FY22 Environmental, Social, Governance (ESG)

Impact Report

SPACE FOR EVERYONE.

Viasat

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A letter from our CEO

We are pleased to share Viasat's latest Environmental, Social, and Governance (ESG) Report. Throughout our more than 35-year history, Viasat has contributed to society in many ways — most importantly by bringing the power of connection to those who need it most, but also by supporting our employees and their families, contributing to the wellbeing of our local communities, and operating our business in an ethical, environmentally responsible, and socially inclusive manner.

As you will learn from this report, Viasat has made considerable progress during the past year with our ESG performance. In addition to the focus areas from last year, we have expanded on two critical areas where Viasat can have an impact: Maintaining safe and sustainable access to space; and helping to foster digital inclusion.

Since we introduced the topic last year, we have been encouraged by the number of influential organizations who have recognized the critical importance of setting global space policies and management for what we collectively send into space. We are working closely with experts around the world to develop standards and regulations that will help ensure space remains accessible to and equitable for all.

We are also committed to fostering global digital inclusion and providing equitable access to healthcare, economic opportunity, and education to those who need it most.

This past year was an exciting one for us, as we integrated RigNet into our Energy business; announced the intent to acquire Inmarsat, which will allow us to have a greater impact by providing more services to those who need it; and continued to expand the scale and scope of our global business. We were honored to be recognized as the Satellite Business of the Year by Euroconsult, earn placement on the GlassDoor 2022 Best Places to Work and LinkedIn Top Companies lists, and be named one of the Top 10 Hottest Satellite Companies by ViaSatellite. What stands out is that our company continues to be recognized as an innovative leader in our industry, while simultaneously being recognized for what is core to Viasat: Our people. Without their unwavering commitment, we would not be able to deliver on our mission.

Connecting the world is an expansive and challenging goal — and we believe it is equally important that it is done in a way that is sustainable, responsible, and inclusive. As we continue to grow our business and our global footprint, we will also continue to innovate in ways that maximize our positive impact on the world while balancing and maintaining our commitments to our people, our shareholders, the world, and the environment.

Mark Dankberg

Mark Dankberg, *Chairman and Chief Executive Officer*
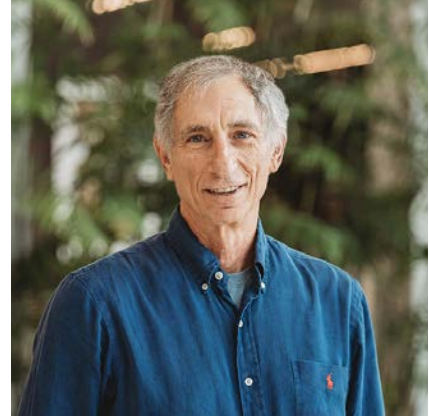
Viasat

We are Viasat

Tackling the world's hardest communications challenges — the Viasat way

About Viasat

Viasat Inc. (Nasdaq: VSAT) is a global communications company that believes everyone and everything in the world can be connected. On our mission to connect the world, we are developing the ultimate communications network to power high-quality, secure, affordable, and fast connections to enhance the lives of people everywhere — and it can be achieved in a way that's safe, sustainable, and inclusive.

Founded in 1986 and based in Carlsbad, California, Viasat employs approximately 7,000 employees around the globe. We are committed to finding a better way to provide people and businesses with the tools and connections they need to reach their potential, no matter where they live, work, or go. We are an innovator in communications technologies and services, focused on making connectivity accessible, available, and secure. We power connections on land, in the air, and at sea through three business segments:

Satellite Services

We use our proprietary, high-capacity satellite platform to provide high-speed broadband services with multiple applications to consumers, enterprises, and mobile broadband customers, including commercial airlines and maritime vessels.

Commercial Networks

We develop advanced satellite and wireless products, systems, and solutions that enable high-speed fixed and mobile broadband services.

Government Systems

We provide global fixed and mobile broadband products and services, satellite communications systems, and tactical data links to military and government users around the world. We also develop secure networking, cybersecurity, and information assurance products and services.

Viasat at a glance*

Founded in
1986

Headquartered in
Carlsbad, California, USA

60+
office locations globally

~7,000
employees

$2.8B
FY22 revenue

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*As of March 31, 2022.

Our vision, mission, and values

For more than 35 years, Viasat has been on a mission to keep people connected on the ground, in the air, and at sea — because we believe a connected world benefits everyone and unlocks opportunity for all.

Great minds always find better ways. That's why we bring the right people together as one team and empower them to help us realize our vision of a connected world — guided by the core values embedded in our culture. Those values include:

› **One team:** We make decisions and set priorities based on what's best for the company as a whole. These priorities change and evolve over time, depending on our competitive environment, our progress, and our financial constraints.

› **Challenge:** We want to grow and achieve our goals. We accept and relish the challenges that this entails. We understand how hard it's going to be, but we're too driven to settle for less.

› **Trust, freedom, and opportunity:** The scale and scope of what we are doing is too broad to be achieved without teamwork. We trust that our teammates are on our side — doing what they think is best for the company not just for them or their part of the organization. That doesn't mean we blindly accept each other's views. We can disagree, sometimes intensely, but we start by trusting that our co-workers have the company's best interests at heart. We recognize and appreciate the trust others place in us and do our best to uphold it. Then, we give each other freedom and the opportunity to learn and grow.

› **Tolerance for ambiguity:** Our world is changing — fast. We have to accept, and embrace, all the uncertainty that entails. We're confident, but not overconfident. We know we can change and adapt when we need or want.

› **Explore and evolve:** We are curious about why things are the way they are. We bring a passion for learning, innovation, and exploration to everything we do.

Our values deliver bold results for our customers:

Innovation	**We find better ways.** We design technological solutions that others deem impossible, allowing us to see beyond today and find the right solutions for tomorrow.
Impact	**We deliver connections with the capacity to change the world.** Whether it is helping airlines keep their passengers engaged, protecting military service members on the battlefield, or providing remote community internet where people can get online for the first time, we provide the fast, high-quality connectivity that helps make it all possible.
Global and diverse reach	**We bring connectivity where it is needed and wanted most — even in the hardest-to-reach places.** We believe connection is the great equalizer of our time. We aspire to make affordable, secure, and high-quality connections available everywhere in the world.
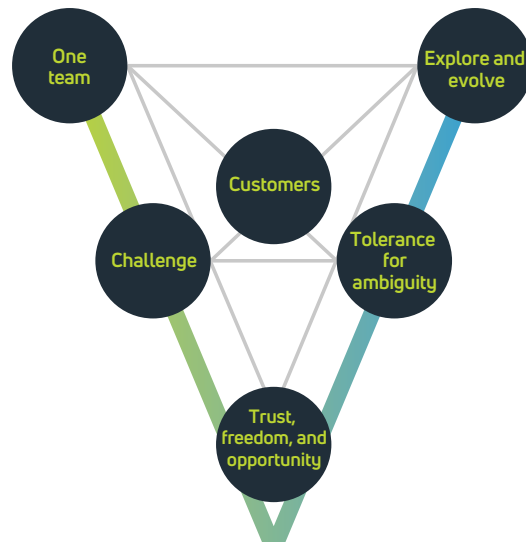
FY22 key highlights

Joins the Paris Peace Forum's Net Zero Space initiative

Closes aquisitions of RigNet, Inc. (RigNet) and Euro Broadband Infrastructure Sàrl (EBI) in early Q1 FY2022

Enters a definitive agreement to acquire Inmarsat, a leading provider of global mobile satellite communications services

ViaSat-3 (Americas) satellite successfully completes thermal vacuum chamber testing, a key step prior to its CY2022 planned launch

Accelerates international subscriber growth, driven by residential fixed broadband services in Brazil

Viasat

Recognition and awards*

2022
Best Places to Work for U.S. large employers

Glassdoor

2022
Top 50 best workplaces to grow your career in the U.S.

Linkedin

2022
Via Satellite's Top 10 Hottest Companies

Via Satellite

2021
Global Satellite Business of the Year Award

Euroconsult

2021
Top 100 Defense Companies

Defense News

2021 & 2022
Top 100 Largest Federal Contractors

Washington Technology

2020
BGOV200 List Top federal contractors

Bloomberg Government

2021
HIRE Vets Medallion Award

U.S. Dept. of Labor

2021
"Best Satellite Provider" for Rural Internet Service

CNET

2021
Employee Communications & Top Places to Work Awards

Ragan Communications

2021
Best for Vets: Employers List

Military Times

2021
James S. Cogswell Outstanding Industrial Security Achievement Award
(Germantown & Marlborough facilities)

DCSA

2021
Technology Innovators Awards Gold honoree

Military & Aerospace Electronics and Intelligent Aerospace

2021
Great Place to Work-Certified™ Companies
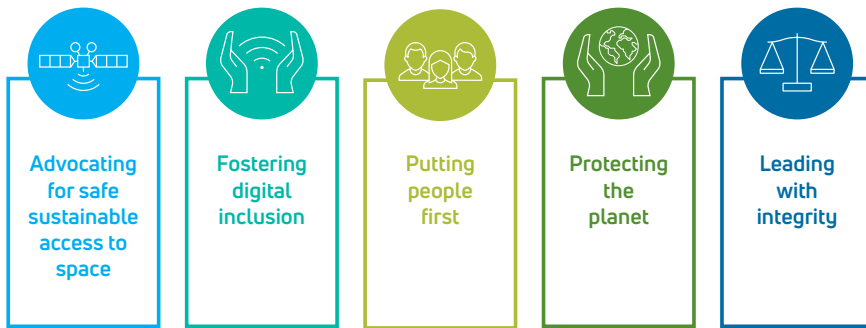
Great Place to Work®

*Some awards from FY21 and early FY23 are included.

Viasat

Our commitment to ESG

Maximizing positive impact for people, communities, and the planet

At Viasat, we are brought together by a shared desire to unlock opportunity for everyone, everywhere, through connectivity. Connections are the bridge to what's possible, and we are fearless believers in possibility. The goal of our ESG program is to ensure that, as we fulfill this mission, we positively impact our people and communities, protect the environment and our precious resources, and operate with integrity in all facets of our business.

To achieve this, we focus on five pillars:

Advocating for safe sustainable access to space	Fostering digital inclusion	Putting people first	Protecting the planet	Leading with integrity

ESG governance and oversight

ESG topics are managed by several departments throughout Viasat, with ultimate oversight provided by our board of directors and executive leadership team. We recognize the growing importance of ESG within our company and, more broadly, we are expanding opportunities to engage with our leadership on these issues.

We recognize that ESG commitments and efforts must be infused throughout the organization to be sustainable. To that end, we have an established Social Impact team under the direction of our chief people officer that, with the support of the broader executive team, is working toward embedding ESG goals and efforts throughout the company. Our Social Impact team, in coordination with our ESG steering committee, is developing a comprehensive ESG strategy and roadmap that includes commitments and ambitions. We look forward to sharing the results of this work with our stakeholders.
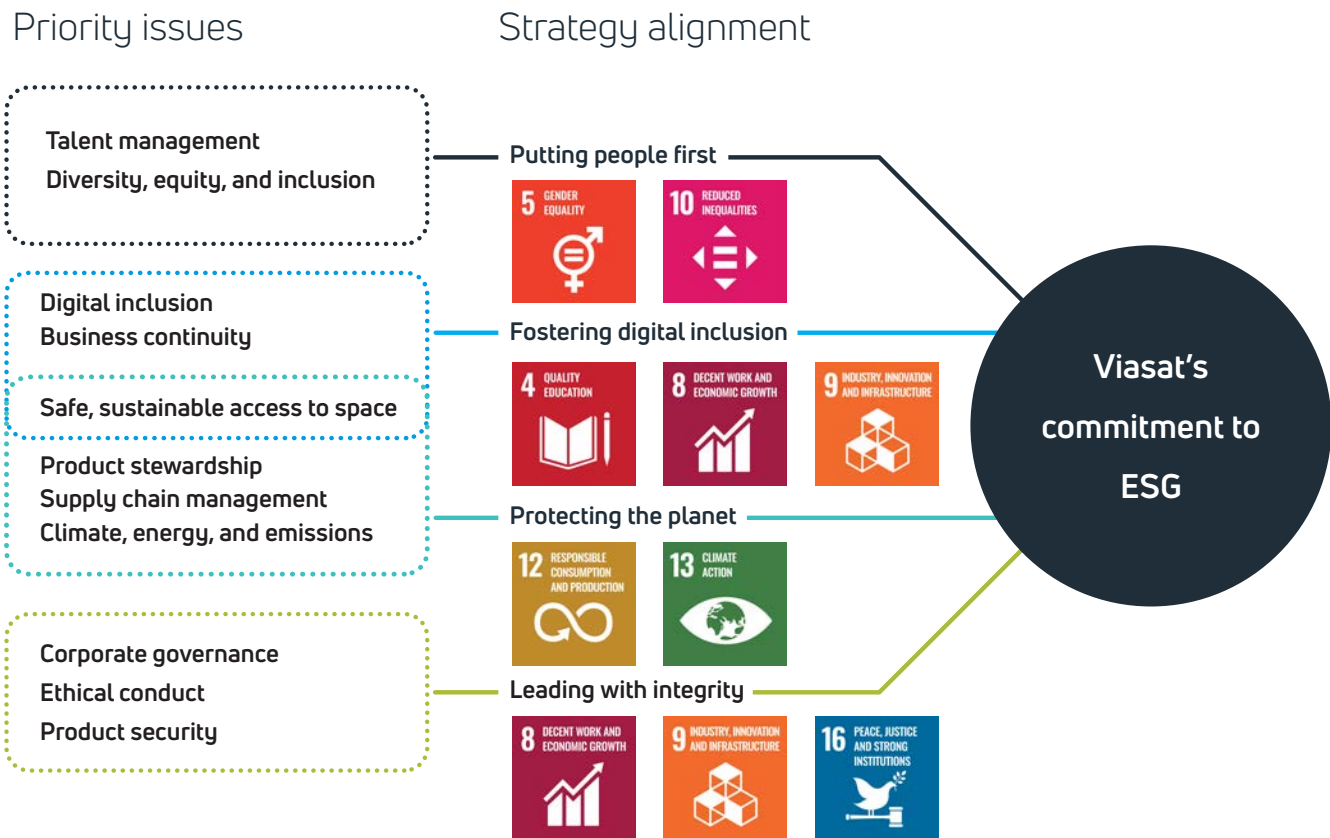
About this report

Viasat is committed to regular, transparent communication of our sustainability efforts and progress. This report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for the fiscal year that ended March 31, 2022. This report references the Global Reporting Initiative (GRI) standards and the Sustainability Accounting Standards Board (SASB) standards for the following industries: Technology & Communications | Hardware (TC-HW), Telecommunication Services (TC-TL), and Electronic Manufacturing Services & Original Design Manufacturing (TC-ES). Additionally, Viasat sought external verification for our FY22 GHG emissions (Scope 1 and 2) to the ISO14064 standard, in partnership with British Standards Institute (BSI). We intend to continue providing updates about our sustainability journey by publishing an annual sustainability report and regularly updating interested parties through our website and other communication channels.

Stakeholder engagement and priority issue identification

In 2021, we conducted a formal priority issues assessment to identify Viasat's ESG focus. As part of this process, we analyzed insights from our key stakeholder groups — employees, customers, investors, policymakers, and industry peers. We then surveyed Viasat's leadership to align our ESG priorities with current stakeholder expectations, market trends, and business risks and opportunities. The findings from this analysis helped guide our approach to ESG and define our strategic focus around the priority and business-critical issues listed below:

Priority issues

Talent management
Diversity, equity, and inclusion

Digital inclusion
Business continuity

Safe, sustainable access to space

Product stewardship
Supply chain management
Climate, energy, and emissions

Corporate governance
Ethical conduct
Product security

Strategy alignment

Putting people first

5 GENDER EQUALITY
10 REDUCED INEQUALITIES

Fostering digital inclusion

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Protecting the planet

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Leading with integrity

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Viasat's commitment to ESG

"Digital inclusion," "Safe, sustainable access to space," and "Climate, energy, and emissions" were added to the priority issues identified in fiscal year 2021 because they were deemed business critical by Viasat.

United Nations (UN) Sustainable Development Goals: Commitment and targets

The UN Sustainable Development Goals (SDGs) are a collaborative global effort to protect our planet, end poverty, and help people live in prosperity and peace. We've examined how our business activities and ESG priorities align with the SDGs. While Viasat supports many SDGs, we believe our business is uniquely positioned to impact those noted in the graphic above.

Viasat

SUSTAINABILITY ISN'T LIMITED TO EARTH.

Viasat

Safe, sustainable access to space

Safe, sustainable access to space

Protecting space for all

Access to space provides a myriad of benefits, including helping close the digital divide, forecast weather, enable critical navigation capabilities, protect national security, create high-technology jobs, and grow economies.

Protecting our access to space is of the highest importance. The region of space nearest Earth is increasingly used and relied upon by humans in their day-to-day lives, and is an important part of the human environment — just like the oceans and other parts of our planet. As with Earth's other ecosystems, this part of space is a finite and shared global resource, which must be protected and preserved for the use of all. To achieve this objective, it's critical to develop clear rules for what is collectively launched into this area of space.

All space orbits near Earth are limited and require oversight, but again, it's the area closest to Earth — low-Earth orbit (LEO) — that's of immediate concern. Until recently, the use of LEO for satellite applications was limited. As technology has progressed, so too has the focus on LEO as a popular orbital option for satellites that can deliver benefits. Just like GEO (geostationary orbit, an orbit where a framework has long existed for shared use by many nations), LEO needs regulation to ensure space sustainability and usability for all on Earth.

Very large LEO constellations, like other satellites, can provide valuable benefits. But without the right rules in place, very large LEO constellations have potential to cause serious negative impacts on the environment in space and here on Earth. While Viasat has a long legacy in LEO, from developing satellite payloads to ground networks to user terminals to LEO satellite operations, we continue to advocate for multi-orbit solutions that best serve our customers and keep space sustainable for generations to come.

"Space is an ecosystem like any other and it's in peril."[1]

"Orbiting space debris has become the new drifting island of plastic — if I had to make the comparison — that poses a looming threat for the safety and the security of all the traffic and space sustainability."[2]

[1] Nature Astronomy Journal, April 22, 2022, https://www.nature.com/articles/s41550-022-01655-6.

[2] Ekaterini Kavvada, directorate general of Defence Industry and Space at the European Commission, 13th European Space Conference, January 12-13, 2021, https://www.dailymail.co.uk/sciencetech/article-9138879/Orbiting-space-debris-new-drifting-island-plastic.html.

Safe, sustainable access to space
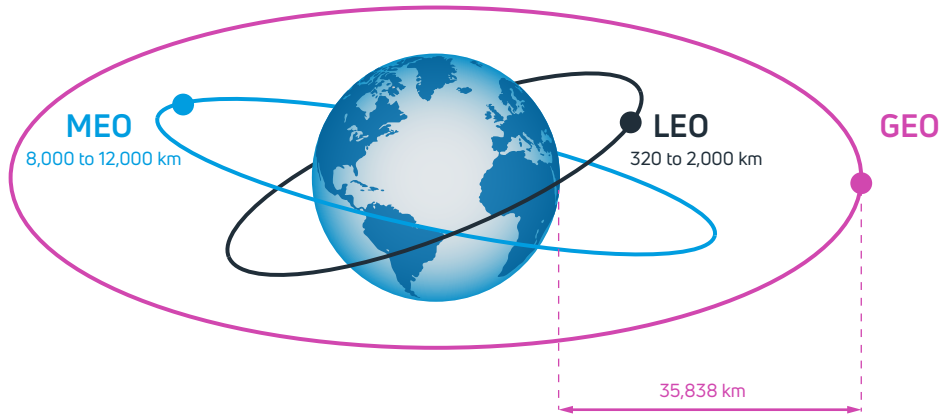
Why regulate LEO?

Left unchecked and unregulated, ongoing LEO mega-constellation satellite deployments create unacceptable and unnecessary risks. Without proper management of what and how much is sent into space, where, and by whom, these mega-constellations can consume all available spectrum and orbital resources to the exclusion of others, increase collision risk that affects everyone who needs to use or access space, pollute the atmosphere, and impede critical astronomical research and exploration and enjoyment of the night sky. When a few large operators fully occupy the most desirable orbits and spectrum, other countries that want to participate in space and enjoy the many benefits of doing so, lose that opportunity. Also, unchecked deployments of LEO mega-constellations create a high probability of a chain reaction of collisions that would create an impenetrable layer of debris that precludes future access to space for generations.

"There are already over 12,000 trackable debris pieces in LEO, with these being typically 10 cm in diameter or larger. Including sizes down to 1 cm, there are about a million inferred debris pieces, all of which threaten satellites, spacecraft and astronauts due to their orbits crisscrossing at high relative speeds."[3]

"....Contrary to many media stories about the latest spectacular space junk reentry, orbital debris returning to Earth does not 'disappear' or 'burn up' on reentry. Very little is known about reentry dust production, the microphysics of the particles, and how reentry dust could affect climate and ozone."[4]

[3] Nature Astronomy Journal, May 20, 2021, https://www.nature.com/articles/s41598-021-89909-7.
[4] Martin Ross, Scientific American, "An Underappreciated Danger of the New Space Age: Global Air Pollution," Nov. 6, 2020, https://www.scientificamerican.com/article/an-underappreciated-danger-of-the-new-space-age-global-air-pollution/.

MEO
8,000 to 12,000 km

LEO
320 to 2,000 km

GEO

35,838 km

Geostationary orbit (GEO):
Geostationary orbit is one of the orbits farthest away from Earth used for satellite applications. GEO satellites are positioned over the equator and match Earth's rotation as they travel, remaining stationary relative to a fixed location on the ground. Because GEO is so far above Earth, the field of view is larger, and it takes only three satellites to cover the world.

Medium-Earth orbit (MEO):
Medium-Earth orbit is comprised of the orbits located between LEO and GEO. Primary uses of MEO satellites include GPS and navigation, and growing numbers of communications satellites.

Low-Earth orbit (LEO):
Low-Earth orbit is located above Earth at an altitude of 2,000 kilometers (1,200 miles) and below. LEO is the orbit closest to Earth with a smaller field of view, requiring many satellites to provide global coverage.

Overfilling our orbits

"Carrying capacity" is a term used to indicate how much is too much when considering the aggregate impact of everything launched into an orbital region like LEO on:

› collision risk

› access to limited and shared orbits and spectrum

› light pollution

› atmospheric pollution

The rate at which we approach these limits is determined largely by key satellite characteristics (e.g., size, mass, quantity, radiofrequency design) and the cumulative effect of all the satellites in each LEO constellation, the orbits utilized, and all existing and expected future space objects in and around those orbits.

Filling an orbital region such as LEO increases the fragility of that area with respect to collision risk; filling it above its carrying capacity risks a cascading chain reaction of collisions known as the Kessler Syndrome.

Viasat

The way to space safety and sustainability

It's becoming clear that each LEO satellite and constellation has an associated "orbital footprint" defined by the orbital and spectrum resources it consumes (much like the carbon footprints we quantify and manage today). As satellite operators and global citizens, it is our responsibility to help develop and adopt a framework that minimizes these orbital footprints, ensures safe and sustainable uses of space, promotes equitable access to shared and limited orbital and spectrum resources by all nations, and facilitates responsible constellation and spacecraft design — now — before space becomes unusable and inaccessible to all of us.

These issues must be addressed now at the national level and at the market access stage because it will be too late if we wait for a global solution to be developed and implemented.

In LEO, advocating for policy and management takes on critical importance because no rules are in place to ensure equitable access to the shared orbital resources or to minimize collision risk, and governments need to regulate these areas to ensure opportunities exist for growth and innovation for many generations to come.

Aggregate collision risk is a particular concern because the size, mass, launch impacts, and orbital footprint of LEO mega-constellations have been increasing at an alarming rate with each generation. That means regulators need to manage the number of objects in LEO space, satellite size, and mass. When LEO satellites are bigger, with more mass, aggregate collision risk disproportionately increases as more satellites are launched, and a continual chain reaction of collisions, known as the Kessler Syndrome, becomes more likely.

Finally, the "land grab" currently happening in space is creating an environmental problem in our night skies as light pollution increases, as well as in the upper atmosphere as many thousands of LEO satellites annually disintegrate, releasing tons of complex chemicals at the end of their short lives. Countries around the world should have an interest in withholding market access from space players who are not operating safely or responsibly, risking a tipping point from which Earth can't recover.

"Long-term effective global governance of risks related to space debris likely requires agreement among space actors on a management strategy, including sharing costs and benefits from space utilisation."[5]

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[5] École Polytechnique Fédérale de Lausanne (EPFL) International Risk Governance Center (IRGC) Dec. 2021 Annual Report, https://www.epfl.ch/research/domains/irgc/wp-content/uploads/2022/03/IRGC-2021-Annual-report.pdf.

A message from Mark Dankberg

Responsible environmental, social, and governance practices aren't limited to Earth.

As a global company operating in space, Viasat believes that safety and sustainability need as much attention in space as on our planet. Just like our oceans, the space environment must be protected for the use of all. As more operators plan to launch hundreds of thousands of satellites into space — especially into the orbit closest to our planet (low-Earth orbit) — the need for new regulation and careful resource management is paramount. Without suitable new rules that we apply to the potential damage created by these mega-constellations, we're at risk of creating a problem that could take decades — or even centuries — to fix (if they are fixable at all). The potential issues include chain reaction collisions caused by exceeding LEO's carrying capacity and a resulting loss of access to space, inequitable consumption of orbits and spectrum that blocks other countries from enjoying the benefits of space, the climate impact of massive numbers of satellites disintegrating in the upper atmosphere every year, and threats to optical and radio astronomy and enjoyment of the night sky.

The current rate of LEO satellite deployments is a new phenomenon, and we need to begin managing the size, mass, and number of what's launched into space. The more satellites there are, the higher the risk — and it's critical that regulations catch up with the way in which space now is being populated.

We're encouraged by recent efforts in the UK to develop international standards and establish a globally recognized ESG benchmark for space sustainability in collaboration with other nations, and operators. Viasat is committed to continue to work with global partners, policymakers, and industry leaders to promote rules that bring the benefits of space to the world, responsibly and safely.

Now, more than ever, it's vital that all of us be concerned about safe, sustainable, and equitable access to space and take action to protect it.

"Viasat believes there is a way to ensure safe, sustainable, and equitable access to space for all. We are committed to being a responsible space technology company. In addition to meeting and exceeding critical space safety measures, we are working with a broad range of policymakers and industry leaders to promote rules that allow many operators to participate in an orderly fashion in the space economy for generations to come."

- Mark Dankberg

"A 'Wild West' space race without effective regulation risks a growing crisis of debris in space..."[6]

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[6] Doug Messier, "UK Government Announces Package of New Measures to Drive Space Sustainability," June 23, 2022, http://www.parabolicarc.com/2022/06/23/uk-government-announces-package-of-new-measures-to-drive-space-sustainability/.

Space advocacy areas: Safety, equity, and sustainability

Safety

We believe new satellite systems can be designed and operated in a safe way to deliver world connectivity, and serve other essential civic functions, but with reduced risks of collisions and runaway debris.
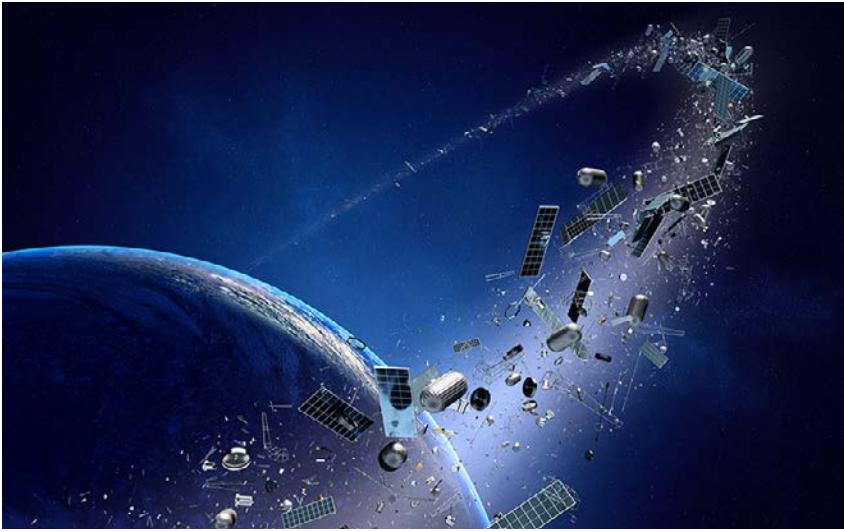
"...the main risks and costs lie in the future, if the generation of debris spins out of control (i.e., the Kessler Syndrome). This ecological tipping point may render certain orbits unusable and, under this scenario, socio-economic impacts could be severe. Several important space applications could be affected or lost; notably space-based observations for weather forecasting, climate monitoring, earth sciences, and potentially, satellite communications. Certain geographic areas and social groups would be disproportionally affected, in rural areas with limited existing ground infrastructure and large reliance on space infrastructure."[7]

Out-of-control collisions: The Kessler Syndrome

First described by NASA scientist Donald J. Kessler in 1978, the Kessler Syndrome refers to a phenomenon when the amount of space debris in orbit around Earth reaches a tipping point of collisions generating more and more debris and creating an impassible barrier between LEO and Earth, making LEO inaccessible to satellites, astronauts, and nations for decades or even centuries.

[7] Marit Undseth, Claire Jolly, Mattia Olivari, "The economics of space debris in perspective," European Space Agency (ESA) 8th European Conference on Space Debris, 2021, https://conference.sdo.esoc.esa.int/proceedings/sdc8/paper/12/SDC8-paper12.pdf.

Equity

We support equitable access to scarce spectrum and orbital resources for all countries and are committed to operating in space in a way that's responsible, transparent, and collaborative.

"As the orbit of our planet is a fragile and valuable environment that is becoming increasingly crowded, which all nations must act together to safeguard, we agree to strengthen our efforts to ensure the sustainable use of space for the benefit and in the interests of all countries."[8]

LEO satellite filings are growing at an exponential rate

>1 MILLION

1M

10K

<10,000

2020   2021
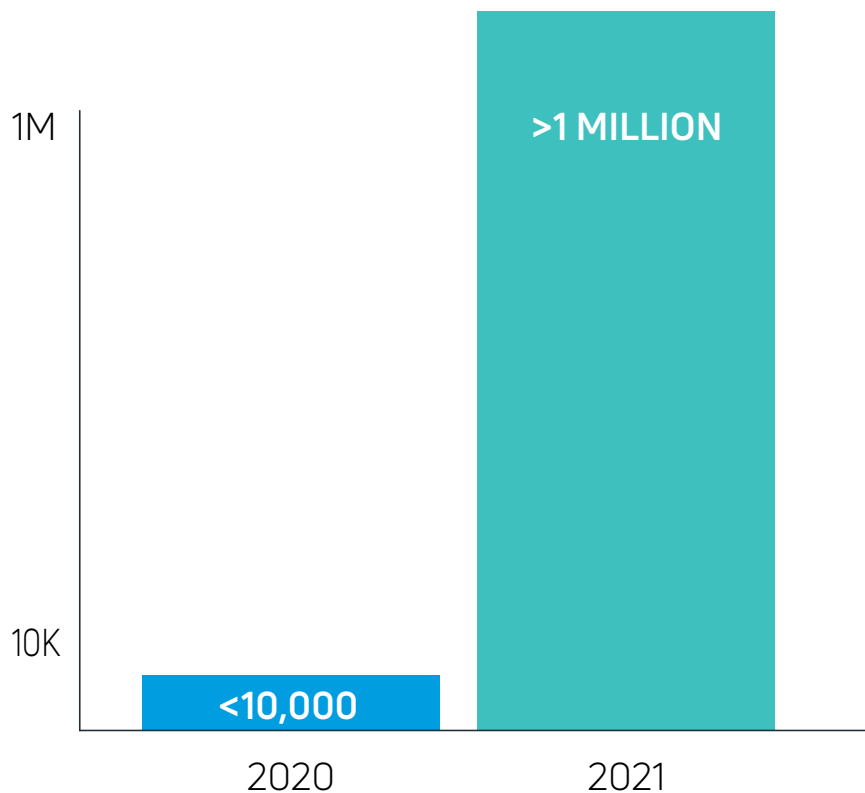
Total number of non-GEO synchronous orbit (NGSO) satellites filed with the UN's International Telecommunication Union (ITU).[9]

[8] G-7 Leaders' Summit, Cornwall, UK, June 2021, https://www.space.com/g7-nations-commit-to-fight-space-debris.
[9] ITU Space Network List (SNL), INFORMATION "AS RECEIVED" (PART-C), https://www.itu.int/ITU-R/space/asreceived/Publication/AsReceived.

Sustainability

We encourage commitment to both near- and long-term space sustainability. We believe proactive regulation is critical to allow space broadband communications, scientific research, and exploration to continue for future generations with decreased impact on climate change, the atmosphere, astronomy, and the night sky.

"As a globally shared resource, the challenge posed by the increasing number of space objects requires a globally supported solution in order to foster responsible behaviour by all actors to ensure long-term sustainability of the space environment."[10]

Paris Peace Forum Net Zero Space initiative

In 2021, Viasat joined the Paris Peace Forum's "Net Zero Space" initiative to help ensure sustainable access to space.

The Net Zero Space initiative calls for "a global commitment to achieving sustainable use of outer space for the benefit of all humankind by 2030." The initiative's goal is to fuel urgent action to rapidly contain and reduce the ongoing pollution of Earth's orbital environment by avoiding the further generation of hazardous space debris and remediating existing debris. With this commitment we've joined a global coalition of satellite operators, launch providers, space agencies, and academia.

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[10] Elena Cirkovic, Minoo Rathnasabapathy, Danielle Wood, European Space Agency (ESA) 8th European Conference on Space Debris, 2021,"Sustainable orbit and the earth system: mitigation and regulation," https://conference.sdo.esoc.esa.int/proceedings/sdc8/paper/30/SDC8-paper30.pdf.

What's needed to move forward/what we're doing

Space safety and sustainability is a world concern. To encourage the world to take notice and to move the needle on regulatory action, we believe it is critical to:

› Increase public awareness of the issue.

› Rally a wide range of interests around the issues of space safety and sustainability.

› Address the issues now, before space fills up and it becomes too late.

› Facilitate a common-sense regulatory approach led by a few nations that becomes the global gold standard.

› Do what we can ourselves to design sustainable systems and launch responsibly.

› Advocate for regulators to address these issues at the market access stage, including ensuring equitable access. Government authorities around the world need to deny access to space operators who are not sharing these resources or who are not behaving safely and sustainably in space.

› Continue research around carrying capacity, with better and more complete modeling, including providing the best solutions to manage how we use our limited and shared spectrum and orbital resources.

"Given that the prospect of reaching consensus in the short term is very low, governments are advised to take unilateral but coordinated action by improving their national regulations. Some plurilateral actions by several like-minded states should also be encouraged. This would improve the management of the issue in the short term and provide referenceable precedent as a foundation for building wider international agreements."[11]

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[11] École Polytechnique Fédérale de Lausanne (EPFL)International Risk Governance Center (IRGC) Dec. 2021 Annual Report, https://www.epfl.ch/research/domains/irgc/wp-content/uploads/2022/03/IRGC-2021-Annual-report.pdf.

"[A]n important challenge for regulators going forward is to adopt rules and explore economic mechanisms that promote the public interest in the safe and sustainable use of space."

"[W]e conclude that as a general matter, operators would not necessarily be incentivized on their own to take action that is beneficial for the prevention and reduction of orbital debris in orbit absent regulatory action."[12]

As a space operator focused on safety and sustainability, Viasat prioritizes the following:

› Investing extensive resources researching and analyzing existing published data and computer models identifying, quantifying, and assessing collision risks in space.

› Identifying key attributes of constellations, individual satellites, and orbits that contribute to aggregate collision risk and other environmental impacts.

› Assessing potential mitigation methods to reduce risks of collisions and runaway creation of space debris.

› Developing comprehensive models that employ quantitative metrics and measurement tools for a full evaluation of the current environment in LEO, the expected evolution of that environment, and the expected consequences of more intensive uses planned for those orbits.

› Investing in initiatives that ensure limited global orbital resources remain available for the benefit of all, and that existing and emerging spacefaring nations have equitable access.

› Assisting in the design and operation of sustainable spacecraft and constellations.

› Collaborating with domestic and international regulators, policymakers, and other stakeholders to align around sustainable space strategies and continue to develop proposals that work toward policy adoption and enforcement.

Ensuring a future in space

We believe that effective regulation can motivate the design, financing, and operation of LEO constellations that are resource efficient, economically attractive, and inclusive to global players around the world while also minimizing the congestion in space that could otherwise negatively impact the future trillion-dollar space economy, astronomy, human exploration, and our atmosphere.

With appropriate stewardship at all levels of government and industry, the future in space is great. Viasat will continue its dedication to addressing these issues with policymakers around the world to ensure safe, responsible, and equitable access to space.

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[12] Orbital Debris in the New Space Age, Report and Order and Further Notice of Proposed Rulemaking, FCC 20-54, April 24, 2020, https://www.fcc.gov/document/fcc-updates-orbital-debris-mitigation-rules-new-space-age-0.

CONNECTIVITY UNLOCKS OPPORTUNITY.

Viasat

Fostering digital inclusion

Digital inclusion

We believe everyone and everything can be connected

Access to the internet is a key indicator of education, health, and economic prosperity in a population — yet billions around the world still struggle to access the most basic elements of connectivity.

We understand that digital connection, equity, and inclusion are inextricably linked. To that end, we are connecting the previously unconnected to high-speed broadband at a reasonable price — because quality and accessibility don't have to be mutually exclusive.

An estimated 37 percent of the world's population — or 2.9 billion people — have still never used the Internet.[1]

At the same time, we recognize the scale and scope of the problem, and encourage competition in order to breed more innovation, options, and solutions to help connect the unconnected and foster global digital inclusion.

We believe digital inclusion demands:

1. **Equitable access:** Access to affordable, high-speed connectivity is crucial for education, healthcare, and economic prosperity.

2. **Competition:** Competition breeds innovation and brings choice to market — providing customers with greater agency to choose the right broadband solution for their needs.

3. **Economic viability:** To maintain sustainability, the problem must be solved in a way that's economically viable.

[1] The UN specialized agency for ITCs, "Facts and Figures 2021: 2.9 billion people still offline," https://www.itu.int/hub/2021/11/facts-and-figures-2021-2-9-billion-people-still-offline/.

Our approach to digital inclusion

Maintain business sustainability

A key component of Viasat's strategy is our focus on bandwidth productivity — our ability to deliver more bandwidth to the unserved and underserved population per unit of capital and operating costs than any other space-based provider. Maximizing our bandwidth productivity helps us operate profitably and maintain our commitments over time to the markets we serve — in fact, nearly half of the capacity of the ViaSat-3 fleet is expected to be available to people who are currently unconnected.

Keep service affordable

Our satellite-based connectivity solutions meet unconnected communities "where they're at," which helps us cost-effectively and rapidly deliver solutions in remote or inaccessible areas using minimal ground infrastructure compared to wired solutions like cable or fiber — which translates into affordable, high-speed connectivity solutions.

Deliver more than connectivity

There's more to the issue of digital inclusion than just connectivity; many communities around the world lack either the infrastructure to connect or the resources to get the most out of their connectivity. When possible, Viasat provides value-added products and services to help — this can range from solar-powered internet solutions for off-the-grid communities to free access to educational resources to help marginalized communities get the most from their connectivity.

How our businesses support digital inclusion

Global Fixed Broadband group

The businesses in our Global Fixed Broadband group represent the heart of our digital inclusion efforts, bringing fast, affordable, and reliable connectivity services to those who need it most around the world.

Viasat home and business internet services

Our residential and business internet services offer connectivity in hard-to-reach rural and remote communities, and the gaps that still exist in urban and edge-of-urban areas that cable or fiber don't serve. We offer people living in these areas fast, reliable broadband that exceeds the FCC minimum speed guidance for most everyday applications.

Viasat prepaid internet services

Viasat prepaid internet services (formerly Viasat community internet) improve lives by bringing connectivity where it's needed most for people outside of the United States. We're going where other internet service providers can't or won't go to help establish or enhance connections to the things that matter most, such as education, healthcare, agriculture and business resources, and family.

Though we're a global company, we've found ways to function at the hyperlocal level in order to enhance reach and tailor service. We have an ecosystem of local providers who resell our service in various communities. These local partners are uniquely capable of understanding the pain points specific to an individual community and help us improve our service to better meet their needs.

With minimal local infrastructure investment, Viasat establishes connectivity in these communities by installing Wi-Fi access points that connect to one of our satellites and deliver connectivity to the home. This innovative approach is economically sustainable, scalable, and presents opportunities for us to make progress to advance our mission.

Since we launched the program in early 2016, we've installed hotspots in communities across Mexico, Brazil, and Guatemala, bringing internet within reach of hundreds of thousands of people that were previously unserved or underserved. We are actively expanding the service into other underserved regions, and will accelerate this global expansion with ViaSat-3, our next-generation satellite constellation.

Bringing sustainable solutions

We've connected sites that previously had no access to grid power or telecommunications. We've used renewable energy sources like solar and batteries, along with satellite backhaul to build mesh Wi-Fi networks to cover the community, including locations like schools, small businesses, and local gathering areas.

Growth opportunities

It's difficult to overstate the significance of bringing connectivity into areas that have never had access to the internet before. Connectivity is a fundamental precursor for economic prosperity, and we channel the power of connectivity by working with global partners. Connectivity means more than logging onto the internet. It empowers people to share ideas, keep in touch, stay safe, and connect with a world of opportunity.

Mexico

In communities throughout rural Mexico where Viasat provides prepaid internet, we partner with young local women to serve as internet community ambassadors and resellers. Helping us understand what our customers need and how we can provide better service, our community ambassadors often become role models for other women in the community because they are contributing to their family's livelihoods.

Viasat's local reseller ambassadors also allow people living in their areas to use the internet for bill payments. Before internet service, customers may have needed to travel to the nearest cities to make the simplest of payments such as for water or electricity, and now they can save the trip and process payments without leaving their communities.

Brazil

We've partnered with Telebras in Brazil, using their SGDC-1 satellite in advance of our ViaSat-3 constellation in order to accelerate our market entry. Bringing connectivity to these communities has enabled parents and caregivers to help kids with their schoolwork, reconnected families with distant relatives, and connected entrepreneurs with the online marketplace to expand their businesses.

Global Enterprise & Mobility group

Digital inclusion isn't defined solely by the fixed locations in the world that are unconnected — it is also about staying connected as we move about the planet. Our Global Enterprise & Mobility group focuses on bringing reliable connectivity to businesses and passengers in the air, on land, and at sea.

We are well-known for offering best-in-class in-flight Wi-Fi to domestic and international carriers, in some instances facilitating free access to connectivity while in flight. We've also brought enhanced satellite connectivity to maritime vessels and industries that rely on our services for safety and operational efficiencies.

Government Systems group

No one knows for certain where the next conflict will arise in the world — which raises a new dimension of digital inclusion. Our Government Systems group supports the U.S. government and its allies with assured communications that help bring our service members home safe — which includes everything from in-field SATCOM and line-of-sight solutions to on-base Wi-Fi that helps service members stay connected to home.
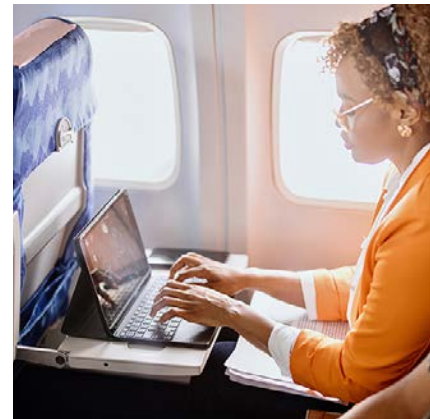
Beyond the business

Humanitarian response

When disaster strikes, communication is key between response and recovery agencies, hospitals, first responders, and others — which becomes a challenge when existing connectivity and communications systems have been cut off.

In the wake of earthquakes, wildfires, hurricanes, floods, conflicts, and cyberattacks, Viasat is able to rapidly set up temporary, satellite-based communications networks to aid the response effort. Our disaster recovery program enables a quick and seamless response to disaster scenarios, providing agencies with the temporary infrastructure and bandwidth they need to communicate and coordinate efforts.

Slovakia & Ukraine

When war broke out in Ukraine, Slovakia began taking in thousands of refugees daily. Among the challenges: Slovakia was unable to provide reliable internet access so refugees could access digital resources and critical information to stay connected with family members. We wanted to help. Viasat partnered with leaders in the Kolšice region of Slovakia bordering Ukraine to provide free, high-speed internet to Ukrainian refugees in Eastern Slovakia using our satellite-enabled community internet system, focusing on areas with the greatest need.

EMPOWERING PEOPLE. POWERING CONNECTIONS.

Viasat.

Putting people first

Our mission to connect the world starts with our employees

When you hire the very best and provide a culture that promotes teamwork, high performance, trust, and opportunity, anything is possible! For more than 36 years this has been our winning formula.

We leverage the diversity of different perspectives and experiences to tackle the world's hardest communications challenges. The diversity of our people is one of our most treasured assets, and we want our people to represent the communities we serve. Our strategy for diversity, equity, and inclusion (DEI) is to embed and embrace DEI in everything we do, from how we approach talent to our overall business strategy.

"We believe that diversity, equity, and inclusion should be embedded in all that we do — from how we onboard new employees to the launch of new products and services. This means we seek out diverse perspectives as we're designing our employee and consumer programs. It also means that to be an effective leader at Viasat, you must be an inclusive leader. In terms of equity, it starts with listening to our employees and customers so that we can gain and use a deeper understanding of their perspective, to drive a more equitable experience for all."

– **Melinda Kimbro,** *Chief People Officer*

Talent

Building the capability to hire and develop our people is essential. Their results and behavior enable Viasat and our customers to succeed. We are centered on driving a high-performance, industry-shaping culture where individual employee performance and growth enable the successful execution of our business priorities. Achieving our strategic objectives as one team is paramount. Our managers deliver high-quality, regular feedback to encourage employees to meet their career goals through our annual 360 feedback process, quarterly conversations, and ongoing career development discussions with their managers and mentors. As part of our employee progression planning, we look at succession for critical roles, and work to accelerate the growth of our talent to bolster bench strength, so we are ready for what the business needs now and in the future.

Talent strategic objectives:

Raise the talent bar with every hire

Optimize the candidate's experience

Design tools, processes, and systems with a customer-centric mindset

Build future leaders with talent pipelines and programs

Define outcomes with productivity at heart

Enable diversity, equity, and inclusion to power a culture of innovation

Viasat

Improving DEI in the talent pipeline

Viasat understands that an authentic commitment to DEI starts with inclusive and equitable recruitment and talent development practices. In FY22, Viasat began applying hiring attribute lenses to recruitment practices to enable a more effective assessment of candidates to the talent needs of Viasat. The aim is to create a more inclusive recruitment process that evaluates candidates on a deeper level and increases the likelihood of a successful job placement.

In addition to the new attribute lenses, we are integrating a range of industry-tested and validated DEI best practices into talent acquisition practices to help mitigate the potential for unconscious bias. These include education for interviewers and hiring managers, diverse interview panels, adopting a structured interview process, and using scorecards to evaluate candidates far more effectively and consistently.

When hiring new talent, we leverage the Mercer framework which considers an intersectional view of diversity not limited to gender, race, age, and ethnicity, but also disability, language, veteran status, and thinking style.

We have also taken steps to increase the diversity of our candidate pipeline, with campus outreach aimed at programs serving underrepresented students, minority-serving institutions, and diversity-focused student organizations on the campuses of top universities.

Words matter, so we leverage the Textio™ language insights platform to ensure our messages are applicable and inclusive to all. We use language that welcomes all applicants by focusing solely on the objective job requirements and check for bias embedded in processes for screening resumés, interviewing applicants, and extending offers in order to acquire diverse talent and create a culture of inclusion in all stages of talent assessment.

Looking to the future, we are moving to a new applicant training system (ATS) that will allow us to better support internal mobility and career growth, ensuring a consistent, inclusive, and exceptional experience for everyone, as well as develop additional data resources to support candidate pipelines.

Boomerang employees

Over the last several years, many industries, including high tech, have been impacted significantly by employees leaving companies to try out different cultures or roles that meet their needs. We are proud that a significant number of employees who leave Viasat decide to return after experiencing other companies. In fact, in FY22, 7.5% of all new hires were prior employees returning to Viasat. In total, 8.3% of our current workforce are boomerang employees.

Veteran outreach programs

Over the past year, Viasat has emphasized programs aimed at outreach, support, and employment for veterans. We were honored to receive the 2021 HIRE Vets Medallion Award from the U.S. Department of Labor for our successful efforts in recruiting, hiring, and training veterans. Recipients of the HIRE Vets Medallion Award meet rigorous employment and veteran integration assistance criteria, including veteran hiring and retention percentages, availability of veteran-specific resources, leadership programming for veterans, dedicated human resource efforts, and pay differential and tuition assistance programs for veterans.

Over the past year, additional outreach programs, community commitments, and practices in support of veterans and individuals with disabilities have included:

› Hosting multiple virtual workshops for transitioning military members, military spouses, and veterans on topics including corporate culture, career searches, resume building, interviewing, understanding civilian benefits, and negotiating offers.

› Sponsoring multiple fellowships through partnering organizations, including Hiring our Heroes, Wounded Warriors, CSP SkillBridge, and the USSOCOM.

› Participating in quarterly Honor Foundation virtual mock interview nights for transitioning members and veterans.

› Participating in the Military Affairs Advisory Council.

› Supporting employee giving and volunteering campaigns to organizations, including military and veteran causes.

› Sponsoring United Through Reading to support the program for military families, active duty, and veterans to keep kids reading while family members are deployed.

› Partnering with Blue Star Families to support job and career training, family care and support, and community building for active-duty military and veterans to ensure they can always feel connected, supported, and empowered to thrive in every community.

Employee benefits

We understand that our benefits directly impact our ability to attract, engage, and retain employees around the world. That's why we put considerable thought into making every aspect of our benefits package competitive, supportive, and fair. Viasat takes a holistic and inclusive approach to benefits and wellness, shaped in part by valued employee feedback. Our benefits advisory groups are comprised of employees who help us understand what matters most to our employees and their families. These insights help us establish the right benefits to empower our employees' total health, including body, mind, and spirit. From educational and fitness reimbursements to family care benefits and time-off programs, our benefits are designed to promote overall wellbeing and meet the needs of our employees at every stage of life.

Early career talent

A healthy talent pipeline is critical to Viasat's future success. Partnerships with top universities such as the University of California at San Diego, California State University San Marcos, and the Georgia Institute of Technology provide opportunities for Viasat to hire students to participate in our internship program and, in many cases, for future full-time opportunities.

A key focus over the last year has been developing relationships with historically Black colleges and universities (HBCUs) and other diverse organizations. The relationships we develop within these institutions and organizations are critical to helping us promote diversity at Viasat and raise the bar on talent.

We're committed to reviewing our pipelines annually in an effort to mitigate campus bias, eliminate groupthink, and emphasize diverse candidate pipelines and interview panels.

Our expanded talent pipeline also helps create widespread brand awareness and an expanded global presence.

Internship program

After a successful remote internship program in 2020, we replicated and enhanced the model for 2021. Virtual internships allow us to engage with a wider talent pool, and our internship experience surveys indicate that we have been able to create a positive experience. In 2021, we eased back into a more traditional internship format, welcoming students in person and virtually. We are committed to providing a flexible work environment where interns can thrive professionally and personally.

Viasat participated in:

› Grace Hopper 2021
› Afrotech 2021
› Lesbians Who Tech Pride Summit 2021

Providing opportunities for learning and development

A growth mindset is integral to our culture of innovation at Viasat. We believe our employees are capable and avid learners, and as a result, we encourage employees to explore their interests and expand their skillsets into new domains, technologies, and disciplines. As Viasat grows, we want our employees to grow with us. To that end, we make sure employees have access to the resources needed to take on different responsibilities, learn new skills, move up into leadership, or completely reinvent their careers with us.

Through an array of career development resources, professional and technical course offerings, a robust education reimbursement program, and self-guided learning opportunities, Viasat employees are empowered to take charge of their development and career opportunities. Our educational reimbursement program allows Viasat employees to apply for up to $10,000 a year in reimbursement for coursework at an accredited college or university. Full-time, regular employees can be reimbursed for tuition, books, parking, and some university fees.

Another way we support the development of our employees is through mentorship programs and platforms that create space for meaningful career growth conversations outside of the standard manager-employee dynamic. This encourages employees to connect with peers and other leaders across the company to exchange perspectives and mutually support career development goals.

"I felt empowered to be able to further my education and have been able to apply my new knowledge to my role. Viasat not only gave me the financial ability to pursue my HR certification but also the environment where continuous growth and learning is celebrated."

– **Meagan Wall,** *People & Culture*

Catalyst

Catalyst is a global nonprofit helping to build workplaces that work for women. Catalyst is supported by many of the world's most powerful CEOs and drives change with preeminent thought leadership, actionable solutions, and a galvanized community of multinational corporations to accelerate and advance women into leadership. Catalyst tools have contributed to a deeper understanding of diversity among team members across the organization. We've leveraged Catalyst resources on several occasions, ranging from all-hands messages to ERG (employee resource group) planning.

Average learning
hours per employee: **11**

This includes employee learning through Viasat programs, both onsite and online.

Women's Leadership Program

In FY22, Viasat developed a new Women's Leadership Program. The goal of the 9-week program is to bring women together from across the company to discuss growth and development within a supportive environment. Feedback from the first session was overwhelmingly positive. Participants were excited about the opportunity to make connections and develop a support system within the organization. The program has received an increasing level of interest, so much so that we are currently holding our second cohort and already have plans for a third in FY23.

"Over the years, I have observed the challenges of being a woman in male-dominated sciences and industries. This course left me empowered with data and research that validated some of those challenges I have observed, as well as ways to mitigate them. As a result, I feel more prepared and confident to lead at Viasat."

– **Leen Schafer,** *Information Technology*

Employee experience

Employee listening

Our company's success is directly linked to high employee engagement. Put simply, our employees are our number-one stakeholder. That's why we place a strong emphasis on staying in touch with employee sentiment and using the insights gleaned to help shape our environment, programs, and initiatives. Through our company-wide survey, which takes place approximately every 18 months, strategic pulse surveys throughout the year, and other ongoing listening exercises, employee insights are collected and shared with our executives and the larger employee community. These insights propel data-driven and engagement-centric decision-making throughout the organization.

In our most recent pulse survey — which sought insight into employee confidence in the company's future and recognition — we uncovered several bright points. Among them, 77% of employees reported that their confidence in Viasat's future stayed the same or increased in 2021, and another 77% of employees indicated that they feel valued as a member of their team. Our employees' favorite things about working at Viasat fell under five key themes: company culture, the people, a flexible work environment, doing meaningful work, and benefits. Similarly, the biggest factors positively impacting our employees' confidence in Viasat's future were excitement around ViaSat-3, improved communication from leadership, and continuous communication around the COVID-19 pandemic.

ERGs

At Viasat, our employee resource groups (ERGs) are employee-led, employee-driven, and employee-organized. These groups are designed to build meaningful connections with fellow employees around shared experiences, cultures, and interests. Our ERGs focus on five key areas of impact for our company: community, culture, career, outreach, and business. To date, we have nine active ERGs with multiple chapters across our locations, including California, Texas, Colorado, Georgia, Massachusetts, India, and Ireland.

Ability Alliance

Hispanic Latino Alliance

South Asian Alliance

Black Professional Alliance

NextGen Alliance

Veterans Alliance

Families Helping Families

Pride Alliance

Women in Tech Alliance

Viasat

Employee for Employee relief fund

Viasat has a uniquely employee-centric culture. A wonderful example of the mutual support our colleagues receive is via the Employee for Employee relief fund (E4E). E4E is a charitable program to assist employees experiencing unexpected financial hardship due to a qualifying event that's beyond their control. The fund is administered by the Foundation for the Carolinas, a nonprofit organization that serves the program across the company on a global level.

E4E provides a pathway for employees to support their colleagues who are facing a situation that threatens their ability to cover costs related to basic living expenses, rent/mortgage payments, transportation, medical costs, evacuation expenses, and more. Grant requests are considered on a case-by-case basis, and amounts vary based on the circumstances. Donations are tax deductible and matched by Viasat up to $2,000 per employee each calendar year.

We recently expanded E4E to support employees with extended family members affected by the conflict in Ukraine.

"The money [from E4E] has directly provided financial assistance to our Ukrainian family impacted by this war. It has provided the means for travel, food, and medicine. My mother-in-law arrived at our house last Monday, safe and sound. We purchased a 6-month medical supply for my grandmother-in-law, who found herself without employment or means to pay for basic life needs. Supply chain issues from COVID and now war have left pharmacy shelves empty. I am very grateful we could get her supplies before it was too late."

– **John Childs,** *Systems Engineer*

Ensuring the health and safety of our people

At Viasat, we are incredibly proud of our talented and dedicated global team. Our employees around the world are constantly raising the bar with creative solutions and opportunities that drive real value for our customers. We recognize their commitment to us and honor it by ensuring that their health, safety, and wellbeing remain part of our core values.

We're continually consulting with our employees and key stakeholders to advance strategic imperatives related to compliance, risk reduction, and influence/ engagement. Over the past year, key areas of focus related to managing health and safety at Viasat have included:

› Enhancing awareness of the environmental, health, and safety (EHS) management system and empowering global employee engagement through targeted, consistent communication.

› Leveraging automation through bottom-up initiatives to provide all employees with the ability to report issues and best practices.

› Growing EHS capabilities to support business growth in each business sector while fulfilling our legal and other requirements.

Safe and sound, anywhere

At the start of the pandemic, we acted quickly to establish an internal COVID-19 task force to keep abreast of evolving scientific guidance and to ensure that our workplace protocols were aligned with best practices and government mandates. We quickly transitioned employees whose jobs could be performed remotely to a remote-work model and made sure they had what they needed to do their jobs safely. For those employees whose roles needed to be performed on site, we rolled out a robust set of health and safety protocols that included social distancing, mandatory facial coverings, and daily temperature screening.

In 2021, we continued to evolve our strategy to ensure employees always felt safe, no matter where they were working. We listened to our employees to understand how and where they felt most comfortable working and adjusted accordingly. We have leaned into emphasizing work/life balance, providing logistical, financial, and social/emotional support to employees as they balance work and their own unique personal and family dynamics.

"We believe that employee health and safety goes beyond physical to include mental/emotional wellbeing. So our cross functional team applies a holistic approach to wellbeing and includes initiatives such as helping employees successfully adapt to working from home, taking time for themselves, and promoting a healthy work/life balance."

– **Evan Hathaway,** *Head of Environmental, Health, and Safety*

Flexible time off options for employees
Viasat offers both flexible time off (FTO) and as needed sick time policies for all U.S. exempt employees. We began to offer an FTO policy in April 2021, as we believe it is a more modern approach to benefits, and will help us attract and retain talent in this competitive landscape. We implemented both policies because we trust our employees to take appropriate amounts of time off and believe that they deserve to take the time they need, when they need it, without arbitrary limitations.

Mental health resources
We take a holistic view of health and wellness, and strongly believe that health and programs should take into account mental and emotional health as well as physical health. We are committed to supporting our employees' mental health, and one of the ways we do that is by providing access to a meditation app for work. The application has guided meditations and courses to address a wide range of goals and concerns. We have been heartened by the more than 320,000 minutes our employees already meditated in the first year of the program, and we look forward to this trend continuing.

Viasat

Community engagement

Investing in the community is a core value to Viasat's culture. We encourage our employees to explore new opportunities to give back to the communities where they live, work, and play. Whether this is mentoring students to develop STEM skills, supporting our veterans and their families, or providing support after a natural disaster, our Viasat community will be there to help.

International Women's Day panel highlight

Two critical challenges that women in tech cite as barriers to success are lack of opportunities for advancement, and limited availability of female role models, sponsorship, and mentorship. On International Women's Day, several Viasat employees participated in a program for high school students who were interested in careers in technology. Women Who Inspire featured panels of women from several industries who shared their career journeys and work experiences with students from San Diego's Hoover High School. Viasat employees shared stories about non-traditional career paths. In addition, other topics were discussed such as honesty and vulnerability in the workplace, and how to apply engineering skills to multiple careers.

Supporting UN Women's efforts for gender equality

Over the past two years, Viasat has used its award-winning, high-speed in-flight connectivity service to mark International Women's Day and share UN Women's calls for increased efforts and attention to gender equality to thousands of airline passengers around the world.

In 2022, Viasat partnered with five airlines to educate passengers on 45,000 flights in more than 20 countries and amplify UN Women's campaign "Gender equality today for a sustainable tomorrow." We shared information about the campaign through the airlines' Viasat-powered technology and platform through a combination of videos, banner ads, and custom landing pages.

Viasat is proud to once again cover the bandwidth costs, creative design, and technical development work, and collaborate with our airline partners to continue raising awareness on UN Women's efforts.

Global giving and employee involvement

Viasat Giving program

Through the Viasat Giving program, we empower employees to change the world, and we do this by supporting them and the causes they care about. The program has three giving pillars:

› We support employees by providing meaningful and engaging opportunities through our purpose-driven mission.

› We invest in community programs that enable confidence, skills, and knowledge to help learners of all ages lead successful and fulfilling lives.

› We use Viasat's technology and employee volunteerism to promote digital inclusion.

In FY22, we began to expand the global outreach of Viasat Giving programs, launching global giving on an international giving platform. Our approach is "Think Global, Act Local" to drive the impact and success of the program expansion.

FY22 Viasat Giving highlights

1 in 6 Viasat employees volunteered or gave to charitable organizations

1,000+ organizations received support from Viasat employee programs

> $1.4 million donated through donation and volunteer match initiatives and employee giving

Viasat

Employee giving and volunteerism

FY22 was one of the highest employee donation and matching years on record at Viasat, with over $1.4 million given to thousands of organizations globally. Community engagement and volunteerism are core to who we are, and we are proud to have so many employees who are highly engaged in their communities.

We believe in empowering our employees who are passionate about changing the world, starting within their communities. We support employees and the causes they care about in addition to providing meaningful and engaging opportunities through our purpose-driven mission. We encourage employee engagement by offering a 1:1 donation match, a personal volunteer match, and volunteer opportunities. As mentioned previously, we also offer the E4E relief fund, allowing employees to support one another with tax-deductible donations.

The new roadmap includes investing in a robust global employee engagement program through scalable and purposeful programs worldwide to include volunteer matching, donation matching, skills-based and community volunteering, volunteer recognition, ambassadors, holiday campaigns, and more. We'll accomplish this via a data-driven approach that informs pilot programs and where/how to scale from there.

Viasat

INNOVATING TODAY, FOR A MORE SUSTAINABLE TOMORROW.

Viasat

Protecting the planet

Protecting the planet

Connecting more, with less

We have the capacity to make a difference in the world, and we are challenging ourselves to operate in a way that is sustainable, responsible, and inclusive. We are committed to holding ourselves accountable to quantify and minimize any negative impacts our products, services, and business decisions may have on people, communities, and the environment.

How we will get there:

› Increasing transparency.

› Developing goals and measurement mechanisms.

› Considering ESG impacts when making decisions.

› Investing in long-term strategic objectives and partnerships.

› Using our cultural value of innovation to improve ESG performance.

› Engaging our employees and suppliers to catalyze efforts.

Environmental management system

Our teams are instrumental in driving progress toward these environmental objectives:

1. **Reduce greenhouse gas (GHG) emissions** through tracking and strategic implementations of efficient infrastructure and renewable energy.

2. **Promote recycling** of applicable and significant waste streams across Viasat's global locations.

3. **Exercise product stewardship** through the design, procurement, and manufacturing aspects of our business.

Our Environmental Management System (EMS) is certified to the International Organization for Standardization (ISO) 14001 standard. Aligning with the ISO 14001 standard enables us to enhance environmental performance, fulfill compliance obligations, and achieve our environmental objectives. The EMS is managed by a

dedicated team of EHS professionals who convene with stakeholders throughout the organization to discuss progress, share insights, and identify improvement opportunities. We're continuing to evolve our EMS to identify and manage negative environmental impacts across the organization.

Our employees are at the heart of reducing environmental impacts. We empower teams to implement, monitor, and continually improve our EMS.

Waste and recycling

We encourage employees to recycle applicable waste products in many office locations. At our Carlsbad headquarters, we separate organic waste for composting and we are continuing to expand our program to include all compostable materials and collection at all areas on campus.

We've partnered with organizations like The Compost Group to help us significantly ramp up our composting and recycling programs, and we're proud of the results.

We are taking steps to reduce our overall waste in Carlsbad. In FY22, we partnered with The Compost Group, a woman-owned business in our community, on an innovative composting program. Through this partnership, we reclaimed our compost for use in landscaping around the campus. We've significantly expanded our compost collection efforts and now collect post-consumer food waste and landscaping waste in our cafes and roast houses. We plan to expand into breakrooms and kitchenettes throughout campus. We're piloting a program to compost paper towels in restrooms, and we're working to source fully compostable utensils, packaging, and plates for our cafes and kitchenettes. In FY22, Viasat diverted over 25,000 pounds of organic waste from landfill through our compost program.

E-waste

E-waste is an increasing global challenge. Viasat partners with the Technology Conservation Group, an electronics recycling service, to deconstruct and recycle all unusable modems and TRIAs (transmit and receive integrated assemblies) to prevent landfill disposal. In FY22, we recycled approximately 120,000 pounds of residential terminal equipment. In addition, our continued partnership with Transpere in FY22 resulted in approximately 100,000 pounds of e-waste being recycled. Transpere is R2 certified and prevents landfilling by repurposing and/or recycling electronic components and equipment.

Through our residential take-back program in FY22, Viasat was able to reuse 96% of the equipment returned by customers after repairs and refurbishment. This percentage has increased year over year since FY19 as we continue to improve the program.

Hazardous waste

We strive to embrace product stewardship by minimizing the environmental impacts of hazardous substances throughout the entire product lifecycle, from purchasing raw materials to the development, manufacturing, distribution, usage, and disposal of the product.

Our environmental compliance team uses an internally developed dashboard to ensure the entire company is aligned with the latest hazardous substance regulations, including, but not limited to:

REACH

Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) is an EU regulation that addresses the production and use of chemical substances, and their potential impacts on both human health and the environment.

RoHS

Restriction of Hazardous Substances (RoHS) is an EU regulation that addresses the use of hazardous substances in electrical and electronic equipment to protect the environment and public health.

This dashboard enhances our capabilities by providing product engineers with the ability to see which regulations a particular component is subject to on a country-by-country basis. This tool can also transfer compliance data to our product design software so that teams can review the compliance status of all product components.

Environmental compliance

Viasat's conflict minerals steering committee oversees the design and execution of our conflict minerals program. Members of our steering committee include senior executives from our finance, legal, operations, engineering, and supply chain departments.

The steering committee's responsibilities include reviewing and approving our Statement on Conflict Minerals, the design of our conflict minerals program, and the results of our reasonable country of origin and due diligence measures. The steering committee meets throughout the year to review and discuss our conflict minerals program. Each year, we conduct supply chain due diligence, and the steering committee is regularly briefed on the findings of this due diligence.

Product stewardship

We are committed to sustainability across our operations. We hold ourselves to a high standard of environmental stewardship in areas where we have the greatest impact and influence. We push ourselves to operate efficiently, use resources responsibly, and limit our GHG footprint.

Specific initiatives related to product stewardship for our U.S. residential business include using as much refurbished product as possible as part of customer activations. In 2019, 29% of equipment shipped to our distribution network for residential activations and service calls in the U.S. was from refurbished product. In 2020, that figure grew to 40%. And in 2021, that figure was 62%.

Key packaging design developments

In our U.S. residential business, Viasat is actively working to reduce the number of empty boxes shipped to customers in favor of having them drop off their disconnected equipment into a local recovery center, such as a UPS Store. This eliminates one aspect of outbound transportation to the customer and reduces the volume of packaging consumed in the process.

At the end of 2019, we implemented thermoformed plastic inserts into our empty box returns program, which is designed to improve reusability and reduce the production of new plastic. The average outbound volume of these inserts is tens of thousands per year, with a 55% recovery rate. This development enables us to reuse 100% of the inserts that are recovered.

Global freight optimization

When minor repairs and upgrades to customer equipment are needed, we've transitioned to utilizing a domestic facility in California, as opposed to shipping products back to Asia for certain categories of repairs. This allows us to eliminate shipments to and from overseas locations, reducing our freight footprint and increasing product availability. An estimated 34 metric tons of carbon dioxide equivalent (mt CO_2e) was avoided through this program in FY22.

Lean transformation initiatives

Viasat has continued lean transformation initiatives to drive optimization of our manufacturing operations and facilities. This allows us to meet increasing customer needs without expanding the footprint of our facilities and operations.

Energy efficiency projects

Responsible energy consumption helps to avoid or reduce harmful GHG emissions. We've made several noteworthy adjustments in recent years aimed at improving our energy efficiency and reliance on renewable energy.

Tempe, AZ HVAC retrofit program

We adjusted the HVAC system at two of our buildings in Tempe and now save 4,700 kWh every day. That's enough to provide daily power for approximately 122 homes in Arizona.

Retrofitting our HVAC system in Tempe has reduced our energy consumption by 15-20%, and we're applying what we've learned to other opportunities. Utility providers offer rebates for retro-commissioning projects, which makes these adjustments great for business — and the environment.

Duluth, GA LED upgrades

Over the course of 2021, we completed an LED retrofit of our 60,000 square-foot campus in Duluth. The integrated system, comprised of over 1,000 LED lighting fixtures and 300 motion sensors, has converted the campus into a smart building. Utilizing the power of IoT, the upgraded lighting system delivers both energy and cost savings, while the connectivity of the lighting sensors is able to accurately predict lighting usage habits between office spaces to create further efficiencies.

Carlsbad, CA renewable energy utility provider switch

In January 2022, we switched the electricity supplier for our Carlsbad headquarters. We made the choice because our new supplier relies more on renewable energy. Our new energy blend is more than 50% renewable, and we're thrilled with the results.

EV charging stations

We continue to see increased usage of Viasat's EV charging station program and have a total of 5 office locations with over 130 individual charging stations — and counting.

FY22 highlights
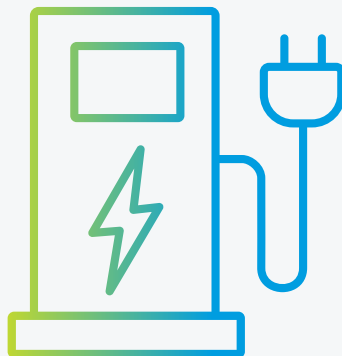
220+ unique drivers
using Viasat chargers each month

5 hours
average charging duration

8,390+ gallons
of fuel and nearly 80 metric tons of carbon dioxide equivalent (mt CO_2e) from automobile emissions avoided

Water use

As employees return to the office, we've seen an increase in our water usage more aligned with pre-COVID consumption. This is to be expected as we have more employees on our campuses, but it makes our water conservation efforts that much more important. Because the strongest water conservation initiatives are location–specific, we implement water strategies based on the smartest choice for each location. For example, we:

› Install building upgrades, such as low-flow sink faucets at multiple sites.

› Use recycled water for landscaping in Carlsbad, CA and Tempe, AZ.

› Use landscape rain sensors to ensure irrigation systems do not operate when it rains in Duluth, GA.

Employee involvement in sustainability

At Viasat, our goal is to empower employees to explore and support the causes that matter most to them, including pursuing sustainability in their day-to-day work environment. At our offices, we:

› Provide ongoing employee education around sustainability.

› Encourage environmentally-focused volunteerism.

› Hold annual Earth Day celebrations.

The intentional design of our campuses encourages employees to connect with nature throughout their day, including features such as bike fleets, sand volleyball courts, jogging and biking trails, shade structures for informal meetings, and ample green space that incorporates 11,000 native plants and trees.

Getting employees involved in our sustainability efforts is an increasing focus for Viasat this year. Our commitment to both the local and global environment has never been stronger, and our people are at the core of that commitment.

International Day of Clean Air

The International Day of Clean Air is an important moment for Viasat. Each year, hundreds of Viasat employees worldwide come together to celebrate the day by taking action to reduce environmental pollution.

After signing a Clean Air pledge, employees choose how they could individually make an impact on better air quality. This could include commitments like changing their home filters, buying local produce, planting trees, walking or biking instead of driving, and switching to all-natural cleaners.

For the second year in a row, Viasat partnered with a nonprofit NGO, Eden Reforestation Projects, that works in developing countries to rebuild natural landscapes destroyed by deforestation. Viasat committed to planting 500 trees with Eden Reforestation Projects, as well as one additional tree for every employee who takes the pledge. Last year, we were able to plant more than 1,000 trees.

ACCOUNTABILITY IN ACTION. TRANSPARENCY IN REPORTING.

Viasat

Leading with integrity

Securing and maintaining the trust of our stakeholders

We promote a culture of uncompromising ethics and integrity in all that we do, including corporate governance, oversight, accountability, and transparency.

Stockholder engagement is a critical element of our corporate governance strategy. Our management regularly engages with stockholders to proactively understand their perspectives on our business, strategy, compensation practices, and governance. Our board of directors (Board) has been responsive to stockholder input. For example, based on stockholder feedback, the Board appointed a Lead Independent Director in 2019. We believe that sound principles of corporate governance, through a system of checks and balances, are critical to protecting our reputation and creating long-term stockholder value.
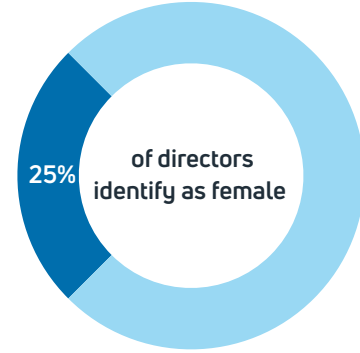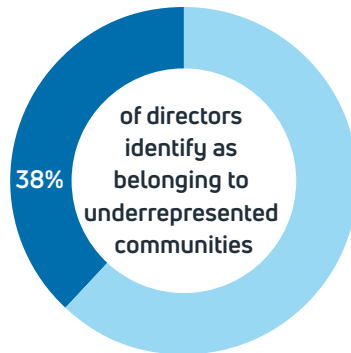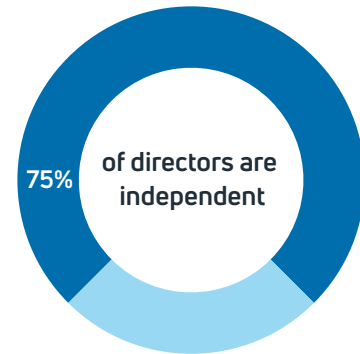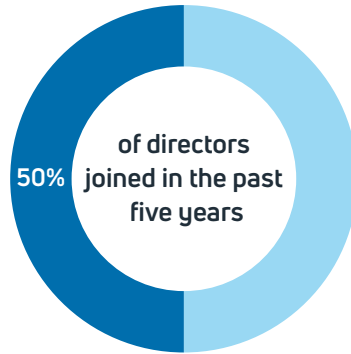
To learn more, see our governance policies and programs.

> We are dedicated to maintaining the highest standards of business integrity and ethical conduct.

Viasat

Board snapshot

11 years
average tenure of independent directors (a deliberate 24% reduction in average tenure since 2018)

50% of directors joined in the past five years

75% of directors are independent

38% of directors identify as belonging to underrepresented communities

25% of directors identify as female

Our board of directors

Our business is managed under the direction of our Board, which is currently comprised of eight members, six of whom are independent. The board leadership structure is currently comprised of (1) a combined chairman of the board and chief executive officer and (2) a lead independent director. The lead independent director's responsibilities include presiding over all meetings of the Board at which the chairman is not present, calling meetings of independent directors, and functioning as a liaison with the chairman.

The Board is responsible for overseeing management in the execution of its responsibilities and for assessing the company's approach to risk management. The Board exercises these responsibilities periodically as part of its meetings and through the Board's committees, each of which examines various components of enterprise risk as it pertains to the committee's area of oversight. In addition, an overall review of risk is inherent in the Board's consideration of the company's long-term strategies and in the transactions and other matters presented to the Board, including capital expenditures, acquisitions, and divestitures, and financial matters.

Our Board follows robust processes for evaluation and refreshment. The Nomination, Evaluation, and Corporate Governance Committee of our Board reviews and assesses the skills and characteristics of directors to ensure that the Board has the appropriate business acumen, diversity, integrity, and experience to deliver the high standard of governance expected by stockholders and to navigate the strategic issues we face today and in the future. Their approach to evaluation and refreshment has been effective. In the past five years, the addition of new directors has increased gender and ethnic diversity, and provided valuable expertise on areas of strategic importance, including space innovation and sustainability, intellectual property development and strategy, international business, and aviation.

Acting with integrity

Our commitment to conducting business with honesty and integrity is captured in our Guide to Business Conduct. The guide serves as a source of guiding principles and applies to our entire global workforce, including our Board and executive team. The guide also provides information on the Viasat Values Line (described in more detail below), as well as other resources for reporting ethical concerns.

Viasat operates a corporate-wide program to coordinate, implement, and monitor compliance with corporate values, laws and regulations, and policies. Oversight of the ethics and compliance program is the responsibility of the ethics committee, which is comprised of representatives from Viasat's security, legal, finance, government contracts, and People and Culture (P&C) departments. The ethics committee reports to Viasat's vice president of People and Culture, chief financial officer, and general counsel.

Because Viasat maintains U.S. government contracts, we're required by law to provide regular ethics training to employees performing government-contracted services. To ensure we're going above and beyond this requirement, 100 percent of employees, permanent or temporary, along with consultants working six consecutive months or longer are required to complete the Viasat Workplace Ethics course on an annual basis — whether they are involved with government-contracted projects or not. We recently updated our Guide to Business Conduct, as well as ViaGuide.

Our goal is to ensure that every employee acts ethically in all aspects of their roles. Training is an important part of that goal, but it's also about creating a larger culture of ethical behavior. We encourage accountability, transparency, and trust at every level. To increase accountability, we have added additional reporting options. We want to make it intuitive and non-intimidating for people to raise questions.

24/7 Accountability

The Viasat Values Line is an independently-operated ethics and compliance service that is available 24/7. Employees can raise concerns or report incidents at any time (including through multiple in-country numbers in areas where Viasat has a significant employee presence, in multiple languages) and may do so anonymously if they wish. We have further enhanced our reporting opportunities by implementing the Ethics Point system, which now allows for the Viasat Values Line to be accessed through a website or via a mobile app.

Every Viasat employee has the responsibility and opportunity to raise questions or concerns about workplace behavior. Viasat will not retaliate, and will not tolerate retaliation, against an individual for doing the right thing by making a good faith report of a concern.

Holding suppliers accountable

There's strength in numbers. That's why Viasat builds strong supply chain business partnerships for global success in a technology-driven economy. As we grow and scale across the world, we are collaborating with our 5,000+ partners to operate in ways that reflect our commitment to social and environmental stewardship.

Maintaining high supplier standards

Each year, we survey our core suppliers to quantify quality- and ESG-related capabilities, performance, and opportunities. As our ESG program matures, we continue to evaluate evolving regulations, frameworks, and best practices to ensure that supply chain risks are understood and managed appropriately. Unacceptable performance may be addressed through corrective action processes or, in severe cases, termination of the partnership.

To help our suppliers operate in a way that reflects our expectations, our quality department assesses potential suppliers in key commodities for risks and quality using a supplier assessment survey tool, site visit, and qualification audits.

Important supplier policies, information, and resources are available online at viasat.com/supplier-information.

Human rights

Viasat is dedicated to being part of the solution for advancing fundamental human rights. To that end, we are committed to eliminating conflict minerals from our products. This commitment, detailed in our Statement on Conflict Minerals, also extends to our suppliers. We require suppliers to complete the industry Conflict Minerals Report Template form, and to perform reasonable due diligence of their supply chains to determine if conflict minerals are sourced from the Democratic Republic of the Congo or adjoining countries that directly or indirectly support human rights violations.

Viasat also upholds international human rights via compliance with the UK Modern Slavery Act of 2015. More information about Viasat's efforts to prevent slavery and human trafficking in its supply chain and own business is available online at viasat.com/legal/legal-statements.

Protecting data privacy

Data privacy and security are priorities for Viasat. As a company with a focus on technology, automation, and innovation, we recognize that our ability to secure systems and data is paramount to our ability to deliver for our customers and employees. We make it a priority in all areas of our business to respect the privacy of our employee, customer, and partner stakeholders. Our privacy policies describe the personal data we collect and how we protect, use, and share such data.

We continually strive to comply with our obligations under applicable laws and regulations and leverage internal and third-party technology that enables us to scale as we expand services and enter new markets.

We draw on best practices from multiple frameworks to define the elements of data privacy and security that are most relevant to Viasat's business. We have a harmonized set of controls that supports compliance with the EU's GDPR and applicable privacy laws and aligns with several industry standard frameworks, such as NIST 800-171 and ISO27001, among others. We are compliant with the most recent version of the PCI standard for our PCI environment, which cover the applications, networks, subcontractors, and partner firms and systems that process credit card transactions worldwide. We are certified annually as both a PCI-DSS compliant Merchant and Level 1 Service Provider by a 3rd party Qualified Security Assessor (QSA). We also underwent a DoD DCMA NIST 800-171 audit against our corporate networks, systems, applications, and procedures used for processing and securing our Controlled Unclassified information (CUI) used for many of our government contracts.

This year we also are undertaking an ISO 27001 audit of the mobility networks as well as portions of the corporate network to reflect customers' growing needs for comprehensive and internationally accepted information security standards.

A few additional initiatives related to data privacy and security include:

› A security scorecard that is under continual evolution to help assess the health of all products and services, grouped by business segment.

› A Solutions Hub, a collaborative intergroup review process that enables us to efficiently vet new technology providers for data privacy and security risks and to support recordkeeping; the hub launched in 2020 and is subject to continuous process enhancements.

› Data privacy and security training for all employees during onboarding and annually thereafter during employment.

Employee security and privacy courses

To help employees understand and fulfill their responsibility to keep information secure, the information security team and Viasat's Privacy Office provide awareness and training across various domains and through multiple channels.

These are the minimum courses that we expect employees to take, along with additional courses for employees in security-related functions.

› Annual security refresher
› Privacy basics
› Viasat's Foundational Security Principles

Critical network response

If the world has learned anything over the last few years, it's to expect the unexpected. We are working to create contingency and disaster recovery plans and network resiliency programs to maximize service continuity and critical communication capabilities in the event of a disaster. From epidemics, to conflicts, to cyberattacks, natural disasters, and more, we've rapidly incorporated new disaster recovery methodologies to bring a focus to our business continuity.

We have made a conscious effort to enhance our satellite and ground architecture to improve our resiliency on the ground and in the air. We have improved our disaster recovery program by conducting more scenario planning and building technology to better support quick, transparent, and seamless disaster recovery around our fleet of satellites.

While acute disaster response preparedness is essential, another component is preparing for the possibility of an extreme spike in demand. We certainly saw that happen at the onset of the pandemic, and the innovations and investments into increasingly more productive satellites and networks allowed us to serve the needs of many as their demand for higher-quality service grew to accommodate work and school from home.

We've taken several steps to continue providing high-quality, reliable internet service, including but not limited to:

Putting critical network management procedures in place to help optimize network reliability for our customers.

Modeling and forecasting network usage to best manage and allocate resources in real time.

Prioritizing critical business and education applications as a central capability of our flexible satellite network assets.

Specific examples of the items above include:

Identifying and allowing key traffic categories commonly used in work-from-home and learn-from-home applications (like Zoom) to remain at full speed during business and school hours, regardless of our subscribers' monthly usage.

Shifting non-urgent background traffic, when necessary, beyond normal contractual obligations.

Increasing the speeds provided to first-responder and other healthcare businesses.

Creating a low-cost hardship plan to help subscribers who experienced financial hardship stay connected through participation in the FCC Keep Americans Connected plan and working with customers to establish payment plans.

It's clear that the world is never going to go back fully to the pre-pandemic landscape for work, socialization, and education. Viasat is investing in long-term infrastructure that supports what's now and what's next.

Viasat:

GRI content index

GRI 102: General disclosures 2016[1]

Disclosure	Description	(Cross-reference, omissions, explanations)
Organizational profile		
102-1	Name of the organization	Viasat, Inc.
102-2	Activities, brands, products, and services	FY22 10-K, p. 3-10
102-3	Location of headquarters	Carlsbad, California, USA
102-4	Location of operations	FY22 10-K, p. 41 Viasat has leased facilities and offices across the United States. Viasat also maintains a significant international presence in Australia, Brazil, China, India, Ireland, Israel, Italy, Mexico, Netherlands, Switzerland, and the United Kingdom.
102-5	Ownership and legal form	FY22 10-K, p. 3
102-6	Markets served	FY22 10-K, p. 3-7
102-7	Scale of the organization	FY22 10-K, p. 12, 22, 41, 53 Economic performance, p. 72 Workforce performance, p. 82-85
102-8	Information on employees and other workers	Workforce performance, p. 82-85
102-9	Supply chain	FY22 10-K, p. 3-8
102-10	Significant changes to the organization and its supply chain	There have been no significant changes to Viasat's organization or supply chain in the reporting period.

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI content index

GRI 102: General disclosures 2016[1] continued

Disclosure	Description	Cross-reference, omissions, explanations
Organizational profile		
102-11	Precautionary principle or approach	Protecting the planet, p. 43-46
102-12	External initiatives	Viasat supports the UN Sustainable Development Goals and the UN Women's Generation Equality Campaign.
102-13	Membership of associations	Viasat is a member of numerous associations, but is most active in the following: › National Defense Industrial Association (NDIA) › Global Satellite Operators Association (GSOA) › Aerospace Industries Association (AIA) › International Air Transport Association (IATA) › Satellite Industry Association (SIA) › European Telecommunications Standards Institute (ETSI) › International Telecommunication Union (ITU) › US-ASEAN Business Council › Wireless Broadband Alliance (WBA) › Global VSAT Forum (GVF)
Strategy		
102-14	Statement from senior decision-maker	A letter from our CEO, p. 3 Message on our commitment to space sustainability, p. 15
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	We are Viasat, p. 5 Leading with integrity, p. 50, 52
102-17	Mechanisms for advice and concerns about ethics	Guide to Business Conduct Corporate Governance Guidelines
Governance		
102-18	Governance structure	Leadership Team Leading with integrity, p. 51

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI content index

Disclosure	Description	Cross-reference, omissions, explanations
Stakeholder engagement		
102-40	List of stakeholder groups	Communities Customers Employees Industry peers Investors Policymakers Suppliers
102-41	Collective bargaining agreements	The majority of our employees are not represented by a labor union and are not party to any collective bargaining agreement (CBA) in connection with their employment with us. The applicable CBA depends on the location and industry. Our employees in Brazil are subject to CBAs, which is the country standard. Our employees in Spain, France, Norway, and Italy are also subject to industry specific CBAs, which is common in those countries.
102-42	Identifying and selecting stakeholders	Viasat's stakeholders include those who impact or are impacted by Viasat and its operations. These individuals and entities may be connected to, and interested in, the company from an employment, business, investment, regulatory, legal, and/or reputational perspective. Viasat engages with all stakeholders through different channels and with varying frequency.
102-43	Approach to stakeholder engagement	Perspectives for our key stakeholder groups were included in our first priority issues analysis in fiscal year 2021. Regular channels and frequency for engagement with each stakeholder group include surveys and written communication. Specific examples are detailed in the narrative of the report.
102-44	Key topics and concerns raised	Our commitment to ESG, p. 9 The issues identified in our priority issues analysis are essential to our business success and reflect the topics of highest concern to us and to our stakeholders. By understanding the issues our key stakeholders care about, we can anticipate how our business activities will affect them and their engagement with Viasat.

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI content index

GRI 102: General disclosures 2016[1] continued

Disclosure	Description	Cross-reference, omissions, explanations
Reporting practice		
102-45	Entities included in the consolidated financial statements	FY22 10-K, p. 3-4
102-46	Defining report content and topic boundaries	Our commitment to ESG, p. 8-9
102-47	List of material topics	Our commitment to ESG, p. 9
102-48	Restatements of information	Any necessary restatements have been referenced in the notes next to those figured.
102-49	Changes in reporting	The results of the priority issues analysis and our ESG Steering Committee continue to guide our approach to ESG, and we continue to find opportunities to integrate these priorities into Viasat's wider business strategy.
102-50	Reporting period	This report provides information for fiscal year 2022, beginning April 1, 2021 through March 31, 2022, unless otherwise noted.
102-51	Date of most recent report	October 25, 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Questions should be directed to SocialImpact@Viasat.com.
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	GRI content index, p. 57-64
102-56	External assurance	We have our Scope 1 and 2 emissions verified to ISO 14064-1 and will publish respective verification letter on our website.

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI content index

GRI 103: Topics and topic boundaries 2016[1]

Material topic	Relevant external entities	Management approach cross-reference
Economic		
GRI 205: Anti-corruption 2016	Communities Customers Investors Policymakers	Leading with integrity, p. 50-52 Guide to Business Conduct
Environmental		
GRI 307: Environmental Compliance 2016	Customers Policymakers	Protecting the planet, p. 43-45
GRI 308: Supplier Environmental Assessment 2016	Customers Suppliers	Leading with integrity, p. 53
Social		
GRI 404: Training and Education 2016	Not applicable	Putting people first, p. 32-34
GRI 405: Diversity and Equal Opportunity 2016	Customers Investors	Putting people first, p. 28, 30-31, 34-35

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI content index

GRI 200-400: Topic-specific disclosures 2016[1]

Topic	Disclosure	Description	Cross-reference, omissions, explanations
Economic			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic performance, p. 72 FY22 10-K, p. 53
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Fostering digital inclusion, p. 23-26
	203-2	Significant indirect economic impacts	Fostering digital inclusion, p. 23-26
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Leading with integrity, p. 52-53
	205-2	Communication and training about anti-corruption policies and procedures	Guide to Business Conduct Leading with integrity, p. 52
	205-3	Confirmed incidents of corruption and actions taken	Ethics performance, p. 73
Environmental			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental performance, p. 74
	302-3	Energy intensity	Environmental performance, p. 74
	302-4	Reduction of energy consumption	Protecting the planet, p. 46-47
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environmental performance, p. 74
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental performance, p. 74
	305-4	GHG emissions intensity	Environmental performance, p. 74
	305-5	Reduction of GHG emissions	Protecting the planet, p. 43, 46-47
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	Environmental performance, p. 75
	306-3	Significant spills	Environmental performance, p. 75
	306-4	Transport of hazardous waste	Environmental performance, p. 75
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Protecting the planet, p. 76

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.

GRI content index

GRI 200-400: Topic-specific disclosures 2016[1] continued

Topic	Disclosure	Description	Cross-reference, omissions, explanations
Environmental			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Leading with integrity, p. 53 Environmental performance, p. 76
	308-2	Negative environmental impacts in the supply chain and actions taken	Environmental performance, p. 76
Social			
GRI 401: Employment 2016[2]	401-1	New employee hires and employee turnover	Workforce performance, p. 86-87
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits Putting people first, p. 32
GRI 403: Occupational Health and Safety 2018[2]	403-1	Occupational health and safety management system	Putting people first, p. 37-38
	403-2	Hazard identification, risk assessment, and incident investigation	Putting people first, p. 35, 37-38
	403-3	Occupational health services	Putting people first, p. 37-38
	403-4	Worker participation, consultation, and communication on occupational health and safety	Putting people first, p. 35, 37-38
	403-5	Worker training on occupational health and safety	Putting people first, p. 37-38
	403-6	Promotion of worker health	Putting people first, p. 37-38
	403-7	Prevention and mitigation of occupational health and safety	Putting people first, p. 37-38
	403-8	Workers covered by an occupational health and safety management system	Health and safety performance, p. 88
	403-9	Work-related injuries	Health and safety performance, p. 88

GRI content index

GRI 200-400: Topic-specific disclosures 2016[1] continued

Topic	Disclosure	Description	Cross-reference, omissions, explanations
Social			
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Putting people first, p. 29, 32-34
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity performance, p. 77-81
GRI 413: Local Communities 2016[2]	413-1	Operations with local community engagement, impact assessments, and development programs	Putting people first, p. 39-41
GRI 418: Customer Privacy 2016[2]	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Viasat did not experience substantiated complaints concerning breaches of customer privacy and losses of customer data in FY22.

[1] Viasat's FY22 ESG Impact Report applies the 2016 version of the GRI Standards; "2016" refers to the Standards issue date, not the date of information presented in this report.
[2] We have reported additional disclosures not related to material topics.

SASB index

SASB sector standards 2018[1][3]

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Hardware		
Product security		
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Protecting data privacy, p. 54-55 Viasat follows industry best practices to assess risk. We have processes to identify and monitor potential security risks within our IT systems, including compliance monitoring for our ten company-wide security principles. Viasat conducts manual and automated tracking to identify compliance gaps and create a roadmap for compliance score improvement. Before introducing a new IT system, each system is subject to a formal centralized review, conducted by representatives in Viasat's privacy compliance, security, risk management, procurement, and technology departments.
Employee diversity & inclusion		
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Diversity performance, p. 77-79
Product lifecycle management		
TC-HW-410a.1	Percentage of products, by revenue, that contain IEC 62474 declarable substances	100% of Viasat's products contain IEC 62474 declarable substances.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	100% of Viasat's products meet the requirements for EPEAT registration or equivalent.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Viasat does not track nor require ENERGY STAR® criteria for products with the exception of the Australian 52B project. Viasat did not receive any FY22 revenue from selling products that meet the requirements for ENERGY STAR® certification.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Environmental performance, p. 75

[1] Viasat's FY22 ESG Impact Report applies the 2018 version of the Hardware, Telecommunication Services, and Aerospace and Defense Sustainability Accounting Standards; "2018" refers to the Standards issue date, not the date of information presented in this report.

[2] The data provided is only for operations in the United States.

[3] There are duplicate disclosures among the three SASB sector standards Viasat reports. In the SASB index above, we include the first occurrence of each disclosure and omit any duplicates.

SASB index

SASB sector standards 2018[1][3] continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Hardware		
Supply chain management		
TC-HW-430a.1	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	This information is not available.
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	Ethics performance, p. 73
Materials sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	FY22 10-K, p. 16

SASB code	Activity metric	Answer, cross-reference, omissions, explanations
TC-HW-000.A	Number of units produced by product category	Commercial Networks: 4,414,644 Global Enterprise & Mobility: 1,161,756 Government Systems: 545,037
TC-HW-000.B	Area of manufacturing facilities	Leased manufacturing facilities: 563,656 sq.ft. Owned manufacturing facilities: None
TC-HW-000.C	Percentage of production from owned facilities	Viasat does not own manufacturing facilities.

[1] Viasat's FY22 ESG Impact Report applies the 2018 version of the Hardware, Telecommunication Services, and Aerospace and Defense Sustainability Accounting Standards; "2018" refers to the Standards issue date, not the date of information presented in this report.

[2] The data provided is only for operations in the United States.

[3] There are duplicate disclosures among the three SASB sector standards Viasat reports. In the SASB index above, we include the first occurrence of each disclosure and omit any duplicates.

SASB index

SASB sector standards 2018[1][3] continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Telecommunication services		
Environmental footprint of operations		
TC-TL-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Environmental performance, p. 74
Data privacy		
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	Leading with integrity, p. 54 We collect personal data that is necessary to deliver our services to the user, and we only use personal data as disclosed to the user at the time of collection. We process three general categories of personal data: (1) data provided to Viasat by the user, (2) data that Viasat collects automatically from the user, and (3) data that we collect from third parties. Where required by applicable law, Viasat obtains consent prior to collecting personal data and honors users' rights with respect to their personal data. Viasat maintains internal and external-facing privacy policies and notices that govern Viasat's processing of personal data. Viasat did not collect or disclose personal data of users or visitors to Viasat's digital properties for online behavioral advertising purposes (as such term is defined in the DAA Self-Regulatory Principles) in FY22. To the extent that Viasat engages in targeted advertising, Viasat partners with third-party companies to reach segments of consumers who may be interested in Viasat service offerings.
TC-TL-220a.2	Number of customers whose information is used for secondary purposes	Viasat uses customer information that has been appropriately aggregated or anonymized for the secondary purpose of improving Viasat's product and service offerings, in which case the data remains internal to Viasat. Viasat only retains customer information for the length of time necessary to complete the purposes for which the personal data was collected, to fulfil legal recordkeeping obligations or other legitimate business purposes, and as communicated to customers at or before the time of data collection.

[1] Viasat's FY22 ESG Impact Report applies the 2018 version of the Hardware, Telecommunication Services, and Aerospace and Defense Sustainability Accounting Standards; "2018" refers to the Standards issue date, not the date of information presented in this report.

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SASB index

SASB sector standards 2018[1][3] continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Telecommunication services		
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Viasat was not subject to any legal proceedings associated with customer privacy in FY22.
TC-TL-220a.4	(1) Number of law enforcement requests for customer information, (2) number of customers whose information was requested, and (3) percentage resulting in disclosure	(1) Number of law enforcement requests for customer information: 215 (2) Number of customers whose information was requested: 251 (3) Percentage resulting in disclosure: 65.5% The figures above represent U.S. operations only. European operations did not field law enforcement requests in FY22. [These figures are as of 4/20/22]
Data security		
TC-TL-230a.1	(1) Number of data breaches, (2) percentage involving personal identifiable information (PII), and (3) number of customers affected	Viasat did not experience any data breaches in FY22.
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Protecting data privacy, p. 54-55 Viasat maintains a risk-based information security management program. The company conducts regular risk assessments that consider a variety of threats, including malicious and accidental events. Viasat implements appropriate controls to manage risks which include administrative and/or technical detectives, as well as preventive and corrective controls based on industry and regulatory best practices, frameworks, and requirements.
Product end-of-life management		
TC-TL-440a.1	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	Environmental performance, p. 75

[1] Viasat's FY22 ESG Impact Report applies the 2018 version of the Hardware, Telecommunication Services, and Aerospace and Defense Sustainability Accounting Standards; "2018" refers to the Standards issue date, not the date of information presented in this report.

[2] The data provided is only for operations in the United States.

[3] There are duplicate disclosures among the three SASB sector standards Viasat reports. In the SASB index above, we include the first occurrence of each disclosure and omit any duplicates.

SASB index

SASB sector standards 2018[1][3] continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Telecommunication services		
Competitive behavior & open internet		
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Viasat was not subject to any legal proceedings associated with anti-competitive behavior in FY22.
TC-TL-520a.2	Average actual sustained download speed of (1) owned and commercially-associated content and (2) non-associated content	Viasat does not provide any owned or commercially associated content. Viasat provides service to a broad array of markets, from dense urban areas to remote rural areas. Available speeds vary by geography.
TC-TL-520a.3	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices	Requirements related to net neutrality and associated practices vary in the jurisdictions and markets in which Viasat operates. Viasat complies with any and all applicable requirements. Please see Viasat's SEC Reports for any disclosures relating to material risks and opportunities associated with laws and regulations addressing net neutrality.
Managing systemic risks from technology disruptions		
TC-TL-550a.1	(1) System average interruption frequency and (2) Customer average interruption duration	(1) System average interruption frequency: 5.1/year (2) Customer average interruption duration: 2.3 hours This data excludes outages due to rain on the end user terminal since adequate metrics are not available.
TC-TL-550a.2	Discussion of systems to provide unimpeded service during service interruptions	Critical network response, p. 55-56 The reliability and performance of our networks may be disrupted by environmental and/or social events such as the loss of a satellite, weather events, software or hardware failures, and cyberattacks. As such, it is critical for Viasat to continually monitor our network for outages and interruptions. We invest in technology intended to help mitigate and respond to network disruptions and follow advanced procedures to minimize outages.

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[2] The data provided is only for operations in the United States.

[3] There are duplicate disclosures among the three SASB sector standards Viasat reports. In the SASB index above, we include the first occurrence of each disclosure and omit any duplicates.

SASB index

SASB sector standards 2018[1][3] continued

SASB code	Activity metric	Answer, cross-reference, omissions, explanations
Telecommunication services		
Managing systemic risks from technology disruptions		
TC-TL-000.A	Number of wireless subscribers	This disclosure is not applicable as Viasat does not have wireless subscribers.
TC-TL-000.B	Number of wireline subscribers	This disclosure is not applicable as Viasat does not have wireline subscribers.
TC-TL-000.C	Number of broadband subscribers	This information is considered to be competitively sensitive and is therefore not disclosed.
TC-TL-000.D	Network traffic	This information is considered to be competitively sensitive and is therefore not disclosed.
Electronic manufacturing services & original design manufacturing[2]		
Water management		
TC-ES-140a.1	(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental performance, p. 75
Waste management		
TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage of hazardous waste recycled	Environmental performance, p. 75

SASB index

SASB sector standards 2018[1][3] continued

SASB code	Activity metric	Answer, cross-reference, omissions, explanations
Electronic manufacturing services & original design manufacturing[2]		
Labor practices		
TC-ES-310a.1	(1) Number of work stoppages and (2) total days idle	Health and safety performance, p. 68
Labor conditions		
TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Health and safety performance, p. 88
TC-ES-320a.2	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Ethics performance, p. 73
TC-ES-320a.3	(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, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Ethics performance, p. 73
Product lifecycle management		
TC-ES-410a.1	(1) Weight of end-of-life products and e-waste recovered, (2) percentage of end-of-life products e-waste recovered and subsequently recycled	Environmental performance, p. 75
SASB code	**Activity metric**	**Answer, cross-reference, omissions, explanations**
TC-ES-000.A	Number of manufacturing facilities	Leased manufacturing facilities: 4 Owned manufacturing facilities: 0
TC-ES-000.C	Number of employees	Workforce performance, p. 82

[1] Viasat's FY22 ESG Impact Report applies the 2018 version of the Hardware, Telecommunication Services, and Aerospace and Defense Sustainability Accounting Standards; "2018" refers to the Standards issue date, not the date of information presented in this report.

[2] The data provided is only for operations in the United States.

[3] There are duplicate disclosures among the three SASB sector standards Viasat reports. In the SASB index above, we include the first occurrence of each disclosure and omit any duplicates.

Performance data

Economic performance[1][2]

	FY22	FY21	FY20	FY19
Financial performance (In millions, USD)				
Revenue				
Total revenue	$2,787.6	$2,256.1	$2,309.2	$2,068.3
Product revenues	$1,210.4	$1,044.5	$1,172.5	$1,092.7
Service revenues	$1,577.2	$1,211.7	$1,136.7	$975.6
Revenue by segment				
Satellite services	$1,188.8	$868.9	$826.6	$684.2
Commercial networks	$512.1	$320.9	$344.6	$428.4
Government systems	$1,086.7	$1,066.3	$1,138.1	$955.6
Costs and operating expenses				
Cost of product revenues	$914.3	$774.9	$845.8	$834.5
Cost of service revenues	$1,025.8	$789.4	$763.9	$703.2
Selling, general, and administrative	$657.3	$512.3	$523.1	$458.5
Independent research and development	$153.2	$115.8	$130.4	$123.0
Amortization of acquired intangible assets	$28.7	$5.5	$7.6	$9.7
Income tax				
Benefit from (provision for) income taxes	$14.2	$(9.4)	$7.9	$41.0
Net income				
Net (loss) income	$(2.5)	$17.1	$(0.2)	$(67.6)

[1] For fiscal years ended March 31.
[2] Economic performance data includes RigNet and Euro Broadband Infrastructure Sarl.

Performance data

Ethics performance[1]

	FY22	FY21	FY20	FY19
Anticorruption and anticompetitive behavior				
Ethics trainings				
Total number of employees that the anti-corruption policies and procedures have been communicated to	96%	95%	98%	97%
Total number of governance body members that the anti-corruption policies and procedures have been communicated to	100%	100%	100%	100%
Confirmed incidents of corruption				
Total number of confirmed incidents of corruption	0	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0	0	0	0
Public legal cases regarding corruption brought against the organization	0	0	0	0
Labor conditions[2]				
Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent	-	-	-	-
Associated corrective action rate for priority non-conformances	-	-	-	-
Tier 1 supplier facilities	-	-	-	-
Associated corrective action rate for other non-conformances	-	-	-	-
Tier 1 supplier facilities	-	-	-	-

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Internal methodology reviewed and data restated accordingly. We do not currently review at the level of RBA VAP Protocol.

Performance data

Environmental performance[1]

	FY22	FY21	FY20	FY19
Energy consumption within the organization (MWh)				
Total energy consumption	**86,915**	**77,810**	**75,264**	-
Percentage nonrenewable	99%	99%	97%	-
Percentage renewable	1%	1%	3%	-
Non-renewable energy consumption	**86,190**	**77,319**	**72,919**	-
Gasoline	421	562	551	-
Diesel	663	219	158	-
Electricity	74,531	71,871	64,330	-
Natural gas	10,575	4,667	7,880	-
Renewable energy consumption	**724**	**491**	**2,345**	-
Electricity	724	491	2,345	-
Energy intensity (MWh per million dollars of revenue)	**31**	**34**	**33**	-
Greenhouse gas emissions (mt CO_2e)[8]				
Total absolute emissions - location based	**28,149**	**27,580**	**26,249**	-
Total absolute emissions - market based	**28,694**	**27,430**	**25,439**	-
Scope 1[7]	2,431	1,237	2,161	-
Scope 2 - Location based[7]	25,718	26,343	24,088	-
Scope 2 - Market based[7]	26,264	26,193	23,278	-
Total normalized emissions (mt CO_2e / million \$USD revenue)	**10.09**	**12.16**	**11.02**	-
Emission intensity - Scope 1	0.87	0.55	0.94	-
Emission intensity - Scope 2 - location based	9.23	11.61	10.08	-

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Includes recycled ROHS solder, gold, lead solder, mixed single stream recyclables, wood, metal, batteries, cooking oil, e-waste, cardboard, and paper.
[3] Includes universal waste and hazardous waste data from up to 57% of Viasat locations.
[4] Includes universal waste and hazardous waste data.
[5] Includes data from 19, 21, 20, and 11 Viasat locations in FY21, FY20, FY19, and FY18, respectively.
[6] Changed internal methodology and measurement per GRI definition of screening. Data restated.
[7] The increase in our Scope 1 and 2 emissions is a result of a more complete understanding of our GHG inventory.
[8] Viasat sought external verification for our FY22 GHG emissions (Scope 1 and 2). Click HERE to view the statement.

Performance data

Environmental performance[1] continued

	FY22	FY21	FY20	FY19
Waste (metric tons)				
Total waste generated	**516**	**445**	**420**	**-**
Recycling[2]	282	236	255	-
Composting	9	-	-	-
Landfill[3]	225	209	165	-
Other	0	0	0	0
Materials recovered through take-back programs				
Reuse	56%	52%	53%	49%
Recycling	1%	5%	6%	10%
Landfill	43%	43%	41%	41%
Hazardous waste				
Total hazardous waste generated[(3)(4)]	**43**	**46**	**60**	**18**
Hazardous waste recycled (%)	95%	97%	98%	97%
Total number of significant spills	**0**	**0**	**0**	**0**
Total volume of significant spills	0	0	0	0
Total volume of significant spills recovered	**0**	**0**	**0**	**0**
Total hazardous waste transported	**0**	**46**	**60**	**0**
Hazardous waste exported	0	46	60	0
Hazardous waste shipped internationally (%)	0	0	0	0
Water				
Total water consumption[5] **(gallons)**	18,454,780	10,393,979	17,884,595	11,633,797

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-). Emissions data are undergoing verification in line with the ISO 14064-1 standard.
[2] Includes recycled ROHS solder, gold, lead solder, mixed single stream recyclables, wood, metal, batteries, cooking oil, e-waste, cardboard, and paper.
[3] Includes universal waste and hazardous waste data from up to 57% of Viasat locations.
[4] Includes universal waste and hazardous waste data.

Performance data

Environmental performance[1] continued

	FY22	FY21	FY20	FY19
Environmental fines				
Total monetary value of significant fines	$0	$0	$0	$0
Total number of non-monetary sanctions	0	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0	0
Supplier environmental screening				
Percentage of new suppliers screened using environmental criteria (%)[6]	0%	0%	0%	0%
Number of suppliers assessed for environmental impacts	57	57	59	45
Number of suppliers identified as having significant actual and potential negative environmental impacts	4	7	9	7

Performance data

Diversity performance[1]

Racial/ethnic composition of U.S. workforce and board of directors[1][2]									
	American Indian/ Alaska Native			Asian			Black/ African American		
	FY22	FY21	FY20	FY22	FY21	FY20	FY22	FY21	FY20
U.S. workforce (%)									
Total U.S. workforce	0.4%	0.5%	0.5%	15.0%	14.0%	13.0%	4.5%	4.0%	4.0%
Technical	0.2%	0.5%	0.5%	18.7%	16.0%	15.0%	3.9%	3.0%	3.0%
Non-technical	0.7%	0.5%	0.5%	8.5%	9.0%	8.0%	6%	5.0%	6.0%
Management	0.1%	0.3%	0.2%	11.4%	9.0%	8.9%	2.6%	2.3%	2.4%
Executive	0.9%	1.0%	1.2%	11.3%	7.2%	8.5%	1.9%	1.8%	1.2%
U.S. workforce: Female (%)									
Total U.S. workforce	0.7%	0.8%	0.6%	17.5%	17.0%	16.7%	4.1%	4.0%	4.0%
Technical	0.2%	0.5%	0.5%	27.5%	24.0%	25.0%	3.6%	3.0%	2.0%
Non-technical	1.0%	1.0%	0.5%	10.8%	10.0%	9.0%	4.4%	5.0%	5.0%
Management	0.0%	0.0%	0.0%	13.2%	10.2%	9.1%	3.0%	2.0%	1.3%
Executive	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
U.S. workforce: Male (%)									
Total U.S. workforce	0.3%	0.3%	0.3%	14.2%	14.0%	13.3%	4.7%	4.0%	5.0%
Technical	0.2%	0.5%	0.5%	17.1%	14.0%	14.0%	4.0%	4.0%	3.0%
Non-technical	0.5%	0.5%	0.5%	7.0%	8.0%	8.0%	6.2%	6.0%	7.0%
Management	0.1%	0.3%	0.3%	10.9%	9.0%	8.8%	2.5%	2.0%	2.7%
Executive	1.0%	1.2%	1.3%	12.5%	8.4%	9.7%	2.1%	2.1%	1.3%
Board of directors (%)									
Board of directors	12.5%	12.5%	12.5%	25.0%	25.0%	25.0%	0.0%	0.0%	0.0%

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Not all figures add up to 100 percent due to rounding.

Performance data

Diversity performance[1] continued

Racial/ethnic composition of U.S. workforce and board of directors[1][2]	Hispanic/Latino			Native Hawaiian/ other Pacific Islander			Two or more races		
	FY22	FY21	FY20	FY22	FY21	FY20	FY22	FY21	FY20
U.S. workforce (%)									
Total U.S. workforce	9.4%	8.0%	8.0%	0.5%	0.5%	0.5%	3.4%	3.0%	3.0%
Technical	8.0%	6.0%	7.0%	0.5%	0.5%	0.5%	3.1%	3.0%	3.0%
Non-technical	12.0%	12.0%	11.0%	0.4%	0.5%	0.5%	3.8%	4.0%	3.0%
Management	7.4%	6.0%	5.6%	0.3%	0.3%	0.3%	3.0%	2.0%	1.9%
Executive	3.8%	3.0%	3.5%	0.9%	1.0%	1.2%	0.9%	0.2%	0.0%
U.S. workforce: Female (%)									
Total U.S. workforce	11.6%	12.0%	11.0%	0.6%	0.6%	0.6%	4.5%	4.0%	4.1%
Technical	9.7%	8.0%	7.0%	0.7%	0.5%	0.5%	3.2%	2.0%	3.0%
Non-technical	12.8%	12.0%	12.0%	0.5%	0.5%	0.5%	5.5%	5.0%	5.0%
Management	9.8%	7.0%	7.0%	0.4%	0.0%	0.0%	5.6%	5.0%	3.0%
Executive	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
U.S. workforce: Male (%)									
Total U.S. workforce	8.7%	8.0%	8.4%	0.4%	0.5%	0.4%	2.9%	3.0%	2.8%
Technical	7.6%	7.0%	7.0%	0.5%	0.5%	0.5%	3.1%	3.0%	3.0%
Non-technical	11.3%	11.0%	11.0%	0.3%	0.5%	0.5%	2.7%	3.0%	3.0%
Management	6.7%	5.0%	5.4%	0.2%	0.3%	0.4%	2.3%	1.0%	1.6%
Executive	4.2%	3.5%	4.0%	1.0%	1.2%	1.3%	1.0%	0.3%	0.0%
Board of directors (%)									
Board of directors	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Not all figures add up to 100 percent due to rounding.

Performance data

Diversity performance[1] continued

Racial/ethnic composition of U.S. workforce and board of directors[1][2]

	White			Race/ethnicity not specified		
	FY22	FY21	FY20	FY22	FY21	FY20
U.S. workforce (%)						
Total U.S. workforce	61.6%	60.0%	61.0%	5.2%	10.0%	10.0%
Technical	64.5%	60.0%	60.0%	1.1%	11.0%	11.0%
Non-technical	56.7%	60.0%	60.0%	12.5%	9.0%	11.0%
Management	74.4%	71.0%	73.2%	0.8%	9.0%	7.5%
Executive	78.3%	80.9%	80.9%	2.0%	4.9%	3.5%
U.S. workforce: Female (%)						
Total U.S. workforce	56.6%	60.0%	60.0%	4.4%	3.0%	2.7%
Technical	54.4%	51.0%	50.0%	0.7%	11.0%	12.0%
Non-technical	58.1%	60.0%	62.0%	6.9%	7.0%	6.0%
Management	66.7%	60.0%	72.1%	1.3%	8.0%	7.4%
Executive	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
U.S. workforce: Male (%)						
Total U.S. workforce	63.3%	68.0%	67.0%	5.5%	2.0%	2.4%
Technical	66.4%	62.0%	62.0%	1.1%	10.0%	10.0%
Non-technical	55.8%	61.0%	62.0%	16.2%	9.0%	8.0%
Management	76.4%	72.0%	73.5%	0.9%	9.0%	7.4%
Executive	76.0%	78.9%	79.4%	2.2%	4.4%	3.0%
Board of directors (%)						
Board of directors	62.5%	62.5%	62.5%	0.0%	0.0%	0.0%

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Not all figures add up to 100 percent due to rounding.

Performance data

Diversity performance[1] continued

Age composition of workforce[1]

	Over 50 years old			30-50 years old		
	FY22	FY21	FY20	FY22	FY21	FY20
Employee category (%)						
Company	34.1%	33.0%	35.3%	49.2%	51.0%	50.5%
Technical	33.3%	31.0%	33.3%	49.2%	51.0%	51.0%
Non-technical	35.4%	35.0%	38.0%	49.1%	52.0%	49.2%
Management	35.6%	38.0%	37.8%	60.7%	59.0%	58.3%
Executive	66.0%	66.2%	68.2%	33.9%	33.8%	31.8%
Board of directors (%)						
Board of directors	75.0%	75.0%	85.7%	25.0%	25.0%	14.3%

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).

[2] Not all figures add up to 100 percent due to rounding.

Performance data

Diversity performance[1] continued

Age composition of workforce[1] continued

	Under 30 years old			Not declared		
	FY22	FY21	FY20	FY22	FY21	FY20
Employee category (%)						
Company	16.8%	15.0%	14.2%	0.0%	0.0%	0.0%
Technical	17.5%	18.0%	15.8%	0.0%	0.0%	0.0%
Non-technical	15.5%	13.0%	12.8%	0.0%	0.0%	0.0%
Management	3.7%	4.0%	3.9%	0.0%	0.0%	0.0%
Executive	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Board of directors (%)						
Board of directors	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Additional workforce diversity

	FY22	FY21	FY20	FY19
Veterans	459	430	452	412
Employees with disabilities	401	380	282	84

[1]For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Not all figures add up to 100 percent due to rounding.

Performance data

Workforce performance[1]

	Total		
	FY22	FY21	FY20
Total	**6,789**	**6,168**	**6,192**
Employment contract			
Permanent and temp employees[2]	6,054	5,510	5,812
Contingent workers[3]	625	319	131
Interns	110	339	249
Employment type			
Full-time	6,040	5,408	5,683
Part-time (casual, emeritus, etc.)	124	102	129
Employee category[4]			
Management	1,252	1,262	1,243
Executive	112	115	98
Technical	4,044	3,626	3,859
All other employees	2,635	2,191	2,084
Employee age group			
Under 30 years old	1,120	845	974
30-50 years old	3,050	2,837	2,914
Over 50 years old	1,884	1,828	1,924
Not declared	-	-	-
Workforce by region			
U.S.	5,365	4,989	5,308
Outside U.S.	689	521	504

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).
[2] Permanent and temporary workers paid by Viasat.
[3] Contingent workers paid by a third party. Contingent workers are not included in all categories due to data availability.
[4] Higher employee count in this category is due to executive and manager employees falling within multiple employee categories.

Performance data

Workforce performance[1] continued

Workforce breakdown by gender[2]

	Male			Female		
	FY22	FY21	FY20	FY22	FY21	FY20
Total	**70%**	**72%**	**75%**	**23%**	**24%**	**24%**
Employment contract						
Permanent and temp employees[3]	75%	75%	75%	25%	25%	24%
Contingent workers[4]	9%	20%	60%	5%	9%	26%
Interns	74%	71%	75%	24%	26%	22%
Employment type						
Full-time	75%	75%	75%	25%	25%	24%
Part-time (casual, emeritus, etc.)	67%	76%	80%	32%	24%	20%
Employee category[5]						
Management	78%	80%	81%	22%	20%	19%
Executive	90%	86%	87%	9%	13%	12%
Technical	84%	84%	84%	16%	16%	15%
All other employees	46%	52%	58%	33%	37%	41%
Employee age group						
Under 30 years old	71%	69%	70%	29%	30%	29%
30-50 years old	75%	74%	75%	24%	25%	24%
Over 50 years old	79%	78%	78%	21%	22%	22%
Not declared	0%	0%	0%	0%	0%	0%
Workforce by region						
U.S.	75%	75%	75%	25%	25%	25%
Outside U.S.	76%	78%	77%	22%	21%	20%

[1] For fiscal years ended March 31.
[2] Not all figures add up to 100 percent due to rounding.
[3] Permanent and temporary workers paid by Viasat.
[4] Contingent workers paid by a third party. Contingent workers are not included in all categories due to data availability.
[5] Higher employee count in this category is due to executive and manager employees falling within multiple employee categories.

Performance data

Workforce performance[1] continued

Workforce breakdown by gender[2]

	Non-Binary			Gender not specified		
	FY22	FY21	FY20	FY22	FY21	FY20
Total	**0.1%**	**0%**	**0%**	**7%**	**4%**	**1%**
Employment contract						
Permanent and temp employees[3]	0.1%	0%	0%	0%	0%	0%
Contingent workers[4]	0%	0%	1%	85%	71%	14%
Interns	0%	1%	2%	3%	1%	0%
Employment type						
Full-time	0.1%	0%	0%	0%	0%	0%
Part-time (casual, emeritus, etc.)	0%	0%	0%	1%	1%	1%
Employee category[5]						
Management	0%	0%	0%	0%	0%	0%
Executive	0%	0%	0%	1%	0%	0%
Technical	0.1%	0%	0%	0%	0%	0%
All other employees	0.1%	0%	1%	20%	10%	1%
Employee age group						
Under 30 years old	1%	0%	0%	0%	0%	1%
30-50 years old	1%	0%	0%	0%	0%	0%
Over 50 years old	0%	0%	0%	0%	0%	0%
Not declared	0%	0%	0%	0%	0%	0%
Workforce by region						
U.S.	0.1%	0%	0%	0%	0%	0%
Outside U.S.	0%	0%	0%	2%	2%	2%

[1] For fiscal years ended March 31.
[2] Not all figures add up to 100 percent due to rounding.
[3] Permanent and temporary workers paid by Viasat.
[4] Contingent workers paid by a third party. Contingent workers are not included in all categories due to data availability.
[5] Higher employee count in this category is due to executive and manager employees falling within multiple employee categories.

Performance data

Workforce performance[1] continued

Percentage of female employees[1]				
	FY22	FY21	FY20	FY19
Total	**23%**	**24%**	**24%**	**24%**
Region				
U.S.	25%	24%	25%	24%
Outside U.S.	21%	18%	21%	19%

[1] For fiscal years ended March 31.

Performance data

Workforce performance[1] continued

Employee turnover and rate

	Employee turnover (absolute)			Employee turnover rate (%)		
	FY22	FY21	FY20	FY22	FY21	FY20
Total	**680**	**798**	**501**	**12%**	**14%**	**9%**
Voluntary	611	357	379	11%	6%	7%
Involuntary	69	441	122	1%	8%	2%
Turnover by region						
U.S.	585	719	448	11%	14%	9%
Outside U.S.	95	79	53	16%	15%	12%
Turnover by gender						
Female	186	197	152	13%	14%	11%
Male	487	597	346	11%	14%	8%
Non-binary	1	1	-	18%	20%	0%
Gender not specified	5	3	3	57%	15%	46%
Turnover by age group						
Under 30 years old	179	176	154	16%	20%	20%
30-50 years old	359	336	214	12%	12%	8%
Over 50 years old	142	286	133	8%	15%	7%
Age not specified	0	0	0	0%	0%	0%

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).

Performance data

Workforce performance[1] continued

New employee hires			
	FY22	FY21	FY20
Total	1,165	490	898
New employee hires by region			
U.S.	925	398	751
Outside U.S.	240	92	147
New employee hires by gender			
Female	309	144	245
Non-binary	1	1	-
Male	842	343	637
Gender not specified	13	2	16
New employee hires by age group			
Under 30 years old	432	193	275
30-50 years old	550	234	469
Over 50 years old	183	63	154
Age not specified	0	0	0

[1] For fiscal years ended March 31. Information that is not available is marked with a hyphen (-).

Performance data

Health and safety performance[1]

	FY22	FY21	FY20	FY19
Health and safety				
Workers represented by formal joint management-worker health and safety committees (%)	0%	0%	0%	0%
Trade union formal agreements' inclusion of health and safety topics (%)	0%	0%	0%	0%
Work stoppages	**0**	**0**	**0**	**0**
Total days idle	0	0	0	0
Total recordable injuries	**21**	**16**	**19**	**19**
Disease	7	4	0	0
Days away from work	14	42	146	9
Restricted duty days	212	203	397	123
Fatalities	0	0	0	0
Accident cause: slip/trip/fall	6	5	5	8
Accident cause: repetitive motion	3	1	1	3
Accident cause: lifting	2	3	1	3
Accident cause: miscellaneous	9	7	12	5
Work hours per year	12,752,844	9,355,953	9,451,201	8,993,032
Experience modification rate (EMR)	**0.54**	**0.53**	**0.51**	**0.51**
Total recordable incident rate (TRIR)	**0.33**	**0.34**	**0.40**	**0.42**
Direct employees	0.33	0.34	0.40	0.42
Days away/restricted cases (DART)	**0.14**	**0.13**	**0.17**	**0.13**

[1] For fiscal years ended March 31.

Performance data

Philanthropic giving[1]

	FY22	FY21	FY20	FY19
Philanthropic giving (USD)				
Total giving	**$1,328,661**	**$1,352,402**	**$1,327,254**	**$1,413,532**
Corporate employee matching gift program	$723,732	$756,750	$693,358	$694,745
Grants and sponsorships	$604,929	$595,652	$633,896	$718,787
Employee contributions				
Employee giving ($)	$725,941	$734,809	$762,173	$526,880
Volunteer hours	6950	6,042	15,530	14,900

[1] For fiscal years ended March 31.

About this report

This FY22 ESG Impact Report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for the fiscal year ended March 31, 2022, unless otherwise noted.[1] This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. We also disclose metrics aligned with the Sustainability Accounting Standards Board (SASB) Hardware, Telecommunication Services, and Electronic Manufacturing Services & Original Design Manufacturing sector standards. Viasat is committed to regular, transparent communication of our progress and intends to continue providing updates by publishing annual ESG Impact reports. We look forward to bringing our stakeholders along with us on this journey.

Disclaimers:

As the COVID-19 pandemic continued into this fiscal year, we wanted to note that throughout this report you may see photos of individuals without proper personal protective equipment (PPE). These photos were taken prior to the global pandemic, or in settings with renewed policies and procedures, and should be interpreted as so. This 2022 ESG Impact Report contains forward-looking statements regarding future events and our future results that are subject to the safe harbors created under the Securities Act of 1933 and the Securities Exchange Act of 1934. These statements are based on current expectations, estimates, forecasts, and projections about the industries in which we operate and the beliefs and assumptions of our management. We use words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "goal," "intend," "may," "plan," "project," "seek," "should," "target," "will," "would," variations of such words, and similar expressions to identify forward-looking statements. In addition, statements that refer to the timing, performance, and anticipated benefits of our ViaSat-3 class satellites; international growth opportunities; plans, objectives, and strategies for future operations; and other characterizations of future events or circumstances, are forward-looking statements. Readers are cautioned that these forward-looking statements are only predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict. Factors that could cause actual results to differ materially include: our ability to realize the anticipated benefits of the ViaSat-3 class satellites; risks associated with the construction, launch, and operation of satellites, including the effect of any anomaly, operational failure, or degradation in satellite performance; changes in the global business environment and economic conditions; the effect of adverse regulatory changes (including changes affecting spectrum availability or permitted uses) on our ability to sell or deploy our products and services; and other factors identified in our most recent reports on Form 10-K, 10-Q, and 8-K and our other filings with the Securities and Exchange Commission. Therefore, actual results may differ materially and adversely from those expressed in any forward-looking statements. We undertake no obligation to revise or update any forward-looking statements for any reason.

[1] Except as noted, data from RigNet and Euro Broadband Infrastructure Sàrl acquisitions are not included in this report.

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