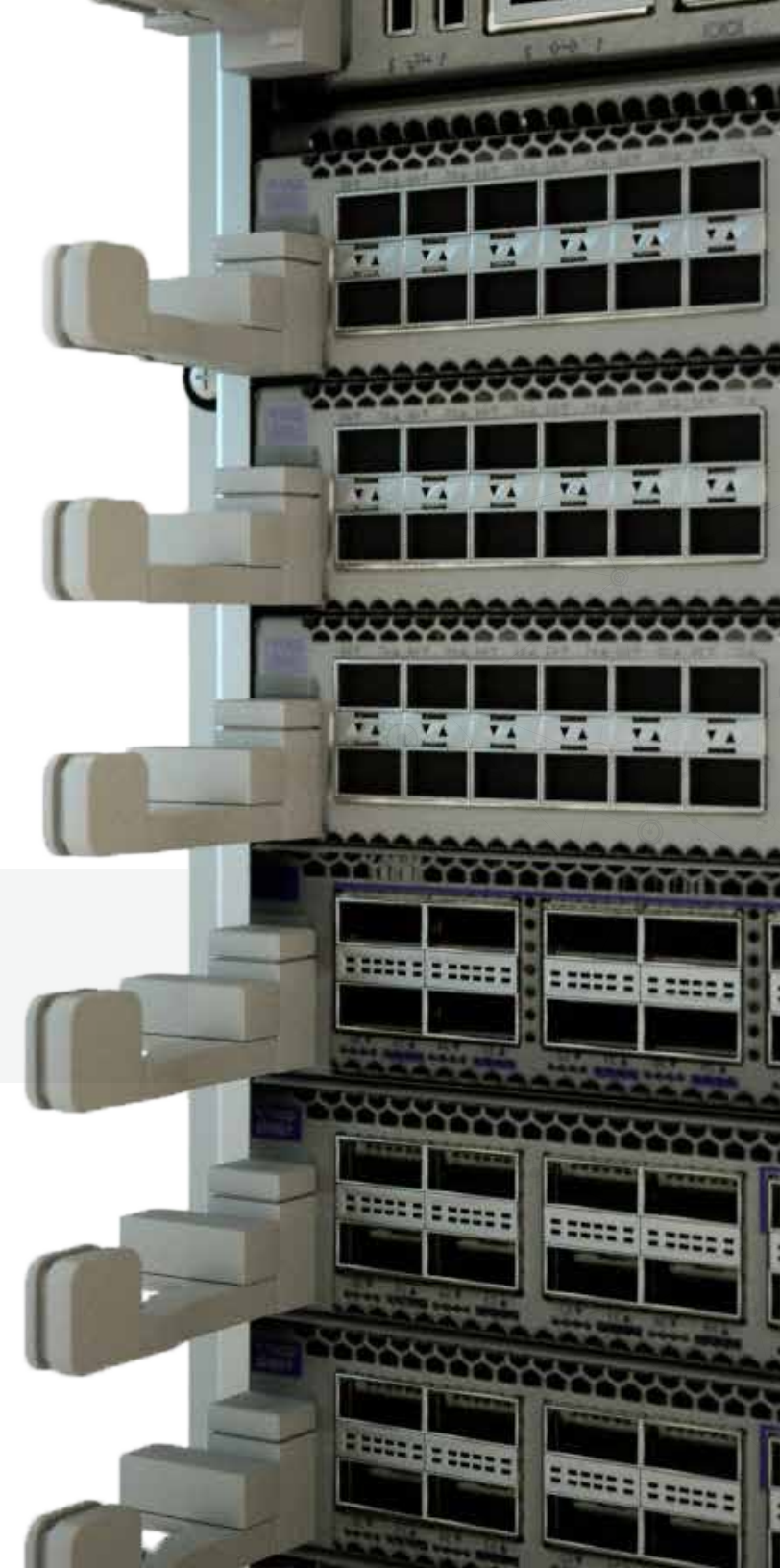
Materiality Assessment

DETERMINING MATERIALITY

Our corporate responsibility report is an important opportunity for us to enhance our disclosure on key environmental, social, and governance (ESG) topics that our internal and external stakeholders deem significant. To assess which topics to include in this report, we undertook a high-level materiality exercise in 2019 to identify material ESG topics that represent a strategic priority for our business based on the significance of potential financial and reputation impacts. We may experience these impacts directly, for example by their operational impact to our buildings, employees, or suppliers, or indirectly due to the influence they have on our stakeholders and their assessments of our company.

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

Environmental
- Product Materials
- Climate Change
- Product & Packaging Design
- Waste Management

Social
- Responsible Supply Chains
- Employee Morale & Engagement
- Diversity & Inclusion

Governance
- Ethical Business Practices
- Regulatory Compliance

APPROACH AND RESULTS

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

2 GOVERNANCE

We believe that good governance leads to high board effectiveness, promotes the long-term interests of our shareholders, strengthens the accountability of the board of directors and management, and improves our standing as a trusted member of the communities we serve. High standards and rigorous policies ensure that Arista's activities undertaken to pursue our objectives are aligned with responsible conduct and ethics. Our Board of Directors are the gatekeepers of these standards, providing accountability, objectivity, perspective, and judgment when monitoring performance, in addition to standard duties such as providing oversight in the formation of the long term strategic, financial and organizational goals of the Company and of the plans designed to achieve those goals.
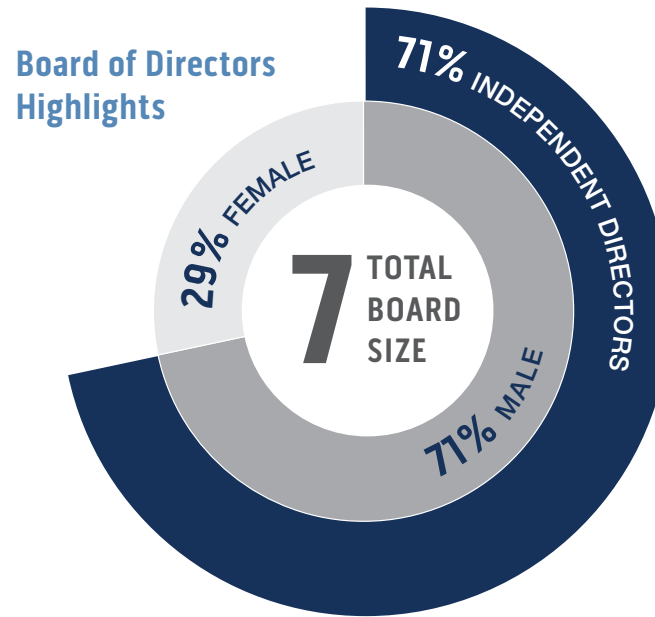
Board of Directors Highlights

71% INDEPENDENT DIRECTORS

29% FEMALE

7 TOTAL BOARD SIZE

71% MALE

> **Our Board of Directors are the gatekeepers of these standards, providing accountability, objectivity, perspective, and judgment when monitoring performance.**
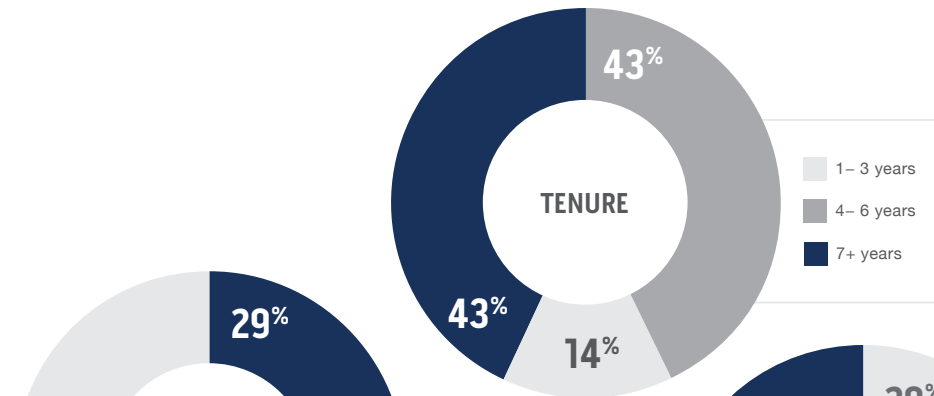
* In July 2020, Arista added a new board member, bringing our total board size to eight, three of whom are female (38%).

TENURE

43%
43%
14%

- 1– 3 years
- 4– 6 years
- 7+ years

DIVERSITY

29%
71%

- Gender or Ethnic Diversity

INDEPENDENCE

29%
71%

- Independence
- Non-Independence

ARISTA
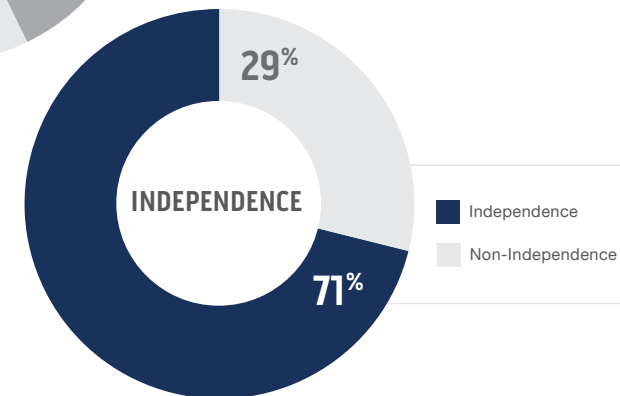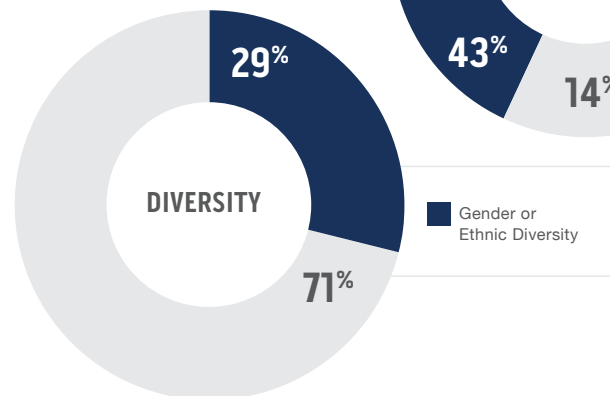
Board Governance

Our board is comprised of 8 industry veterans with extensive experience in the technology sector, including six independent members, our CEO Jayshree Ullal and Founder, Chief Development Officer and Chairman Andreas Bechtolsheim. This technical expertise has been vital in steering the growth of our company.

We believe that diversity with respect to tenure is important in order to provide for both fresh perspectives and deep experience and knowledge of the Company. Although our board of directors does not maintain a specific policy with respect to board diversity, they do believe it should be a diverse body and our nominating and corporate governance committee considers a broad range of backgrounds and experiences in making determinations regarding nominations of directors and in overseeing the annual board of director and committee evaluations.

COMPENSATION

Executive Compensation

Refer to Executive Compensation section on page 29 in our *2020 Notice and Proxy Statement and 2019 Annual Report*

Description of executives' claw-back provisions

Refer to Executive Compensation section on page 49 in our *2020 Notice and Proxy Statement and 2019 Annual Report*

OWNERSHIP & BUSINESS PRACTICE

Stock Ownership

Refer to Executive Compensation section on page 49 in our *2020 Notice and Proxy Statement and 2019 Annual Report*

AUDIT COMMITTEE

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

For more information on our governing committees, senior management, and related governance documents, please visit the *Corporate Governance* page of our website.

Top row, left to right
Kelly Battles, *Board Member;* **Andy Bechtolsheim**, *Founder, Chief Development Officer and Chairman;* **Charles Giancarlo**, *Board Member;* **Ann Mather**, *Board Member*

Bottom row, left to right
Dan Scheinman, *Board Member;* **Mark Templeton**, *Board Member;* **Nikos Theodosopoulos**, *Board Member;* **Jayshree V. Ullal**, *President and Chief Executive Officer*
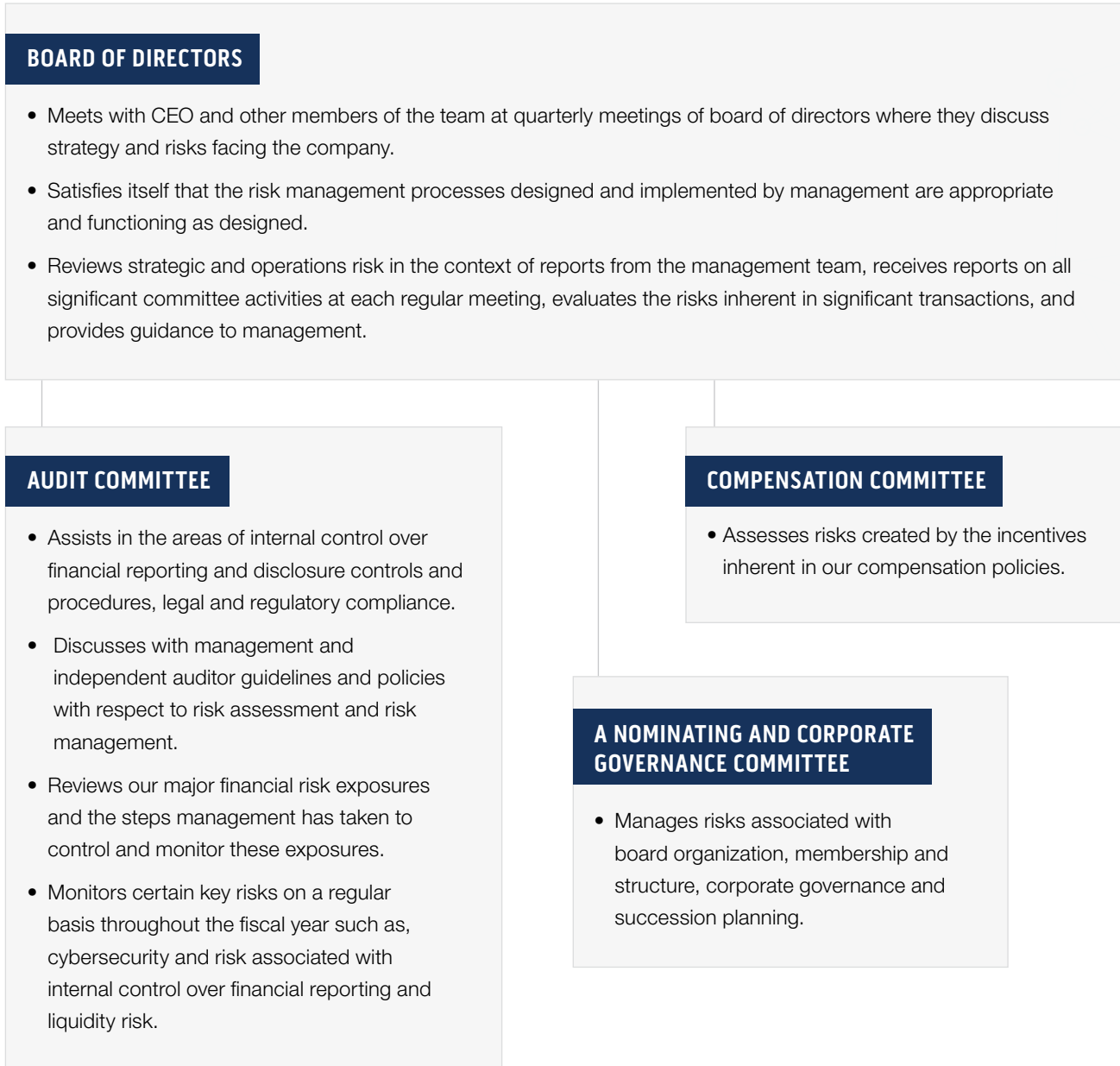
Risk Management

Risk is inherent with every business, and we face a number of risks, including strategic, financial, business and operational, legal and compliance, and reputational. We have designed and implemented processes to manage risk in our operations. Management is responsible for the day-to-day management of risks the Company faces while our board of directors has responsibility for the oversight of risk management. Our board committees assist our board of directors in fulfilling its oversight responsibilities in certain areas of risk. The chart below illustrates the responsibilities of our board and board committees in overseeing risk in our operations.

Business with Integrity

We are committed to maintaining the highest level of professional and ethical standards in the conduct of our business around the world. Our reputation for honesty, integrity, and fair dealing is an important component of our success and the personal satisfaction of our employees.

Ethical behavior is the cornerstone to a company's well-earned success. We've set policies and procedures in place to ensure that our operations, employees, and suppliers are held to rigorous standards regarding their conduct and compliance with expectations and regulations.

BOARD OF DIRECTORS

- Meets with CEO and other members of the team at quarterly meetings of board of directors where they discuss strategy and risks facing the company.

- Satisfies itself that the risk management processes designed and implemented by management are appropriate and functioning as designed.

- Reviews strategic and operations risk in the context of reports from the management team, receives reports on all significant committee activities at each regular meeting, evaluates the risks inherent in significant transactions, and provides guidance to management.

AUDIT COMMITTEE

- Assists in the areas of internal control over financial reporting and disclosure controls and procedures, legal and regulatory compliance.

- Discusses with management and independent auditor guidelines and policies with respect to risk assessment and risk management.

- Reviews our major financial risk exposures and the steps management has taken to control and monitor these exposures.

- Monitors certain key risks on a regular basis throughout the fiscal year such as, cybersecurity and risk associated with internal control over financial reporting and liquidity risk.

COMPENSATION COMMITTEE

- Assesses risks created by the incentives inherent in our compensation policies.

A NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

- Manages risks associated with board organization, membership and structure, corporate governance and succession planning.

Code of Conduct

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

Anti-Corruption

We are committed to complying with applicable international and domestic anti-corruption laws, including the U.S. Foreign Corrupt Practices Act ("FCPA") and the U.K. Bribery Act. Our Anti-Corruption Compliance Policy and Guidelines outline the parameters of what is acceptable and what is not permissible from an anti-corruption point of view.

Companies like Arista can be held liable for the bribery acts of third parties, including commercial intermediaries and other agent representatives and joint venture partners. To ward against these activities, we have established procedures for conducting due diligence on channel partners engaging in international sales, and manufacturers, suppliers, logistics providers, customs agents and other third parties that may be directly or indirectly interacting with foreign officials on our behalf.

Anti-Competitive Behavior

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

Whistleblower Policy

Our *Whistleblower Policy* encourages transparency, facilitates confidentiality, ensures appropriate handling of complaints, and provides multiple avenues for employees and non-employees alike to submit concerns around accounting or auditing matters via our whistleblower website (*www.arista.ethicspoint.com*), our ethical/violation hotline (telephone numbers available at *www.arista.ethicspoint.com*), as well as via email or telephone.

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

3 ENVIRONMENT

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

Environmental Management System

We've implemented an Environmental Management System (EMS) that lays out our objectives for achieving pollution prevention, environmental protection and monitoring, and continual improvements in the environmental performance of our operations. Backed by our *Environmental Policy*, the EMS provides a framework for monitoring of progress, internal employee training to embed sustainability into our business, external stakeholder engagement to promote continuous learning of best practices, and setting measurable targets to drive performance. And while we do not manufacture products in-house, we ensure that our two contract manufacturers' facilities are ISO 14001 certified.

Efficient Offices

Our own efforts are grounded in a sustainable foundation for our operations. Two locations, our Santa Clara Headquarters and our San Francisco office are both LEED Gold certified. The certification, awarded by the US Green Building Council, is based on the properties' use of sustainable materials, water and energy efficiency, indoor environmental quality, location and transportation and overall innovation. Our headquarters includes environmentally friendly features such as floor-to-ceiling windows that filter heat and maximize natural light, and energy efficient lighting, heating, cooling and ventilation. In addition, high- efficiency plumbing fixtures and landscape irrigation systems are installed to conserve water at a critical time for California. We also promote alternative commuting with onsite electric vehicle charging stations, priority parking for hybrid vehicles and bike lockers throughout the campus. Nearby light-rail and bus service is provided by the Santa Clara Valley Transportation Authority.

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

ARISTA

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

Greenhouse Gas Emissions and Energy

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

Greenhouse Gas Emissions	2017	2018	2019
EMISSIONS *(in metric tons carbon dioxide equivalent)*			
SCOPE 1	891	801	801
SCOPE 2 *(location-based)*	4,449	5,873	6,606
TOTAL SCOPE 1 AND 2	5,334	6,674	7,333
TOTAL SCOPE 1 AND 2 EMISSIONS INTENSITY BY REVENUE *(mtCO2e/$100,000 revenue)*	0.32	0.31	0.30
SCOPE 3	—	1,510,073	1,469,387
ENERGY CONSUMPTION *(in MWh)*			
DIRECT ENERGY USAGE *(i.e. natural gas for heating)*	4,900	4,365	3,956
INDIRECT ENERGY USAGE *(i.e. electricity for facilities)*	14,584	18,397	20,746
% RENEWABLE ELECTRICITY	32.00	30.78	30.28

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

** Our carbon footprint is calculated according to the guidance of The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Data is collected from offices and sources for which we have operational control; emissions factors are sourced from the EPA, IEA, and Global Warming Potentials are based on the IPCC's Fifth Assessment Report (2015-2017).

Waste Management

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

We're working hard to continually expand our recycling and reuse efforts. In 2019, we increased the amount of metal and packaging recycled by 26% and 70%, respectively. Meanwhile, our waste to landfill decreased by 46% from 2018. After seeing an increase in waste between 2017 and 2018 due to managing waste on behalf of a contract manufacturer, we've been able to keep our total waste—both landfilled and recycled— relatively flat through 2019 while increasing our diversion rate.

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

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

> We're working hard to continually expand our recycling and reuse efforts.

Arista Waste by Type (lbs)

	2017	2018	2019
BATTERIES	50	133	26
LANDFILL	192	2,639	1,417
RECYCLED E-WASTE	37,725	53,235	47,304
RECYCLED METAL	15,462	24,844	31,433
RECYCLED PACKAGING	1,386	6,159	10,500
RETURNED MATERIAL	5,254	7,213	5,558
GRAND TOTAL	60,069	94,223	96,238

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

ARISTA

Product Design and Efficiency

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

DESIGN FOR ENVIRONMENT

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

PRODUCT ENERGY EFFICIENCY

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

COOLING EFFICIENCY

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

POWER SUPPLY EFFICIENCY

In electronic products, energy is lost through conversion and delivery of power to the product. Our new products use Platinum and Titanium efficiency power supplies, which reduces the total product power consumption and heat generated from the power supply. In FY16, 83% of our power supplies shipped to our customers were 80-Plus Platinum rated or better. In FY19, 96% of our power supplies shipped to our customers are rated Platinum or better.

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

Power Supplies rated 80-Plus Platinum or better

83% 17% — 2017

97% 3% — 2018

96% 4% — 2019
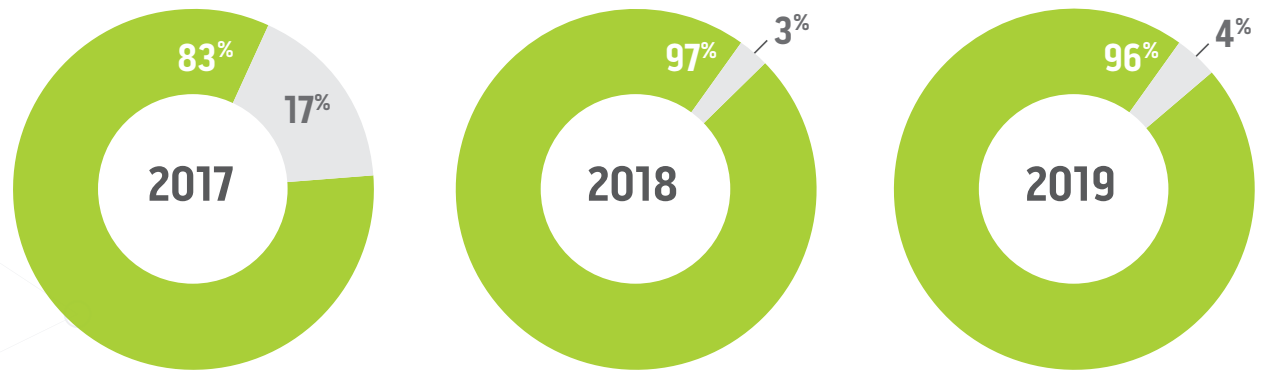
Product Stewardship

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

ENVIRONMENTAL COMPLIANCE

Our product stewardship program oversees materials that are regulated through both global product environmental laws and regulations as well as customer requirements. We ensure that our suppliers comply with applicable environmental laws and regulations for the parts that they supply or manufacture for us. This includes, but is not limited to:

- Directive 2011/65/EU of the European Parliament and of the Council of 8 June 2011 on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (recast), including applicable exemptions as adopted by the European Commission (RoHS) Directive.

- Commission Delegated Directive (EU) 2015/863 of 31 March 2015 amending Annex II to Directive 2011/65/EU of the European Parliament and of the Council as regards the list of restricted substances.

- Regulation (EC) No 1907/2006 of the European Parliament and of the Council of 18 December 2006 concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH).

- EU Batteries Directive (EU Regulation 2006/66/EC)

- The European Union's Waste Electrical and Electronic Equipment Directive (Directive 2002/96/EC, also known as WEEE).

Compliance with these regulations has been verified using internal design controls, supplier declarations, and/or test data in accordance with clause 4.3 of standard EN50581:2012, which includes internal design controls, data from supplier declarations and/or material disclosures. Arista Networks possesses the technical documentation relating to this declaration of compliance.

TAKEBACK AND RECYCLE

As a producer of hardware products, Arista offers a takeback and recycle program in our US and European markets, which allows our customers to return end of life products. Our recycling partners use facilities that adhere to the international environmental standard ISO 14001 ensuring returned products are disposed of in an environmentally safe manner. Please refer to the table on for the quantity of material returned.

Product Packaging

Packaging at our starts with recycled materials and ends with recyclable materials. Even with this close attention to recyclability, we're also working to move up the waste hierarchy by exploring opportunities for reuse. By including product packaging in the product development cycle, we have effectively optimized the package/product relationship, thereby finding the most efficient and sustainable method for product protection.

The majority of our products currently ship in corrugated board which contain post-consumer content and the high density polyethylene end caps which protect our products in the box are 100% post-consumer recycled. These packages are designed to optimize the size of the cube, reducing material and energy consumption in manufacturing while lowering the amount of energy required in delivering each product through dimensional weight reduction.

PRINCIPLES OF SUSTAINABLE PACKAGING

- Work cross-functionally to ensure that the most cost effective and environmentally sustainable solution is reached in the product/package relationship.

- Design in materials that adequately protect the product while optimizing the volume of material and utilizing recycled goods.

- Reduce cube size, directly impacting material usage and reducing the amount of energy expended in transportation.

- Design utilizing recyclable and reusable materials, implementing tools for reclamation of reusable packaging.

4 SOCIAL RESPONSIBILITY

Arista celebrates our employees—we strive to create a fun and inclusive culture that supports every member of our team. We're proud of the numerous awards recognizing our efforts to provide our employees with a great place to work. Our most recent achievement was an award from Fortune Magazine as being one of the 2019 Best Workplaces in the Bay Area. But our social impacts aren't limited only to the locations in which we work every day. Our responsible supply chain efforts are a testament to our corporate values to facilitate positive environments in relation to our business.

Doing Right by our Employees

Best Workplaces™ for Millennials

Great Place To Work® USA 2019

Best Workplaces™ in the Bay Area

Great Place To Work® USA 2019

TOP WORK PLACES 2019

BayArea NewsGroup

FORTUNE 100 FASTEST-GROWING COMPANIES 2019

Community Engagement

Engaging with local communities is one of our core Arista values. We believe that fostering the relationship between our company and the environments in which we work creates a sense of belonging and satisfaction for our employees, building our reputation as an employer of choice and exemplifying model corporate citizenship.

Through our charitable foundation, Arista gives generously to numerous deserving non-profit organizations dedicated to developing impactful solutions to hunger, children's education and wellness, health and environmental sustainability issues. In 2019, Arista provided grants to Second Harvest of Silicon Valley, The Sesame Workshop, NPower, Children's Wish Foundation, St. Jude's Children Research Hospital and Forest Planet among others.

In addition, Arista organized employee community volunteer events with the Second Harvest Food Bank, the Annual Tech Challenge at the Tech Museum, Resource Area for Teaching (RAFT), Engineers for Tomorrow, Our City Forest, and the Bay Area Ridge Trail among others. In 2019, Arista employees increased the number of hours they volunteered by over 50% vs. 2018!

We're continually working to identify additional opportunities for even more impactful engagement. In 2018, Arista launched our Global Community Engagement Planning & Strategy, supported by additional resources to facilitate the work. In 2019, we greatly exceeded our first-year goal of a multi-year tree planting initiative in India and are continuing efforts to expand the global reach of our community engagement and philanthropic effort.

Arista is extremely proud of our multi-year partnership with *Second Harvest of Silicon Valley* which provides food to more than 500,000 community members in need every month. In 2019, Arista employee and Foundation donations provided over 240,000 meals to needy community members and Arista volunteers sorted >16,000 lbs. of beverages and over 2800 lbs. of food.

Resource Area for Teaching (RAFT) helps educators transform the learning experience through affordable "hands-on" activities that engage students and inspire the discovery of learning. In 2019, Arista employees helped assemble student learning kits.

Forest Planet is a non-profit organization supporting large scale, low cost-per-tree reforestation efforts all over the world. In 2019, the Arista Foundation partnered with Forest Planet and the American Ultimate Disc League to plant 50,000 trees in devastated areas in Tanzania.

The Annual Tech Challenge at *The Tech Museum* invites teams of students from grades 4 – 12 to use the engineering design process to solve real-world problems and showcase their solutions. In 2019, Arista employees volunteered as judges, student team managers and registration helpers.

ARISTA CORPORATE PHILANTHROPY SPOTLIGHT:
Arista Tree Planting Initiative

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

Engaging Government and Local Stakeholders to Build a Partnership

Through Pravin's tireless energy and enthusiasm, he quickly gained the support of Arista leadership to launch an ambitious multi-year project and worked to build support and a shared vision with India District Government and Forestry department officials as well as local villagers.

Key Project Milestones achieved in 2019 included:

- Creating a nursery and plantation to develop seedlings
- Selection and digging of rainwater storage pond areas and trenches
- Planting of 5,500 Trees exceeding our 2019 CSR goal of 5,000 trees!

2020 Goals and Expanding our Ecosystem

In 2020, Arista will be exponentially increasing our tree planting goal to 50,000 trees. In addition, we are expanding our Ecosystem supporting this initiative to include SterliteTech, IIT Kanpur alumni and the non-profit 14Trees Foundation.

Employee Wellness and Culture

Arista employees work hard and deserve to be supported and rewarded in appreciation for their efforts. We provide competitive and comprehensive benefit packages that are designed to help employees make the best decisions for themselves, their family, and lifestyle.

Along with traditional healthcare benefits, we provide biometric health screening to all employees, flexible working hours, and an on-site cafeteria and fitness center.

Additionally, Arista has created a detailed Injury and Illness Prevention Program (IIPP) to better protect employees from occupational risks of injury or illness

Even when our employees are busy developing products, we ensure they find time to socialize and wind-down with fun company programs and events. These include picnics in the summer, year-round Friday afternoon socials, Bike to Work days, community volunteering opportunities and more.

WELLNESS DAYS

In congruence with Arista's corporate values and deep concern for increasing our employee well-being, Arista initiated quarterly Employee Health & Wellness Days/Fairs at our global headquarters in 2017. The purpose of these events is to raise awareness on health issues, increase education on preventive medicine and available services and shift employee behavior through interactive fun activities & live presentations.

In 2019, Wellness Day focus was on the pillars of Physical well-being, Nutrition, Emotional well-being and Holistic health. Wellness Days were expanded to include Arista offices in San Francisco, Texas, New Hampshire, North Carolina, Australia, Ireland, Canada, India and Malaysia, in addition to our headquarters.

In response to changes caused by COVID, in 2020, Arista will pivot to introducing virtual Wellness Day/Weeks.

Diversity and Inclusion

Arista is all about respect, integrity, innovation, passion, pride and trust. We strive to build an inclusive culture that encourages, supports and celebrates the diverse voices of our employees. It fuels our innovation and connects us closer to the customers and communities we serve.

We are proud to be one of only two Fortune 1000 companies currently with a female CEO and CFO.

DEVELOPING A MORE DIVERSE FUTURE PIPELINE

We actively promote the hiring of female engineers by supporting periodic onsite technology sessions for female engineers.

We support under-represented employee affinity organizations and actively recruit from under-represented universities and professional societies.

Our global workforce has expanded over 50% since 2016, and we now employ approximately 2,300 employees worldwide.

Though we are continuing on our journey to achieve greater gender balance in the traditionally challenged technical fields, we have made significant more progress in non-technical and specifically, with our Finance, Legal and Marketing teams.
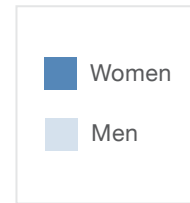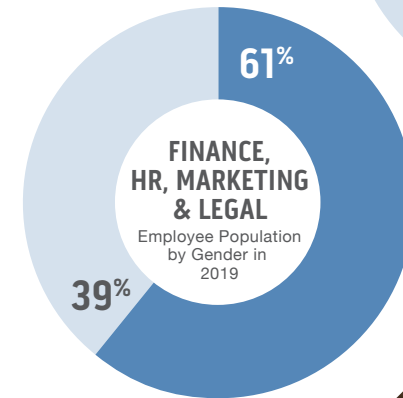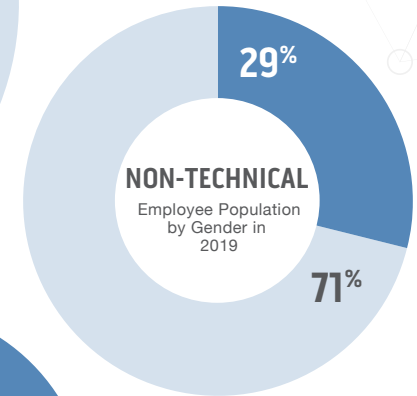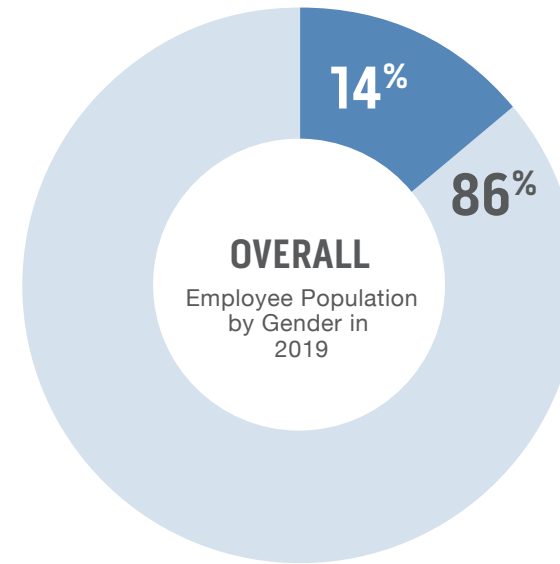
ANTI-DISCRIMINATION

Our *Code of Business Conduct* formalizes our affirmation of the principle of equal employment opportunity Arista affirms the principle of equal employment opportunity without regard to any protected characteristic, including but not limited to race, religion, national origin/ancestry, color, gender, age, disability, pregnancy, marital status, military status, or sexual orientation. This principle of freedom from discrimination applies to all aspects of the employment relationship.

Human Rights

At Arista, we believe that all employees should be treated with dignity and respect. As such, we are committed to complying with all applicable laws and regulations in which we have operations. We work to ensure ethical practices and safe working environments in our operations, and in our supply chain.

Our *Code of Ethics and Business Conduct* establishes company standards for all employees, contractors and partners that span across issues relating to regulatory compliance and ethical business practices. Similarly, we require that our suppliers to abide by a similar set of principles.

14% **86%**

OVERALL
Employee Population by Gender in 2019

29%

NON-TECHNICAL
Employee Population by Gender in 2019

71%

Women
Men

61%

FINANCE, HR, MARKETING & LEGAL
Employee Population by Gender in 2019

39%

Data is based on self-identification of employees in HR systems.

5 SUPPLY CHAIN

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

Supply Chain Policy

Just as we have stringent requirements for our own employees, partners and contractors, we've also established requirements for our suppliers.

Our Supply Chain Sustainability Expectations Policy initially sets forth the requirement to align with industry expectations. As a member of the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition), or RBA, we support the RBA's vision and mission, which strives to develop a global electronics industry supply chain that consistently operates with social, environmental and economic responsibility through a common *RBA Code of Conduct*. This code addresses topics including labor, health and safety, environmental, ethics, and management systems, referencing international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and ISO and SA standards.

Responsible Business Alliance
Advancing Sustainability Globally

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

Supply Chain Responsibility

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

• Greenhouse gas emissions

• Energy use

• Water use

• Waste Management

• Labor

• Health and Safety

We utilize industry standard data collection techniques to minimize our suppliers' work in providing data. In addition, we request that our suppliers report energy, greenhouse gas, water and waste data via the RBA On tool. Training is available in these areas as they arise.

Facilitated by our alignment with the RBA Code of Conduct, which addresses freely chosen employment, child labor, discrimination, health and safety, harsh or inhumane treatment, minimum wages, and working hours, Arista takes the following steps to validate the absence of slavery, human trafficking and forced labor in our supply chain and therefore ensure compliance with the California Transparency in Supply Chains Act (SB657) and the UK Modern Slavery Act:

- The "Freely Chosen Labor" section of the RBA Code of Conduct prohibits forced, bonded, or indentured labor; involuntary prison labor; and slavery or trafficking of persons.

- Supplier Risk Assessments – We perform supplier risk assessments of our suppliers via the RBA's self-assessment questionnaires and will determine if any action is required.

- Supplier Agreements – Our suppliers are encouraged to adhere to the RBA Code of Conduct.

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB657)

The California Transparency in Supply Chains Act (SB657) was signed into law in October 2010 and went into effect in January 2012. SB657 requires that certain companies doing business in California and have annual worldwide revenue exceeding one hundred million dollars to disclose on their specific actions to eradicate slavery and human trafficking in their supply chains

UK MODERN SLAVERY ACT OF 2015

The UK Modern Slavery Act 2015 became law in the UK in 2015. The Act consolidates previous UK legislation tackling slavery, child labor, and human trafficking offenses, and requires that organizations make public the steps they are taking to ensure that modern slavery offenses are not taking place in either their business, or their supply chain.

CONFLICT MINERALS

Four valuable minerals that have been known to fund conflict in the Democratic Republic of Congo—are also a priority for us. We're a member of the Responsible Minerals Initiative (RMI) and have management systems in place to ensure that the components of our products are sourced responsibility. We collect conflict minerals data from all our suppliers and file Form SD every year. Due diligence is performed on all of our suppliers, and we work with our suppliers to remove the high risk smelters from their supply chain. To learn more, please see our *Conflict minerals policy*.

6 CORPORATE RESPONSIBILITY GOALS

Arista is extremely proud of our progress and accomplishments achieved in 2019 but as consistent with Arista culture, we aspire for even greater levels of corporate responsibility success.

2019 – 2020 Goal Progress Report

GOAL	STATUS
Establish Executive Level Sustainability Committee	**COMPLETE** Arista's Sustainability committee was established in 2019 continues to meet regularly to set direction and strategy and oversee execution.
Publish Arista Corporate Responsibility Report	**COMPLETE** Arista published our first Corporate Responsibility Report in 2019.
Reduce Plastic Water Bottle Consumption	**COMPLETE** Arista eliminated plastic water bottle consumption from our North America campuses, resulting in reducing usage by over 17,000 bottles.
Engage in Reforestation Efforts	**COMPLETE** Through the creation of the Arista multi-year tree planting initiative and partnership with non-profits Forest Planet and Our City Forest, Arista funded the planting of over 55,000 trees worldwide—far exceeding our 2018 goal of 1000 trees.
Collaborate on Plastic Package Recycling	**COMPLETE** Arista worked with our packaging supplier/partner to modify our packaging in a way that facilitates automated sorting.

Our Goals for 2020 — 2021

For 2020, we've established the following goals:

EXPANSION OF MULTI-YEAR TREE PLANTING INITIATIVE IN INDIA

Arista will continue our multi-year efforts to re-forest devastated areas near Pune, India by exponentially increasing our goal from the 5,000 trees planted in 2019 to a 50,000 goal for 2020.

FOCUS ON INCREASING ALIGNMENT AND ENGAGEMENT WITH CDP

In 2020, Arista will increase our efforts to align our supply chain efforts even more closely with CDP guidelines and best practices.

REDUCTION OF WASTE CONTRIBUTION TO LANDFILLS & ENERGY SAVINGS FROM ARISTA HEADQUARTERS*

We've set a 2020 goal to substantially reduce the amount of waste to landfill contributed from our main headquarters in Santa Clara by 15% or greater, as well as a 15% reduction goal in our annualized energy consumption.

GLOBAL EXPANSION OF CR GOALS

We're expanding our goal setting to all of our global sites—starting with Burnaby, BC where in 2020, Arista will implement changes including replacing HVAC units and switching to LED lights for higher energy efficiency.

* Due to Covid-19, we recognize and expect that energy consumption and waste to landfill will be reduced in 2020.

7 GRI CONTENT INDEX

This table is a snapshot of Arista's material ESG topics, mapped to the Global Reporting Initiative's Sustainability Reporting Standards and Disclosures. These topics and Arista's approach are addressed in this Corporate Responsibility Report and our company webpages. Our topic-specific standard disclosures report on the material ESG topics identified through our materiality assessment.

The following table presents these material topics, the specific considerations within that topic that are relevant to Arista, and whether the topic is relevant inside and/or outside of Arista.

Arista 2019 CR Report GRI Content Index

ARISTA'S MATERIAL ESG TOPICS	SCOPE	TOPIC BOUNDARY	
		INSIDE ARISTA	OUTSIDE ARISTA
Responsible Supply Chains	• Supply chain labor and human rights • Conflict minerals • Responsible materials sourcing		✓
Ethical Business Practices	• Ethical conduct, including anti-corruption and anti-competitive behavior	✓	✓
Product Materials	• Restricted substances	✓	✓
Employee Morale & Engagement	• Employee wellness and culture • Community engagement	✓	
Climate Change	• GHG emissions reduction • Energy consumption	✓	✓
Diversity & Inclusion	• Inclusive company culture	✓	✓
Product & Packaging Design	• Product Design for Environment philosophy • Product Energy Efficiency • Hazardous materials reduction, compliance, and stewardship • Product packaging	✓	✓
Regulatory Compliance	• Social and environmental regulatory compliance	✓	✓
Waste Management	• Recycling and reuse • E-waste	✓	✓

ARISTA

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI General Disclosures		
ORGANIZATIONAL PROFILE		
GRI 102-1	Name of the organization	Arista Networks (NYSE: ANET)
GRI 102-2	Activities, brands, products, and services	**ABOUT ARISTA** *2019 SEC Form 10-K*
GRI 102-3	Location of headquarters	5453 Great America Parkway, Santa Clara, CA 95054
GRI 102-4	Location of operations	**ABOUT ARISTA** *https://www.arista.com/en/company/contact-us*
GRI 102-5	Ownership and legal form	Refer to SEC Form 10-K: Part I, Item 1 and Part 2 *2019 SEC Form 10-K* *https://investors.arista.com/Financial-Information/default.aspx#annual-report*
GRI 102-6	Markets served	Refer to SEC Form 10-K: Part I, Item 1 *2019 SEC Form 10-K* *https://s21.q4cdn.com/861911615/files/doc_financials/2019/ar/86b2956c-d51c-41bf-ae3c-ce188b474a3b.pdf*
GRI 102-7	Scale of the organization	**ABOUT ARISTA** *2019 SEC Form 10-K*
GRI 102-8	Information on employees and other workers	**ABOUT ARISTA** **DIVERSITY & INCLUSION**
GRI 102-9	Supply chain	**RESPONSIBLE SUPPLY CHAINS** Sustainability – Responsible Supply Chains *https://www.arista.com/en/company/sustainability/*
GRI 102-10	Significant changes to the organization and its supply chain	Arista made no significant changes to the organization's size, structure, ownership and supply chain during fiscal year 2018.
GRI 102-11	Precautionary Principle or approach	Our precautionary approach is demonstrated through several codes and policies implemented to mitigate the risks associated with doing business. These include *Code of Ethics and Business Conduct*
GRI 102-12	External initiatives	Arista endorses the following external voluntary environmental and social charters, principles, standards/sets of guiding principles: • Responsible Business Alliance (RBA) Code of Conduct • GRI Sustainability Reporting Standards • CDP • ISO (ISO 14001 required for our contract manufacturers) • LEED
GRI 102-13	Membership of associations	**RESPONSIBLE SUPPLY CHAINS**
STRATEGY		
GRI 102-14	Statement from senior decision-maker	**A MESSAGE FROM JAYSHREE ULLAL**
ETHICS & INTEGRITY		
GRI 102-16	Values, principles, standards, and norms of behavior	**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR POLICIES** *Code of Ethics and Business Conduct*
GRI 102-17	Mechanisms for advice and concerns about ethics	**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR POLICIES** *Whistleblower Policy*

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI General Disclosures CONT.		
GOVERNANCE		
GRI 102-18	Governance structure	**CORPORATE GOVERNANCE** Learn more about our Corporate Governance policies and practices, and our Board of Directors and committees here: *https://investors.arista.com/Corporate-Governance/default.aspx*
STAKEHOLDER ENGAGEMENT		
GRI 102-40	List of stakeholder groups	Our key stakeholder groups include, but are not limited to: current and former Arista employees and contractors; customers; suppliers and vendors; communities in which we operate; trade associations; government and regulatory agencies; and investors.
GRI 102-41	Collective bargaining agreements	Our employees are generally not covered by collective bargaining agreements; none of our employees were represented by unions as of Dec 31, 2019.
GRI 102-42	Identifying and selecting stakeholders	**DETERMINING MATERIALITY** Our employees, customers, and investors are among the primary stakeholders with whom Arista frequently engages as they represent key influencers of our decision-making process.
GRI 102-43	Approach to stakeholder engagement	**DETERMINING MATERIALITY**
GRI 102-44	Key topics and concerns raised	**DETERMINING MATERIALITY**
REPORTING PRACTICE		
GRI 102-45	Entities included in the consolidated financial statements	Arista operates as one reportable segment as described in our SEC Form 10-K, Note 11: Segment Information. Accordingly, the Arista entity covered by Form 10-K is addressed by this Corporate Responsibility Report.
GRI-102-46	Defining report content and topic Boundaries	**DETERMINING MATERIALITY**
GRI-102-47	List of material topics	**DETERMINING MATERIALITY**
GRI-102-48	Restatements of information	Not applicable: We do not have any relevant restatements of information to disclose since our first disclosure of our response to material ESG topics.
GRI-102-49	Changes in reporting	Not applicable: We have made no changes in reporting.
GRI-102-50	Reporting period	The information shared in this report covers fiscal year 2019. We provide multi-year trend data where available.
GRI 102-51	Date of most recent report	This is our second Corporate Responsibility Report, dated Q4 2020. Our first Corporate Responsibility Report was published in Q2 2020.
GRI 102-52	Reporting cycle	Arista plans to publish forthcoming reports on an annual basis.
GRI 102-53	Contact point for questions regarding the report	Questions about this report can be directed to *sustainability@arista.com*
GRI 102-54	Claims of reporting in accordance with the GRI Standards	We self-declare that this report has been prepared in accordance with the GRI Standards: Core Option.
GRI 102-55	GRI content index	This GRI Content Index Table.
GRI 102-56	External assurance	As Arista currently does not have a policy regarding external assurance for our Corporate Responsibility reporting, the information presented in our report is not externally assured.

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI Specific Standard Disclosures - Economic		
ECONOMIC PERFORMANCE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**ABOUT ARISTA**
GRI-201-1	Direct economic value generated and distributed	**ABOUT ARISTA** *2019 SEC Form 10-K*
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 2019, we made matching contributions for the contributions made to the 401(k) plan by our employees, including our Named Executive Officers. In addition, we provide other benefits to our Named Executive Officers on the same basis as all of our full- time employees. These benefits include standard health, vacation and other benefits offered to our employees. *2020 Notice and Proxy Statement and 2019 Annual Report*
ANTI-CORRUPTION		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR POLICIES**
GRI-205-2	Communication and training about anti- corruption policies and procedures	**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR POLICIES**
ANTI-COMPETITIVE BEHAVIOR		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR POLICIES**
GRI-206-1	Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	**ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR POLICIES** *Code of Ethics and Business Conduct*
GRI Specific Standard Disclosures - Environment		
MATERIALS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**PRODUCT DESIGN AND EFFICIENCY PRODUCT STEWARDSHIP**
GRI-301-2	Recycled input materials used	**PRODUCT DESIGN AND EFFICIENCY PRODUCT STEWARDSHIP**
GRI-301-3	Reclaimed products and their packaging materials	**PRODUCT DESIGN AND EFFICIENCY PRODUCT STEWARDSHIP**
ENERGY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-302-1	Energy consumption within the organization	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-302-3	Energy intensity	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-302-4	Reduction of energy consumption	**GREENHOUSE GAS EMISSIONS AND ENERGY**
WATER & EFFLUENTS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Arista recognizes that several stakeholders have communicated an interest in this topic. As we do not own or manage any manufacturing facilities and our operational water requirements are minimal, we believe this indicator is not material to our business. We include this topic in this Content Index to facilitate transparency with interested stakeholders.
GRI-303-2	Management of water discharge-related impacts	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant.

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI Specific Standard Disclosures - Environment CONT.		
EMISSIONS		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-305-1	Direct (Scope 1) GHG emissions	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-305-2	Energy indirect (Scope 2) GHG emissions	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-305-3	Other indirect (Scope 3) GHG emissions	**GREENHOUSE GAS EMISSIONS AND ENERGY** Our 2019 scope 3 breakdown is as follows (in mTCO2e): Total: 1,469,387 • Purchased Goods and Services: 61,975 • Capital Goods: 5,845 • Upstream Transportation and Distribution: 47,911 • Waste Generated in Operations: 34 • Business Travel: 290 • Employee Commute: 2,683 • Upstream Leased Assets: 4,991 • Downstream Transportation and Distribution: 3,189 • Use of Sold Products: 1,326,340 • End of Life Treatment of Sold Products: 16,175
GRI-305-4	GHG emissions intensity	**GREENHOUSE GAS EMISSIONS AND ENERGY**
GRI-305-5	Reduction of GHG emissions	**GREENHOUSE GAS EMISSIONS AND ENERGY**
WASTE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**WASTE MANAGEMENT**
GRI-306-2	Communication and training about anti- corruption policies and procedures	**WASTE MANAGEMENT**
ENVIRONMENTAL COMPLIANCE		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**ENVIRONMENTAL PERFORMANCE** Our environmental management system ensures we are in compliance with relevant environmental regulations in all of the regions where we operate.
GRI-307-1	Non-compliance with environmental laws and regulations	No fines or sanctions have been levied against Arista for non-compliance re: environmental laws and/or regulations. Non-compliance issues have not been identified. Arista considers the DJSI threshold of $10K threshold for environmental fines/penalties. Arista have not levied any fines or sanctions falling above this threshold. Arista also uses C2P (a Compliance Management tool) to check if we will be affected by new or updates to existing laws and regulations. We have an annual subscription for this tool and check for updates on a daily basis.

GRI DISCLOSURE NUMBER	GRI DISCLOSURE TITLE	LOCATION, NOTES, & ADDITIONAL REFERENCE
GRI Specific Standard Disclosures - Social		
EMPLOYMENT		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**SOCIAL RESPONSIBILITY**
GRI-401-1	New employee hires and employee turnover	**DIVERSITY AND INCLUSION**
OCCUPATIONAL HEALTH AND SAFETY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**EMPLOYEE WELLNESS AND CULTURE** Arista does not own or manage any manufacturing facilities for which this indicator would be material. For our standard operations, we provide basic training, a dedicated Health & Safety program for the lab, and an evacuation program system for all employees.
GRI-403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Not applicable. Arista does not own or manage any manufacturing facilities for which this indicator would be relevant and/or material.
DIVERSITY AND EQUAL OPPORTUNITY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**DIVERSITY AND INCLUSION**
GRI-405-1	Operations and suppliers at significant risk for incidents of child labor	**CORPORATE GOVERNANCE** **DIVERSITY AND INCLUSION**
FORCED OR COMPULSORY LABOR		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**RESPONSIBLE SUPPLY CHAINS**
GRI-409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	**RESPONSIBLE SUPPLY CHAINS** While we do not have specific data to report for this disclosure, we mitigate this risk by requiring suppliers to follow the RBA Code of Conduct and its "Freely Chosen Labor" policy as well as perform annual Supplier Risk Assessments via the RBA's self-assessment questionnaires.
LOCAL COMMUNITIES		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	**COMMUNITY ENGAGEMENT** **CORPORATE RESPONSIBILITY GOALS**
GRI-413-1	Operations with local community engagement, impact assessments, and development programs	**COMMUNITY ENGAGEMENT**
CUSTOMER PRIVACY		
GRI-103-1 to 103-3	Explanation of the material topic and its Boundary	Our IT department has implemented the necessary controls to ensure that the GDPR privacy requirements were met by Arista as part of normal business. This work was also used to concurrently improve some of our Security processes.
GRI-418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints were received during the reporting year.