

ESG performance tables



GRI content index



GRI 102: General disclosures 2016¹

| 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. |

¹Viasat'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.

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GRI 102: General disclosures 2016¹ 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 | <p>Viasat is a member of numerous associations, but is most active in the following:</p> <ul style="list-style-type: none"> › 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 | <p>A letter from our CEO, p. 3</p> <p>Message on our commitment to space sustainability, p. 15</p> |
| Ethics and integrity | | |
| 102-16 | Values, principles, standards, and norms of behavior | <p>We are Viasat, p. 5</p> <p>Leading with integrity, p. 50, 52</p> |
| 102-17 | Mechanisms for advice and concerns about ethics | <p>Guide to Business Conduct</p> <p>Corporate Governance Guidelines</p> |
| Governance | | |
| 102-18 | Governance structure | <p>Leadership Team</p> <p>Leading with integrity, p. 51</p> |

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GRI 102: General disclosures 2016¹ continued

| Disclosure | Description | Cross-reference, omissions, explanations |
|-------------------------------|--|---|
| Stakeholder engagement | | |
| 102-40 | List of stakeholder groups | <ul style="list-style-type: none"> 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 | <p>Our commitment to ESG, p. 9</p> <p>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.</p> |

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GRI content index



GRI 102: General disclosures 2016¹ 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. |

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GRI content index



GRI 103: Topics and topic boundaries 2016¹

| 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 |

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GRI content index



GRI 200-400: Topic-specific disclosures 2016¹

| 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 |

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GRI content index



GRI 200-400: Topic-specific disclosures 2016¹ 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 |

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²We have reported additional disclosures not related to material topics.

GRI content index



GRI 200-400: Topic-specific disclosures 2016¹ 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. |

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²We 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 |

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

³There 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. |

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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 | | |
| 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 | <p>Leading with integrity, p. 54</p> <p>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.</p> |
| TC-TL-220a.2 | Number of customers whose information is used for secondary purposes | <p>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.</p> |

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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 |

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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 | | |
| 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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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 manufacturing² | | |
| 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 |

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SASB index



SASB sector standards 2018⁽¹⁾⁽³⁾ continued

| SASB code | Activity metric | Answer, cross-reference, omissions, explanations |
|--|--|---|
| Electronic manufacturing services & original design manufacturing² | | |
| 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 | | |
| 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 |

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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 performance¹

| | 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 performance¹

| | 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 CO₂e)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 CO₂e / 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 performance¹ 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 consumption⁵ (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 performance¹ 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 |

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.

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.

Performance data



Diversity performance¹

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 performance¹ 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 performance¹ 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 performance¹ continued

Age composition of workforce¹

| | 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% |

¹For 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 performance¹ continued

Age composition of workforce¹ 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 |

¹For 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 performance¹

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 category⁴ | | | |
| 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 performance¹ continued

Workforce breakdown by gender²

| | 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 category⁵ | | | | | | |
| 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 performance¹ continued

Workforce breakdown by gender²

| | 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 category⁵ | | | | | | |
| 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 performance¹ 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 performance¹ 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 performance¹ 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 performance¹

| | 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 giving¹

| | 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.



THANK
YOU.

To learn more, visit www.viasat.com

*Photo courtesy of Stephen Smith, photographer and
Viasat employee, Oceanside Pier.*

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