

# 2025 Gender Pay Gap Report

November 2025

At Arista, our teams are truly global, bringing their unique experiences to help build better products and make better decisions. It is important to us at Arista that our teams reflect the manifold communities we serve. This is not just the right thing to do, but has helped drive our continued success and growth.

Arista's approach to compensation has always been rooted and is based on our values which drives our commitment to creating a workplace where employees can thrive, contribute and grow professionally. A Fortune 1000 Company with a female Chief Executive Officer, Chief Financial Officer and Chief People Officer, progression and compensation is based on merit demonstrated over time, not gender.

With the above in mind, it is important to remember what Irish gender pay gap reporting measures. It compares the pay of all working men and women, not just those in similar roles or with similar experience. As such, it does not determine "equal pay for equal work" and it does not indicate or identify discrimination or bias or even an absence of equal pay for equal value work.

## Explaining the Metrics:

Our metrics are set out at the end of this report. This section will give them context.

Currently, there are more men than women in the upper quartile. This has contributed to our gender pay gap, and a gap in certain other metrics set out in this report. There are several factors contributing to this, including:

- Arista is not immune from societal factors. For example, data shows that the challenging childcare landscape in Ireland in recent years has had an outsized impact on the careers of female colleagues who have taken on additional care responsibilities to bridge this gap.
- Arista Networks, Limited houses a sales function. Concurring with the industry norm, there are more men in sales roles, particularly in senior roles. Sales employees are eligible for a commission-based bonus plan paid on a quarterly basis. Depending on individual performance, this can have a substantial impact on the gender pay gap, as non-sales employees (where there are more female colleagues) as not eligible for sales commissions.
- Arista Networks, Limited is a longstanding and core entity within Arista's global operations. In the last 15 years, many longstanding employees within this entity have taken on global roles within Arista. As more longstanding colleagues are male than female, this has contributed to a gap in certain metrics, including the pay gap, hourly remuneration and bonus as more experienced employees have been promoted to global roles.
- The slight variance (4%) in male employees who received a bonus when compared with female colleagues is explained by the eligibility rules of when a new joiner starts with Arista. All regular employees, irrespective of role, scheduled working hours and gender are entitled to participate in Arista's annual bonus program

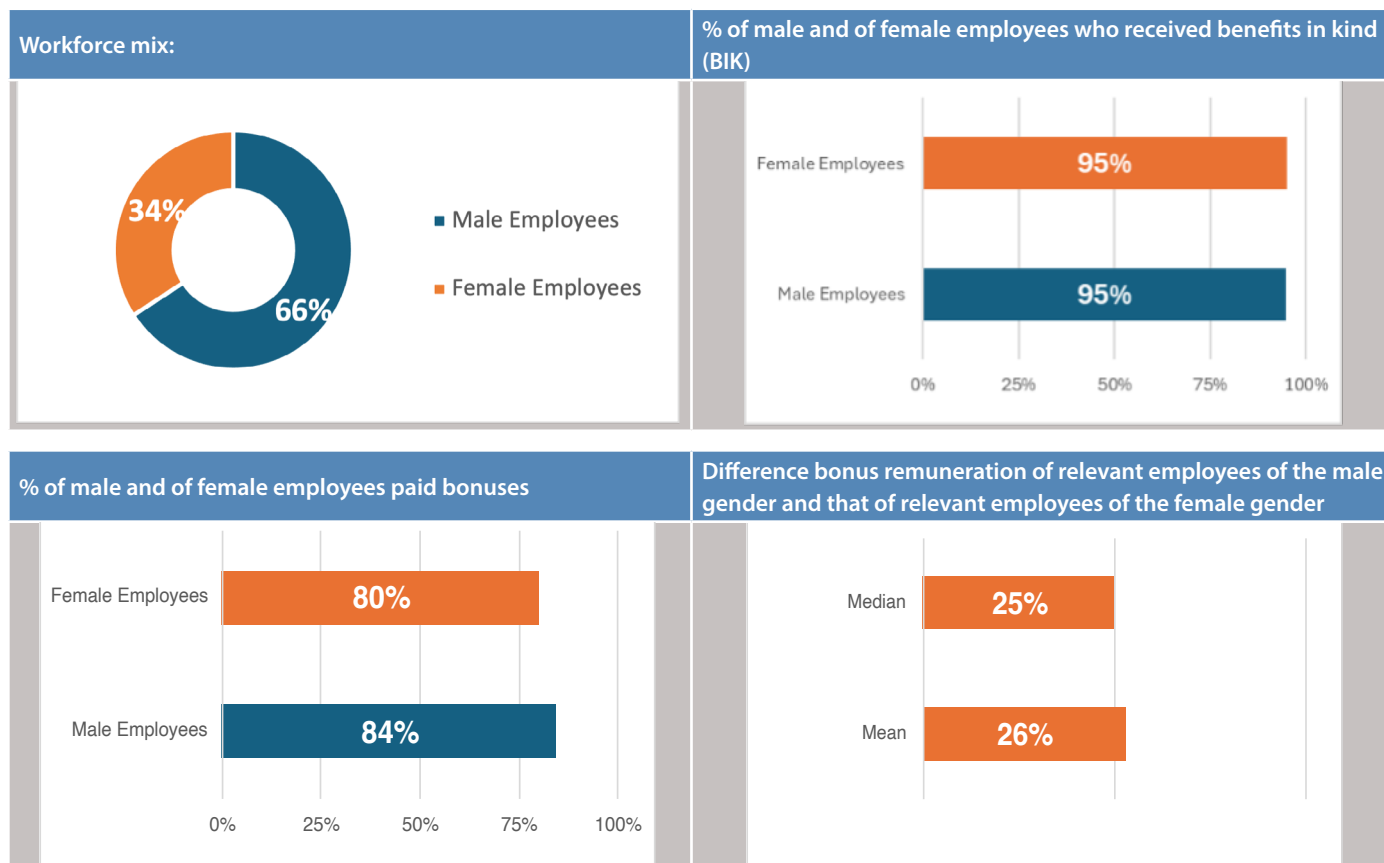
## Approach to addressing Gender Pay Gap Issues:

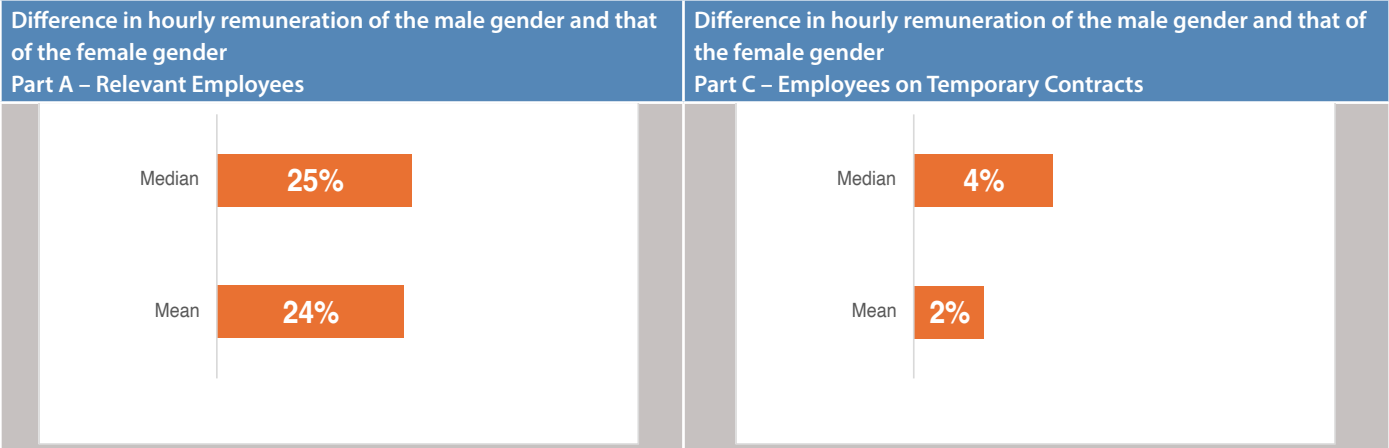
Compensation at Arista is made up of base salary, a competitive range of benefits, cash bonuses and restricted share units which reward employees over time. To avoid unconscious bias, Arista’s pay and bonus reviews look at market rates, location, level plus past performance, it is not simply a manager’s decision.

In addition to the above approach to compensation, Arista:

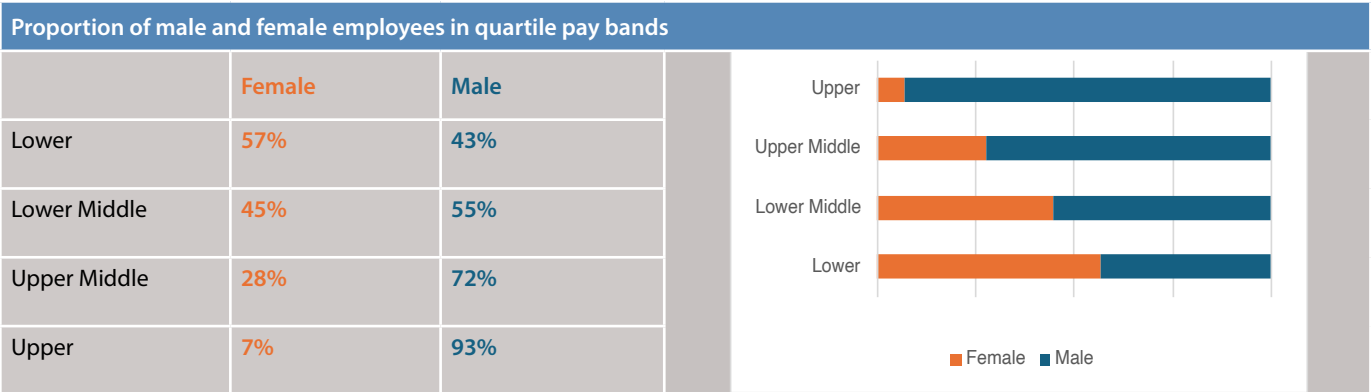
- Operates initiatives such as the “Big Sister Programme” for all new female hires in Ireland, providing them with female mentorship to give a vision for a long term, senior career with Arista.
- Provides webinars and ongoing in person training dedicated to career development / upskilling, which can provide valuable guidance and the skills required to attain promotion or increased pay.
- Regularly analyses, using external benchmark and market data, our total compensation offering to ensure it aligns with local government pay transparency requirements, and remains equitable to all employees. We are proud in 2024 to be recognized by Comparably as a “Best (Large) Company for Compensation” for a second consecutive year based on feedback from all employees (male and female).
- Often seeks employee feedback on a whole range of matters and in 2024, our Global Employee Surveys received scores in the 90th percentile from all demographic groups in fairness in terms of hiring practices.
- Our benefits are vital to supporting our employees to have balance in their work and personal lives. We are currently reviewing our leave policies in Ireland to make our leave offerings clearer / more accessible to all employees. Arista considers societal factors in its decision making and as an example introduced an enhanced additional maternity leave policy to support females returning to work after their maternity leave entitlement.

## Gender Pay Gap Data:





Note: Arista Networks, Limited does not have any part-time employees in this snapshot period



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