FY21 Environmental, Social, Governance (ESG)

Impact Report

CONNECTION MEANS THE WORLD TO US

Viasat

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A Message from our Executive Leadership

Since the earliest days at Viasat, our culture has been grounded in both doing the right thing and the belief that there is always a better way. We believe we can make the greatest impact when our environmental, social, and governance (ESG) strategy is aligned with our business strategy. In some ways Viasat's skills, resources, and growth ambitions make us uniquely qualified and capable of addressing very complex, but crucial, global environmental and social issues, such as driving understanding and awareness of the impact of Low Earth Orbit (LEO) utilization on the terrestrial environment; developing policies and regulations for sustainable and equitable use of space; and overcoming both the economic and geographic barriers that inhibit affordable access to broadband on a global basis.

Our first ESG Impact Report summarizes our work on these unique opportunities for Viasat, as well as on four key areas that apply to all enterprises:

› Putting people first
› Powering connections
› Protecting the planet
› Leading with integrity

These focus areas position us to create long-term value and respond to the growing importance of ESG issues. Solving high-value challenges is in our DNA — and leaning into our strengths in these areas is more important than ever. As we look to the future, we will continue making a difference by delivering valuable communications and connectivity experiences to transform the world through the power of connection — sustainably, responsibly, and inclusively.

Mark Dankberg, *Executive Chairman and Board Director*
Rick Baldridge, *President, Chief Executive Officer, and Board Director*

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.

Founded in 1986 and based in Carlsbad, California, Viasat's approximately 5,800 global employees are dedicated to bringing the potential of the internet to all. We are an innovator in communications technologies and services, focused on making connectivity accessible, available, and secure. We power millions of 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**

~5,800
Employees

$2.3B
FY21 revenue

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*As of March 31, 2021.

**Includes Euro Broadband Infrastructure Sàrl and RigNet, Inc. locations that were acquired in April 2021.

Our purpose, vision, and values

For over 35 years, we have succeeded at Viasat through a steadfast commitment to our purpose, vision, and values.

Our purpose is to transform the world with the power of connection.

Our vision is to build the world's most innovative communications network where technology connects the unconnected, where there are no barriers to access, and where technology unites us rather than separates us. Our goal is to expand our network until it covers the globe, and opportunity is unlocked for everyone, everywhere.

Our core values are embedded in our culture and serve as guiding principles for how we operate day to day as one team. Our culture of innovation drives us to take on and solve the toughest connectivity challenges. We value:

› **One team:** We make decisions and set priorities based on what's best for the company as a whole. Those 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 challenge that 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 have to trust that our teammates are on our side – doing what they think is best for the company as a whole, not just for them or their part of the organization. That doesn't mean we blindly accept each other's views. We can argue, sometimes intensely, but we start by trusting that our co-workers have the company's best interest at heart. We in turn recognize and appreciate the trust others place in us and do our best to uphold it. Then, we give each other freedom and 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 to.

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

Our values deliver bold results for our customers:

Innovation	**We find better ways.** We design the technological solutions that others deem impossible, allowing us to see beyond today to 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 help 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.

Viasat

FY21 awards and recognition

Best Places to Work in 2020

Glassdoor

2020 World Changing Ideas list

Fast Company

Best Satellite Provider of 2021

U.S. Rural Internet Service by CNET

Top 30 Innovator

2020 U.S. Air Force AFWERX Joint All-Domain Command & Control Demonstration Event

Top 10 Best Internet Service Provider of 2020

U.S. News & World Report

2020 Best Places to Work for Disability Inclusion

Disability Equality Index

2020 Visionary Spotlight Award winner

ChannelVision Magazine

**James S. Cogswell Outstanding Industrial Security Achievement Award**

DCSA

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. We have the capacity to make a difference in the world and we are committed to doing so in a way that is sustainable, responsible, and inclusive.

We focus on four pillars:

Putting people first	Powering connections	Protecting the planet	Leading with integrity
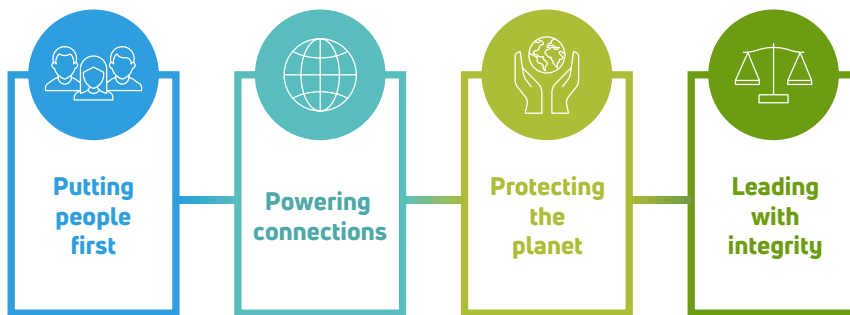
ESG oversight

ESG matters are managed by several departments throughout Viasat, with oversight provided by our board of directors and executive leadership team. While the board reviews and engages on ESG topics that impact business strategy, the Social Impact team manages Viasat's ESG efforts under the direction of our Chief People Officer.

Identifying our ESG priorities

In order to identify Viasat's ESG priorities, we conducted an initial priority issues analysis in FY21. As part of this process, we analyzed insights from our key stakeholder groups — employees, customers, investors, policymakers, and industry peers. We then surveyed Viasat leadership to ensure our ESG priorities were appropriately aligned with current stakeholder expectations, market trends, and business risks and opportunities. The findings from this analysis helped us to narrow our strategic focus around the following priority issues, listed in alphabetical order:

› Business continuity
› Corporate governance
› Diversity and inclusion
› Ethical conduct

› Product security
› Product stewardship
› Supply chain management
› Talent management and engagement

The results of the priority issues analysis will guide our ESG strategy and disclosures going forward.

Aligning with the United Nations (UN) Sustainable Development Goals

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. Viasat is leveraging innovative telecommunications technology to connect consumers, communities, businesses, governments, and militaries around the world. In connection with our priority issues analysis, we examined how our business activities and our ESG priorities align with the SDGs. While Viasat supports many SDGs, we believe our business is uniquely positioned to impact the five SDGs noted below. As you go through this report, you will see these SDGs and others that align with our programs indicated by topic.

CHANGING THE WORLD STARTS WITH OUR PEOPLE

Putting people first

Our commitment to connection begins with our employees

Our mission to transform the world through the power of connection builds on our ability to come together as one team. We take pride in our culture of teamwork, trust, and collaboration, prioritize employee well-being, and support each other to do our best work while fulfilling our mission.

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 work tirelessly to come up 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 well-being remain our top priorities — especially in these uncertain times.

Keeping employees safe during COVID-19

At the start of the pandemic, we acted quickly to establish an internal COVID-19 task force to ensure we remained abreast of evolving scientific guidance and that our workplace protocols were aligned with best practices and government mandates. We quickly transitioned employees whose jobs could be performed remotely to a work-from-home model and made sure they had what they needed to perform 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. The COVID-19 task force also developed a cutting-edge COVID-19 dashboard that enabled near real-time monitoring of key metrics across all Viasat facilities.

COVID-19 resources

To further support our employees during this challenging time, we introduced several resources and benefits to support a diverse set of needs, including:

› Expanded mental health and well-being resources
› COVID-19 health and safety best practices resources
› Company-provided home office equipment, such as monitors and printers
› Financial stipend to cover pandemic-related expenses
› Paid time off for COVID-19 related circumstances such as caring for a sick family member
› Access to virtual events and culture-building opportunities

Family-focused benefits

The pandemic also brought about enhancements to our family-focused benefits. In addition to highly flexible and tailored work arrangements, Viasat provided a financial stipend to all employees around the world to help offset unanticipated expenses that may have stemmed from working remotely, or other circumstances, such as homeschooling small children or providing eldercare to a parent. In early 2020, we also launched a new employee resource group (ERG), Families Helping Families. The group's online meetings provide employees with families a place to share tips about the challenges and joys they're experiencing, as well as to receive and offer support to one another.

Understanding employees' unique needs and perspectives during the pandemic

In times of crisis, one of the most important things we can do is listen. So in June 2020, we conducted a company-wide survey to ask employees how Viasat could better support them during the pandemic. The results helped us better understand the challenges our teams were facing and underscored the importance of frequent, transparent communication.

According to the results of a 2020 company-wide survey, 94% of employees feel Viasat has been supportive to their needs during the COVID-19 pandemic.

"Thank you for putting people first. Viasat is among a unique group of companies that can genuinely say that. Because of that, I think Viasat will be at the forefront of shifts in the traditional company model and that will ultimately come back to benefit the Viasat company community in the long run."

– **Employee survey respondent,** *Carlsbad*

Maintaining a robust health and safety program

Even before the pandemic, we put consideration for the environmental, health, and safety implications of our operation at the core of everything we did – and we continue to do so. Throughout our global operations, we are committed to protecting our people, our assets, and the environment in which we work. Our Environmental, Health, and Safety (EHS) program is rooted in sound policies and procedures, and robust auditing, training, and continuous improvement practices designed to help us identify, prevent, and mitigate hazards.

Creating a great place to work

Being a great place to work starts with fostering a culture and environment where every employee feels welcome, accepted, and valued for who they are. We strive to be a destination workplace where a diverse set of problem solvers, creators, and dreamers can come to grow and do the best work of their lives.

Benefits

Since our benefits directly impact our ability to attract, engage, and retain employees around the world, we put considerable thought into every aspect of our benefits package. Viasat takes a holistic and inclusive approach to benefits and wellness, shaped in part by feedback we receive in our bi-annual employee benefits and wellness survey and through leveraging benefits advisory groups. Our benefits advisory groups are comprised of employees that convene from time to time to help us further understand what matters most to our employees and their families. These insights help ensure we are offering 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 wellness and to meet the needs of our employees at every stage of life.

In challenging times, Viasat employees are there to support one another. The Employee Relief Fund is supported by a mix of employee donations and Viasat corporate contributions, and it provides short-term financial assistance to help colleagues experiencing significant hardship due to a natural disaster, family emergency, or other unexpected events such as the pandemic.

"Year after year, we continue to be extremely proud of the talented team we've built and continue to attract. We appreciate and celebrate both the diverse mix of backgrounds and experiences that each of our employees brings to our team, as well as what unites us — a shared belief that everyone, everywhere should have access to connectivity and that we are the team that will make this belief a reality."

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

Providing opportunities for learning and development

Integral to our culture of innovation at Viasat is a growth mindset and the belief that our employees are capable and avid learners. As a result, we encourage employees to explore budding interests and expand their skillsets in new domains, technologies, and disciplines. As Viasat grows, we want our employees to grow with us. Therefore, employees are provided the resources and tools 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 tuition reimbursement program, and self-guided learning opportunities, Viasat employees are empowered to take charge of their development and career opportunities.

We also facilitate mentoring connections through a set of mentorship programs and platforms that create space for meaningful career growth conversations outside of the standard manager-employee dynamic. In this way, employees are encouraged to connect with peers and other leaders across the company to exchange perspectives and support one another's career development goals. In FY22, we are excited to be launching the Workday Talent Marketplace and Career Hub platform, which will provide employees with additional resources and access to "gig" opportunities that will further enrich their development and open up new career possibilities.

Attracting and retaining top talent

As a healthy talent pipeline is critical to Viasat's success, partnerships with top universities like University of California at San Diego, California State University San Marcos, and Georgia Institute of Technology provide opportunities for us to attract and recruit students into our internship program and in many cases to future full-time opportunities.

> A key part of our talent strategy is selecting the best all-around athletes for each role. This means identifying the best talent for our needs today and recognizing those with the potential to keep growing with us for years to come.

Viasat

Internship program

When the pandemic began sweeping the U.S. last spring, Viasat, like many companies faced a difficult decision: cancel our internship program or re-envision the experience as a virtual program, where possible. For the interns we were able to accommodate, we took steps to create a virtual experience that would be both valuable and safe. In total, 79 U.S. students completed the virtual internship program and the results of our internship experience survey showed that, despite the challenges, our interns had an overall positive experience with Viasat.

In the instances where we were unable to accommodate a virtual internship, we offered a series of virtual professional development courses and provided a stipend for completing the program. The program took place over a two-week period and was designed to provide similar learning opportunities students would have received during their Viasat internship. Ninety-nine percent of the students whose offers were rescinded participated in these courses, which provided exposure to topics ranging from leadership to neural networks to antenna systems to project management. These students were also offered a good faith stipend of $5,000 upon completion of the series. In a follow-up experience survey, 99 percent said they would consider a position with Viasat in the future.

"My view of Viasat has greatly improved due to the workshops. I could see the company values in the people that presented. Additionally, it speaks volumes that Viasat was willing to put on the series for interns! I know many people whose programs simply got canceled. I am grateful that Viasat still gave me such a great opportunity to grow. I look forward to future opportunities with the company!"

– Professional Development Workshop participant

Early Talent Awards

Handshake

2021 Campus Forward Honoree

Ripplematch

Viasat is transforming digital recruiting.

Viasat is one of the 10 technology employers to be honored by Handshake for visionary engagement and excellence in digital recruiting.
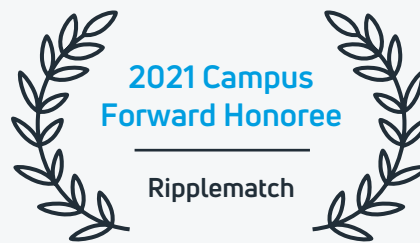
Viasat brings an innovative approach to college recruiting.

Ripplematch recognized Viasat in its 2021 Campus Forward Awards for creating an interactive, engaging candidate experience and internship program — all while working completely remotely.

Viasat

Employee engagement and feedback

Our success as a company is directly linked to the high engagement of our employees. 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.

Viasat employee survey highlights

89% Viasat takes a genuine interest in the well-being of its employees

91% I think that Viasat respects individual differences (e.g., cultures, working styles, backgrounds, ideas)

87% I am encouraged to share my ideas, even those that may challenge the status quo

92% I am proud to work for Viasat

Viasat
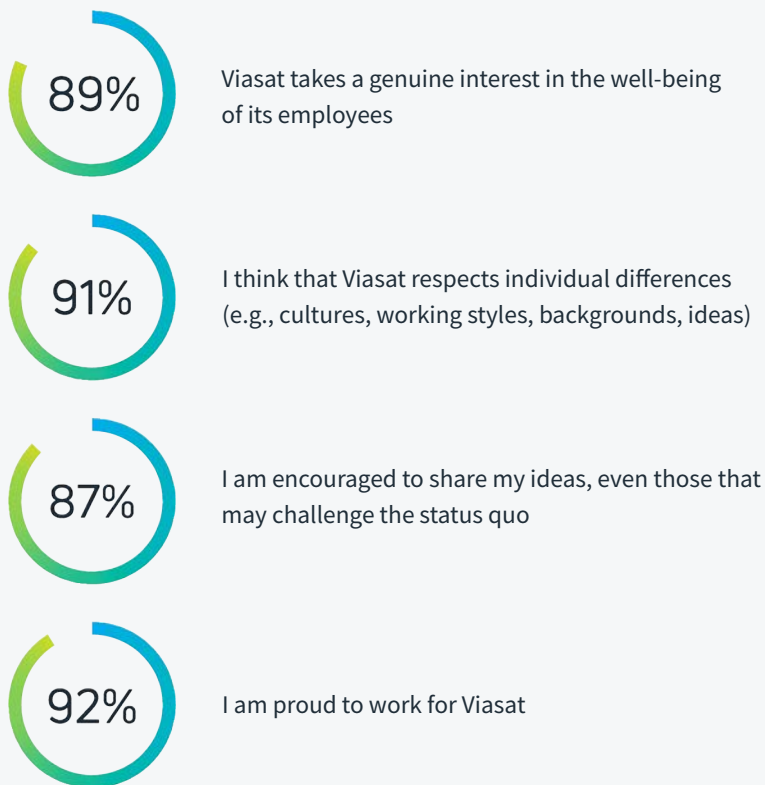
Fostering diversity and inclusion (D&I)

As it relates to our workforce, our goal is simple — to attract, engage, and retain the most capable, effective, and productive workforce we can. We welcome the broad range of experiences, skills, and backgrounds our employees bring to work with them, and we seek an inclusive environment where every employee feels valued and has the opportunity to excel.

In FY21, we brought our D&I commitment to life by:

› **Creating a new leadership role** with accountability for driving D&I across the enterprise
› **Enhancing our focus** on the development of a diverse talent pipeline
› **Conducting a company-wide D&I survey** to better understand the employee experience and identify opportunities for improvement related to fostering a diverse and inclusive culture
› **Establishing an Executive D&I Steering Committee and Employee D&I Council** to drive progress and organizational accountability

The Employee D&I Council consists of employees from across the globe who are helping us to remain in touch with employee sentiment, weighing in on future D&I initiatives, and helping surface potential areas of opportunity. The Executive D&I Steering Committee, which interfaces with the wider executive team, offers support to the Employee D&I Council, and helps prioritize and steer activity at the corporate level.

Here are some highlights from our 2021 D&I employee survey:

› 87% of respondents reported that working for a diverse organization is important
› 91% of respondents feel included and respected for who they are at Viasat
› 93% believe their manager fosters an inclusive climate for all team members

We're encouraged by these results, and we're committed to staying in touch with employee sentiment to understand what is working and where we have opportunities to improve.

For FY22, we have a number of new D&I initiatives planned. For instance, we will pilot targeted leadership development offerings aimed at developing and cultivating a diverse leadership bench. We will also expand interviewing and assessment education to help ensure we have the knowledge and skills needed to select the highest caliber talent. We look forward to sharing our progress in these areas and others in our next report.

Cultivating an inclusive culture

At Viasat, our Employee Resource Groups (ERGs) are employee led, driven and organized groups with the purpose of building meaningful connections with fellow employees around shared experiences, culture, 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. Check out more about each of our ERGs here.

Ability Alliance	Black Professional Alliance	Families Helping Families
Hispanic Latino Alliance	NextGen Alliance	Pride Alliance
South Asian Alliance	Veterans Alliance	Women in Tech Alliance

Viasat is a Best Place to Work for Disability Inclusion and recognized on the 2020 Disability Equality Index by Disability:IN and the American Association of People with Disabilities (AAPD).

Promoting diversity during recruiting and hiring

Our commitment to D&I is anchored in inclusive and equitable talent management practices to help us to attract, select, engage and retain the talented team we need to win. For starters, we consider a multi-dimensional view of diversity including factors such as gender, race, age, and ethnicity as well as degree type, educational background, cross-industry experience, and a host of other variables that affect one's contributions to a team.

Additionally, we are integrating a range of industry tested and validated D&I best practices into talent acquisition to help mitigate the potential of unconscious bias. These include education for interviewers and hiring managers, diverse interview panels, and structured interviews and scorecards.

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

For the fifth consecutive year, we were proud to again sponsor the Grace Hopper Celebration. The 2020 event was held virtually in October, drawing more than 30,000 women from around the world, including 23 Viasat engineers who were thrilled to have the opportunity to contribute to and support, the mission of more women in STEM.

"Viasat's attendance at Grace Hopper says that we support and value female diversity, as statistically women are underrepresented in computing in both education and industry. I think conferences like Grace Hopper are important because they recognize and celebrate females in tech by giving companies the opportunity to recruit, students the chance to learn about the industry and connect with their peers, and professionals a place to network."

– **Connie Chang,** *Viasat software engineer*

The National Society of Black Engineers, Society of Women Engineers, and the Society of Hispanic Engineers are a few of the organizations we have partnered with at various college campuses. Our University Recruiting team also collaborates with Viasat's ERGs to participate in recruiting events and help to deliver more inclusive recruiting experiences.

Supporting gender equality in aviation

In 2019, Viasat co-created and sponsored our first Women in Aviation panel to bring women in the business together to discuss challenges, successes, and how to inspire more women to enter the industry.

To further these efforts, we partnered with UN Women to promote its Generation Equality campaign, and joined airlines to help share this important message in conjunction with International Women's Day 2021.

With five international airlines on board, we created a campaign shown to passengers on airplane portals when they connected to Viasat Wi-Fi. This effort spread awareness of the Generation Equality message, and passengers were able to make a donation to the cause from 30,000 feet.

We plan to continue our efforts in this important area — Viasat's partnership with UN Women will carry us into the future and take flight once again in 2022.

Engaging communities

Whether it's helping out after a natural disaster, mentoring students to develop technology skills, supporting the military and their families, or strengthening our local communities, we encourage employees to explore opportunities to make a difference in the communities where they live, work, and play.

Through the Viasat Giving Program, we empower employees to change the world while we support them and the causes they care about. The program focuses on three areas:

Engaged employees: As a company that puts employees first, we support employees who use their time, talent, and financial resources to create positive impacts in their communities. Employees are offered a $2,000 donation and volunteer match, skills-based volunteer opportunities, and group events each year.

STEAM education: We believe students should have equitable access to science, technology, engineering, art, and math (STEAM) education that enables the confidence, skills, and knowledge needed to be prepared for careers of the future in a quickly evolving world.

Military & veteran outreach: We've made a commitment to support veterans, active-duty service members, their spouses, and families to ensure the military community can thrive and achieve their fullest potential.

"I love being able to share my volunteer work with my colleagues! It's also amazing to work for a company that supports the volunteer work of its employees."

– **Katie Becker,** *IT Technical Writer*

2020 Viasat Giving highlights

1 in 5 Viasat employees volunteered or gave to charitable organizations

1,300+ global organizations received support from Viasat employee programs

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

Viasat Volunteerism

Despite the challenges of the global pandemic, Viasat employees rose to the challenge and participated in Viasat's annual volunteer outreach event. Employees were encouraged to participate in a new virtual volunteer program called Viasat in the Classroom where volunteers are paired with teachers and classrooms to provide virtual lessons on satellites and tech careers for K-12 students. In addition, employees participated in outdoor cleanup projects, as well as on their own with family members in their local neighborhoods and communities.

Viasat

DIGITAL INCLUSION BENEFITS EVERYONE

Powering connections

Delivering valuable communications and connectivity experiences — anywhere

We believe everyone and everything can be connected. For 35 years, we've been shaping how families, communities, businesses, governments, and militaries around the world communicate — even in the hardest-to-reach places.

Enabling digital and social inclusion

Nearly half the world doesn't have access to reliable internet, a problem that isn't just about connectivity. It's about quality of life. That's where Viasat comes in.

Through Viasat Community Internet, we're improving lives by bringing connectivity where it's needed most. 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, business resources, and family.

Viasat's Community Internet service was named a finalist in Fast Company's 2020 World Changing Ideas Awards in the North America and Developing World Technologies categories.

With minimal local infrastructure investment, Viasat establishes connectivity in these communities by installing community internet hotspots that connect to one of our satellites. This innovative approach is economically sustainable, scalable, and presents opportunities for us to make progress toward our mission to connect the world.

Since we launched the program in early 2016, we've installed hotspots in communities across Mexico, Guatemala, and Nigeria, bringing internet within reach of hundreds of thousands of people that were previously unserved or underserved. We are actively expanding the service into communities throughout Latin America and Africa, and we plan to further accelerate our global expansion with ViaSat-3, our next-generation satellite constellation, where we have stretched existing infrastructure and incorporated innovative technology.

"Connecting the unconnected and underconnected through our Viasat Community Internet program is an example of our commitment to digital inclusion in action. We look forward to utilizing ViaSat-3 to reach even more people across the world who could not historically leverage technology to enhance personal, business, education, and health needs."

— **Evan Dixon,** *President of Global Fixed Broadband*

Encouraging digital adoption in Brazil's schools and beyond

In 2018, more than half of Brazil was without internet. That's millions of people living in rural communities who lacked access to online education, healthcare, business opportunities, and loved ones. Working with Telebras, Brazil's state-owned telecommunications company, Viasat has been able to help connect thousands of government sites and millions of students under the Brazilian e-government initiative known as Governo Eletrônico – Serviço de Atendimento ao Cidadão (GESAC), bringing broadband access to unconnected and underconnected people across the country.

Some of the first GESAC sites were installed in 2018, starting with schools in the northern town of Pacaraima. As in many other places, those schools had legacy cell or satellite services that offered very slow internet speeds that were inadequate for applications like streaming educational videos or supporting more than one user at a time. With current speeds enabled by Viasat and Telebras, students are better positioned to take advantage of the educational assets available online, including free digital learning courses.

In partnership with Telebras, we have so far connected 2.5 million students whose schools had either no internet or substandard internet service, as well as a host of other government sites.

Promoting economic growth

Viasat empowers people to share ideas, keep in touch, stay safe, and connect to a world of opportunity. We channel the power of connectivity, working with global partners to create economic prosperity in communities all over the world.

Creating jobs in Australia

When Viasat launched its new Real-Time Earth (RTE) facility in Alice Springs, Australia in 2020, we formed a long-term, mutually beneficial partnership to bring connectivity and economic opportunity to the Australian outback.

The Alice Springs RTE site is owned and operated by the Centre for Appropriate Technology (CfAT), an Aboriginal-owned organization established to research, design, develop, and teach appropriate technologies and deliver technical training to Indigenous people living in Australia's underserved communities. With support from Indigenous Business Australia (IBA), CfAT built and owns the facility through its wholly-owned commercial subsidiary CfAT Satellite Enterprises.

The development of the facility will provide a positive contribution to the local economy through contract opportunities for local businesses during the facility construction phase, and ongoing employment opportunities for local Aboriginal people once operational — as the CfAT facilities management team will be providing ongoing site maintenance.

By launching the RTE facility in partnership with CfAT, Viasat gained an ideal location to expand RTE technology. We also created an opportunity for CfAT to become Australia's first and only Aboriginal-owned-and-operated ground segment service provider. The project ensures that Indigenous Australians are active participants in the space economy and realize the benefits of space-enabled services.

"It's a great opportunity for Indigenous Australians to get involved in enhancing Australia's space sector — a significant step in a sector that requires specific skill sets and management. The project brings Indigenous employment opportunities for the community, particularly new technology and technical skills to the region."

— **Eddie Fry,** *Chairman, Indigenous Business Australia*

Keeping customers connected

Internet access has been a lifeline for the millions conducting their work and social lives at home and online during the global pandemic. Because of this, internet connectivity — and the service Viasat provides to historically unserved and underserved areas — is more important than ever.

In March 2020, we announced our commitment to meet the Federal Communications Commission's Keep Americans Connected pledge. As part of the pledge, we agreed to support residential and small business customers affected by the pandemic by providing service despite an inability to pay bills, waiving any and all late fees, and opening Wi-Fi hotspots to those in need. We extended the program through June 30, 2020.

Operating through disruption

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 made constant changes and improvements in our network to ensure our customers were served during the pandemic."

– **Carlin Charteris,** *Senior Director of Development at Viasat*

Keeping customers connected continued

Since the beginning of the pandemic, 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 ensure our networks remained highly reliable for our customers

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

Prioritizing critical business and education applications
is a critical 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 business
› **Creating a low-cost hardship plan** to help subscribers who experienced financial hardship to stay connected through participation in the FCC Keep Americans Connected plan, and working with customers to establish payment plans

Viasat

Adapting to threats

At Viasat, we have a responsibility to ensure the reliability, safety, and security of our products and services. We are monitoring, assessing, and responding to risks proactively and identifying ways to improve our preparedness.

Protecting our network and products

Our Foundational Security Principles (FSPs) outline the security expectations for every Viasat product and solution. In accordance with the FSPs, we strive to:

Encrypt every piece of information we touch	Test and update the security of solutions on a constant basis	Store and share only relevant information

The FSPs enable us to do the right thing, the right way, all the time. We provide compliance tools and solutions to boost implementation and support efforts to measure teams' performance against the FSPs, so we can quickly detect any incidents of non-compliance.

As part of this ongoing effort, we also require employees to complete mandatory courses on the FSPs and cybersecurity best practices. In October 2020, we held a series of employee-led events to celebrate Cybersecurity Month, including cybersecurity and awareness briefings and an ask-me-anything session with Viasat's Chief Information Security Officer.

To help government and military personnel working from home and other underserved areas during the pandemic, Viasat is delivering a specific network encryption solution designed to help government employees, first responders, elected officials, and warfighters securely access data from any location equipped with a personal, public, or private broadband network.

Viasat

GLOBAL COVERAGE, GLOBAL RESPONSIBILITY.

Protecting the planet

Protecting the planet

Taking action to reduce the environmental impacts of our operations

We continue to drive sustainability initiatives forward, recognizing the impacts our products and operations have on the environment.

Managing environmental performance

Our commitment to reducing our environmental impacts starts with our employees. By empowering teams to implement, monitor, and continually improve our environmental management system (EMS) and Green Environmental Policy, we're able to drive progress on our three environmental objectives:

1.
Reduce greenhouse gas (GHG) emissions
through strategic implementation of efficient infrastructure and renewable energy sources

2.
Promote the 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 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 quarterly with stakeholders throughout the organization to discuss progress, share insights, and identify improvement opportunities.

Despite all the unique EHS challenges of 2020, Viasat again achieved ISO 14001 certification at our Carlsbad and Duluth sites and achieved ISO 14001 certification at three Australia locations for the first time.

Reducing and recycling waste

In our approach to managing waste, we encourage employees to recycle applicable waste products in all office locations. At our Carlsbad headquarters, we strive to ensure organic waste is composted and plan to make this a key focus when employees safely return to in-office work environments. We're also working to procure only compostable utensils for use in our on-campus employee cafes.

Viasat partners with the Technology Conservation Group, an electronics recycling service, to deconstruct and recycle all unusable TRIAs (transmit and receive integrated assemblies) and modems to prevent landfill disposal. In FY21, we recycled 115,633 pounds of residential terminal equipment.

In addition, we recycled a total of 44 tons of batteries and other e-waste in FY21. We also recycled 187,770 pounds of paper, which in result helped save:

› 35,676 gallons of oil
› 657,195 gallons of water
› 375,540 kWh of energy
› 1,605 trees
› 282 cubic yards of landfill space

Our campus café partners are committed to sustainability. In addition to sustainably-sourced food products, the company conserved 2,100 pounds of oil and recycled 1,975 pounds of waste in 2020. Together, these efforts resulted in:

6,719 pounds
GHG emissions reduction

120 pounds
packaging reduction

173 pounds
fertilizer and pesticide reduction

Managing hazardous substances

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.

Lifecycle phase	Our approach
Procurement	Procurement integrates environmental quality assurance provisions with terms and conditions as part of purchase order placements.
Development	Our product engineers work with our environmental compliance experts to ensure new product designs comply with hazardous substance regulations.
Manufacturing	Manufacturing works with the EHS team to recycle hazardous waste such as lead solder, e-waste, batteries, and metals. All hazardous substances and waste are labeled, handled, and disposed of in accordance with local, state, and national regulations.
Distribution	In accordance with global trade requirements, we label all products containing hazardous materials. This process ensures our product shipments are safe in transit and quickly delivered to their destinations without delay.
Usage	Each product has the appropriate label information to indicate to the user environmental and safety compliance, where applicable (i.e., U.S., Europe).
Disposal	At manufacturing sites, we consider all discarded material as hazardous until it is classified during the waste identification process. This helps us ensure we're always handling all waste responsibly and in accordance with our regulatory requirements.

Our environmental compliance team uses an internally developed dashboard to ensure other teams across the company are updated on 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 in Electrical and Electronic Equipment (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 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.

Viasat

Complying with environmental regulations

Our 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. Our steering committee meets throughout the year to review and discuss our conflict minerals program, and is briefed on the status and findings of the supply chain due diligence we conduct each year.

Using resources responsibly

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.

Embracing product stewardship

In our Commercial Aviation business, we are building products that airlines can leverage to reduce their carbon footprint. Our wireless in-flight entertainment and communication and digital document products can dramatically reduce aircraft weight, with savings in fuel costs and lower GHG emissions. Our Connected Flight Deck helps pilots optimize routes in real time, again cutting fuel consumption while increasing passenger comfort. Other business areas design or redesign products to be lighter, energy efficient (low-voltage), and employ hazard-free materials.

Innovating to promote greater connectivity

Satellite communications networks require three main components to work: a satellite in orbit, an antenna, and the ground network, which is made up of individual ground stations. With sizable antennas aimed at the satellite, ground stations are often quite large and costly to build and operate. A nationwide network like ours might have dozens of ground stations, often in underserved locations, to serve one satellite.

Much of this, however, is changing. With the next generation of satellites, we are reimagining ground systems to help us expand our network capacity. We've reimagined the traditional model to drastically reduce the size and cost of each ground station and increase the number of stations while also improving performance, providing better service, and increasing network capacity.

Responsible use of space

Viasat is committed to both near and long-term sustainability of space. We believe by employing a responsible approach to space safety, this global common will be accessible by many in the years to come, allowing New Space broadband communications, science, and exploration to continue for future generations.

We also recognize that maintaining safety in space requires responsible action from multiple stakeholders. Across the world, we're actively engaging policymakers and other companies in our industry to develop sound policy and to raise public awareness of the issue. In March 2021, we published a policy proposal asking the Biden-Harris Administration to direct federal agencies to fully examine and address issues associated with space pollution.

Reducing energy use and GHG emissions

Responsible energy consumption helps to avoid or reduce harmful GHG emissions. At our headquarters and across our operations in recent years, we have:

Headquarters	All locations
› Met California Title 24 energy efficiency standards through smart lighting, occupancy sensors, and other applications › Installed roughly 400 kW solar arrays on new buildings › Implemented composting programs for onsite cafes	› Completed energy-efficient capital improvements to meet engineering and production needs › Provided 126 electric vehicle charging stations for employees across four locations* *Leased office locations

From electric vehicle stations to LED lighting and solar panels covering 33% of the roof space, our Carlsbad campus was built with energy efficiency in mind. In 2020, the Carlsbad office received a San Diego Gas & Electric Excellence in Energy Leadership Award.

In FY21, we worked with a third party to evaluate patterns and identify where there were large spikes in energy use. The results of the evaluation helped us minimize these spikes, thereby reducing energy use and cost and avoiding GHG emissions.

Water use

To save water, we implement water strategies depending on what makes the most sense for a location. For example, we:

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

Reuse recycled water for landscaping in Carlsbad, California
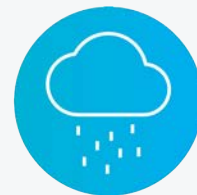
Use landscape rain sensors to ensure irrigation systems do not operate when it rains in Duluth, Georgia

Encouraging employee involvement

Sustainability often begins with passionate employees. We strive to empower employees to explore and support the causes that matter most to them, including being sustainable in their day-to-day work environment. At our offices, we:

› Provide ongoing employee education around sustainability
› Offer programs to support alternate commutes
› Hold annual Earth Day celebrations

Through our campus design, we encourage employees to build a relationship with nature, which we believe creates a sense of ownership around our environmental sustainability efforts. Our campuses include recycling stations, bocce ball courts, jogging and biking trails, shade structures for informal meetings, and ample green space that incorporates 11,000 native plants and trees. In whatever way suits them best, we offer ways for our employees to remain connected to the natural world.

Supporting Clean Air Day

Hundreds of Viasat employees worldwide came together to celebrate Clean Air Day 2020 by taking action to reduce environmental pollution.

After signing the Clean Air Pledge, each employee chose how they could individually make an impact on better air quality by doing common things like changing their home filters, buying local produce, planting trees, walking or biking instead of driving, and switching to all-natural cleaners.

In further support of Clean Air Day, Viasat committed to planting 500 trees with Eden Reforestation Projects, as well as one additional tree for every employee that took the pledge.

In the end, 10% of employees around the world took the Clean Air Pledge and Viasat planted 1,028 trees on their behalf.

Viasat

Safe, sustainable access to space

A message from our executive chairman

Space, like any other natural resource, has its limits. Our objective is to be a leader in bringing benefits of space technology to the world in a sustainable, responsible and inclusive way. We are focused on cooperating with a broad range of responsible nations and global partners.

In addition to bringing the benefits of new technology to communities around the world, we have also been working with a broad range of policymakers and industry leaders to promote rules and practices that allow multiple stakeholders to participate safely in all facets of the space economy. As more countries and nongovernmental organizations learn about and understand these risks, there is growing interest in adopting sustainable space policies and practices and determining how to ensure scarce orbits and spectrum remain accessible for all space faring nations.

To participate successfully in the New Space economy, we all will need a clear vision of what the globally regulated environment will entail, and how it will come about. At Viasat, we believe there is a way for safe, sustainable and inclusive access to space.

Not proactively addressing these risks could ultimately make space inaccessible to everyone.

Viasat

Implications of unregulated access to space

Physical damage to existing and future spacecraft and satellites	Impaired use of orbits	Environmental impact on Earth
Loss of functionality due to lack of harmonized global regulations	Quantity over quality	Tragedy of the commons

We are seeing increased awareness of these issues among nations with their own space investments and are optimistic that wider understanding will help drive a sustainable outcome. Collectively, nations can establish norms that reflect accessibility to Low Earth Orbit (LEO) in a safe, sustainable, and equitable manner that is consistent with their common individual sovereign interests to internet access, national security, economic progress, and technology innovation.

We are confident that an equitable, environmentally sustainable allocation of scarce orbital resources will create enormous opportunities for companies that are responsible, transparent, and collaborative.

We encourage those interested to access our website for compilations of regulatory filings, academic research, relevant publications from other responsible space players, and other information on space safety, collision risk, environmental risks, spectrum regulation, and other factors that urgently require global attention and cooperation.

Implications of ignoring these risks:

Physical damage to existing and future spacecraft & satellites

Kessler Syndrome: space debris (expired spacecraft, expendable vehicles, fragments of the same) remain in orbit for years, decades, or even centuries and randomly collide with each other. The debris density increases after each collision increasing the rate of future collisions and further increasing the density of debris in these orbits to the point that the collision rate becomes so high that all satellites are consumed.

"Collisions can have a devastating impact, sending large clouds of high-speed shrapnel-like space junk into surrounding orbits. This space junk can disable or destroy other satellites that are critical for connectivity, mapping, weather, and defense purposes — and it can persist for decades and even a century or more, making access to space riskier and more expensive."

– **Day One Project**

Impaired use of orbits

› Most space debris is in LEO.
› Collision risk increases with the cross-sectional area, mass, and number of satellites in the constellation.
› It can take years for a failed satellite to deorbit. Impaired use of orbits could limit the use of those orbits altogether, including ones that overlap or intersect.
› Even small fragments can pulverize a spacecraft, or damage it in a way that makes it uncontrollable and lets it collide, creating more fragments.
› Collisions that occur above or below the International Space Station (ISS) or other manned space stations will endanger human lives and inhibit further space exploration activities for those who would like to operate within LEO or traverse through LEO to higher orbits.

"... [T]he rise in orbital debris in space compromises valuable assets and threatens to make space inaccessible. If satellites cannot reliably maneuver, we are likely to soon see collisions and more debris spreading out over hundreds of kilometers, polluting surrounding orbits for years. Some could even plummet to Earth, creating an unsafe situation for aircraft and all of us on the ground."

– **Congressman Mike Levin**

Environmental impact on Earth

› Upon re-entry at end of life, LEO satellites combust and release harmful particulates, compounding global warming.
› Increasing greenhouse gas emissions are causing the atmosphere to contract, reducing drag on LEO objects, keeping them in orbit longer and increasing the likelihood of space collisions.
› Further, these satellites may not fully burn up upon re-entry, threatening lives and property on the ground and in the air.

"Air, space, and light pollution now present looming environmental threats created by the launch of new 'mega-constellations' of thousands of satellites in the part of space near Earth called 'Low Earth Orbit' (LEO). A 'take risks and fail often' approach to new technology has been extended to space without consideration of the fact that mistakes in space cannot be cleaned up like they can on Earth."

— **Day One Project**

"Footprint" in Space

The space in LEO is becoming more and more congested as the debris and number of spacecraft increases. As many have concluded even with commercial "best practices" there is a limit to orbital congestion. And, some operators are taking advantage of this fact and deliberately intending to preclude any other operator from ever using economically valuable orbits by putting up constellations with large numbers of satellites with relatively large footprints and completely seizing all the "slots" available at those orbits. Worse still — those satellites do not make efficient use of the resources they are seizing.

In addition, given the decreasing costs to deploy these LEO satellites into space, there is a cost/safety tradeoff being made that reduces the likelihood of successfully maneuvering to avoid the inherent risk of collisions. Some are motivated to adopt practices that force other space users to bear significant negative externalities, raising their economic costs and ultimately jeopardizing the viability of certain parts of space — i.e., the tragedy of the commons. Economics and ethics alone are not adequate to incentivize companies to adopt responsible practices designed to ensure that the shared orbital environment remains available for all to use safely.

Not dissimilar to the situation around congested airports and the limits that all countries studied to understand how to regulate the airline industry to ensure safety of aircraft and human life, create efficiencies in air traffic management and still allow for a competitive industry, it is important to understand the limits in space and how we address these limits going forward. Measuring the "footprint" of the constellations being launched and their effect on the environment, safety and sustainability of low earth orbit is critical. Studying elements such as the usefulness of satellites relative to the resources they consume (e.g. bandwidth per total cross sectional area and mass in those orbits), how much "space" they consume when utilizing these orbits, and their collision probability for their constellation as a whole are all factors that governments should be factoring in when licensing these systems to ensure equitable and sustainable access to space. Best practices alone cannot solve this looming crisis.

Loss of functionality due to lack of harmonized global regulations

Spectrum interference due to overcrowding and/or conflicting national regulatory policies risks undermines the purpose and effectiveness of space systems (communications, sensing, and otherwise) over geographic regions both within nations and outside international borders.

"The situation resembles a real estate grab, with competing firms racing to claim as much of space as they possibly can— before governments can apportion rights or coordinate with industry on how to keep an increasingly crowded sky full of functioning satellites."[1]

Tragedy of the commons

Nations are beginning to understand the limits to LEO, and that granting landing rights to unproven foreign systems could undermine their own national interests and potentially lead to individual nations exploiting gaps in norms.

"For decades the world ignored calls for action on climate change. It would be tragic that just as nations begin to recognize the need to protect the Earth, they fail to collaborate on the preservation of space."[2]

[1]Silverman, Jacob, April 29, 2021, "Elon Musk Wants to Move Fast and Break Space," https://newrepublic.com/article/162096/spacex-starlink-satellite-internet-profit-space.
[2]Hollinger, Peggy, March 30, 2021, "Galactic battle over Musk's Starlink is a concern for space community," https://www.ft.com/content/e3de5629-cf4e-4930-9ff6-9c2d18946d92.

Taking action on sustainable & safe access to space

As a global player in satellite communications for decades, we at Viasat are proactively addressing the issues and risks that threaten sustainable and safe access to space by:

› **Research and Modeling** — Viasat has invested extensive resources, researching and analyzing existing published research and computer models identifying, quantifying, and assessing collision risks in space. We have identified key attributes of constellations, individual satellites, and orbits that determine collision risk. We have also assessed potential mitigation methods to reduce risks of collisions and run-away creation of space debris while still allowing sustainable use of space debris. We are continuing to research additional environmental/sustainability impacts of man-made objects in space such as potential global warming impacts due to re-entry of man-made space objects and impacts on optical and radio astronomy.

› **Regulatory and Policy Activism** — First, we conducted extensive research regarding existing and potential policies and regulations to mitigate the adverse effects of man-made space objects. We then collaborated with domestic and international regulators, policy makers, and the many stakeholders concerned with these issues, to align around sustainable space strategies and are continuing to develop proposals and work towards policy adoption and enforcement that will reflect the highly accelerated launch of these space objects.

› **Designing for efficiency and safety** — Our objective is to help ensure that limited global orbital resources remain available for the benefit of all, and that existing and emerging spacefaring nations have equitable access. We are engineering new systems in a sustainable way that can deliver the same benefits that dangerous mega-constellations purport to offer, but with far fewer risks of collisions and run-away debris, decreased impact to global warming, and without adverse effect on astronomy and the night sky.

Bottom line

The risks associated with this rapidly evolving quest to occupy space are real. The cost to access space is falling while the congestion in space is increasing. And, while regulations and policies to promote safety, efficiency and equity in space may be complex, we believe it is not only worth pursuing in terms of technology, business models, and the need to reduce congestion in space, it is critical to the future of our industry and humanity.

We believe that effective regulation can motivate operators to design and fund constellations that are inherently 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 indeed the impact to our atmosphere here on Earth.

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

Viasat.

DOING THE RIGHT THING, EVERYTIME.

Leading with integrity

Leading with integrity

Securing and maintaining the trust of our stakeholders

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

Maintaining strong corporate governance

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

To learn more, see our governance policies and programs.

Our Board of Directors

Our business is managed under the direction of our Board of Directors (Board), which is currently comprised of eight members, six of whom are independent. The Board leadership structure is currently comprised of an Executive Chairman, who was formerly our Chief Executive Officer, and a Lead Independent Director. The role of Lead Independent Director was established in 2019 to provide strong, independent leadership for the Board. The Lead Independent Director's responsibilities include presiding over all meetings of the Board at which the Executive Chairman is not present, calling meetings of independent directors, and functioning as a liaison with the Executive Chairman.

Our Board has adopted corporate governance guidelines, which address items such as the qualifications and responsibilities of our directors and director candidates and corporate governance policies and standards applicable to us in general. The Nomination, Evaluation and Corporate Governance Committee of the Board annually reviews the composition of directors to ensure they collectively possess the appropriate business acumen, diversity, integrity, and personal and professional experience to navigate the strategic issues facing the company and deliver the high standard of governance expected by our stockholders.

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.

Board snapshot

Average tenure of independent directors

10 years

75%
of directors are independent

38%
of directors indentify as belonging to underrepresented communities

25%
of directors identify as female
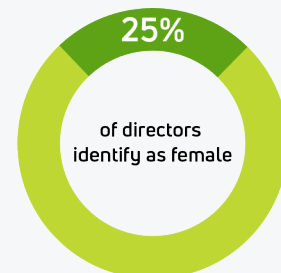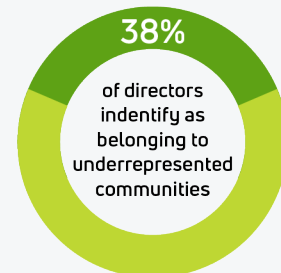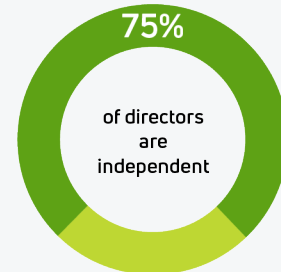
Acting with integrity

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 values line, as well as other resources for reporting ethical concerns.

Because Viasat maintains U.S. government contracts, we're required by law to provide regular ethics training to the employees performing the government-contracted services. To ensure we're going above and beyond this requirement, all employees, permanent or temporary, and consultants working six consecutive months or longer complete the Viasat Workplace Ethics course on an annual basis — whether they are involved with government-contracted projects or not.

Our Ethics Advisory Committee oversees our ethics program. The committee, which is comprised of members of our executive leadership team and other company leaders, reviews and updates all ethics policies, determines content for our annual Workplace Ethics course, and engages in the ongoing dialogue on ethics-related issues.

"As a company, we believe that adherence to the highest standards of business integrity in all facets is vital to protecting Viasat's reputation, investor confidence, and customer loyalty."

– **Shawn Duffy,** *SVP & Chief Financial Officer*

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, it's important for us to continue holding our 5,000+ partners to high social and environmental standards.

Maintaining high supplier standards

Each year, our core suppliers receive a survey to determine whether suppliers are maintaining an Environmental Management System, meeting quality standards, and complying with other social, environmental, and quality requirements. Unacceptable performance may be addressed through corrective action or termination.

We have an obligation to our stakeholders to choose capable suppliers that comply with ethical standards. Our quality department assesses potential suppliers in key commodities for risks and quality using a supplier assessment survey tool, site visit, and qualification audit.

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

Human rights

To promote the advancement of fundamental human rights, Viasat is 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 upon request 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.

In addition, Viasat respects international human rights through its compliance with the U.K. 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

We make it a priority in all areas of our business to respect the privacy of our stakeholders. Our privacy policies detail our approach to protecting the personal data we collect, use, store, and share.

We continually strive to comply with our obligations under applicable laws and regulations and enlist the help of technology to ensure we're on track. In 2020, we launched Solutions Hub, a collaborative intergroup review process that enables us to quickly vet new technology providers for data privacy and security risks. And, to ensure our employees remain vigilant, they are required to complete data privacy and security training during onboarding and then at periodic intervals during their employment.

GRI content index

GRI 102: General disclosures 2016*

Disclosure	Description	Cross-reference, omissions, and explanations
Organizational profile		
102-1	Name of the organization	Viasat, Inc.
102-2	Activities, brands, products, and services	FY21 10-K, pp. 2-7
102-3	Location of headquarters	Carlsbad, California, USA
102-4	Location of operations	FY21 10-K, p. 38 Viasat has leased facilities and offices across the United States. Viasat also maintains an international presence in Australia, Brazil, China, India, Ireland, Israel, Italy, Mexico, Netherlands, Switzerland, and the United Kingdom. Viasat operates earth station locations to support satellite broadband services across the United States, Canada, and Brazil.
102-5	Ownership and legal form	FY21 10-K, p. 2
102-6	Markets served	FY21 10-K, pp. 2-6
102-7	Scale of the organization	FY21 10-K, pp. 11, 20, 38, 48 Economic performance, p. 63 Workforce performance, p. 72
102-8	Information on employees and other workers	Workforce performance, p. 69-75
102-9	Supply chain	FY21 10-K, pp. 3-7
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.

*Viasat's FY21 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* continued

Disclosure	Description	Cross-reference, omissions, and explanations
102-11	Precautionary Principle or approach	Protecting the planet, p. 33
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: › Airline Passenger Experience Association (APEX) › Armed Forces Communications and Electronics Association (AFCEA) › Army Aviation Association of America, Inc. (AAAA) › Association of the United States Army (AUSA) › Business Council for International Understanding (BCIU) › CompTIA Space Enterprise Council › Inter-American Dialogue › International Telecommunication Union (ITU) › National Business Aviation Association (NBAA) › National Defense Industrial Association (NDIA) › US Chamber of Commerce › Wireless Broadband Alliance (WBA)

*Viasat's FY21 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* continued

Disclosure	Description	Cross-reference, omissions, and explanations
Strategy		
102-14	Statement from senior decision maker	A message from our Executive leadership, p. 3
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	We are Viasat, p. 5 Leading with integrity, p. 46
102-17	Mechanisms for advice and concerns about ethics	Guide to Business Conduct Corporate Governance Guidelines
Governance		
102-18	Governance structure	Governance Leading with integrity, p. 45
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 his or her 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 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.

*Viasat's FY21 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* continued

Disclosure	Description	Cross-reference, omissions, and explanations
102-43	Approach to stakeholder engagement	Perspectives for our key stakeholder groups were included in our first priority issues analysis in 2020. 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. 7 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.
Stakeholder engagement		
102-45	Entities included in the consolidated financial statements	FY21 10-K, pp. 2-3
102-46	Defining report content and topic Boundaries	Our commitment to ESG, p. 7
102-47	List of material topics	Our commitment to ESG, p. 7
102-48	Restatements of information	Because this is Viasat's inaugural report, there are no restatements of information.
102-49	Changes in reporting	Because this is Viasat's inaugural report, there were no significant changes in reporting.
102-50	Reporting period	This inaugural report provides information for fiscal year 2021, beginning April 1, 2020 through March 31, 2021, unless otherwise noted.
102-51	Date of most recent report	July 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, pp. 48-55
102-56	External assurance	We have not received external assurance for this report.

*Viasat's FY21 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*

Material topic	Management approach cross-reference	Relevant external entities
Economic		
GRI 205: Anti-corruption 2016	Leading with integrity, pp. 46-47 Guide to Business Conduct	Communities Customers Investors Policymakers
Environmental		
GRI 307: Environmental Compliance 2016	Protecting the planet, pp. 32-33	Customers Policymakers
GRI 308: Supplier Environmental Assessment 2016	Leading with integrity, p. 47	Customers Suppliers
Social		
GRI 404: Training and Education 2016	Putting people first, pp. 13-14	Not applicable
GRI 405: Diversity and Equal Opportunity 2016	Putting people first, pp. 16-18	Customers Investors

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GRI content index

GRI 200-400: Topic-specific disclosures 2016*

Topic	Disclosure	Description	Cross-reference, omissions, explanations
Economic			
GRI 201: Economic Performance 2016**	201-1	Direct economic value generated and distributed	Economic performance, p. 63 FY21 10-K, p. 48
GRI 203: Indirect Economic Impacts 2016**	203-1	Infrastructure investments and services supported	Powering connections, pp. 23-25
	203-2	Significant indirect economic impacts	Powering connections, pp. 23-25
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Leading with integrity, p. 46-47
	205-2	Communication and training about anti-corruption policies and procedures	Guide to Business Conduct Leading with integrity, p. 46
	205-3	Confirmed incidents of corruption and actions taken	Ethics performance, p. 64

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

GRI content index

GRI 200-400: Topic-specific disclosures 2016* continued

Topic	Disclosure	Description	Cross-reference, omissions, explanations
Environmental			
GRI 302: Energy 2016**	302-1	Energy consumption within the organization	Environmental performance, p. 65
	302-3	Energy intensity	Environmental performance, p. 65
	302-4	Reduction of energy consumption	Protecting the planet, pp. 34
GRI 305: Emissions 2016**	305-1	Direct (Scope 1) GHG emissions	Environmental performance, p. 66
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental performance, p. 66
	305-4	GHG emissions intensity	Environmental performance, p. 66
	305-5	Reduction of GHG emissions	Protecting the planet, pp. 30-31, 34
GRI 306: Effluents and Waste 2016**	306-2	Waste by type and disposal method	Environmental performance, p. 67
	306-3	Significant spills	Environmental performance, p. 67
	306-4	Transport of hazardous waste	Environmental performance, p. 67
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Environmental performance, p. 68
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Leading with integrity, p. 47 Environmental performance, p.68
	308-2	Negative environmental impacts in the supply chain and actions taken	Environmental performance, p.68

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

GRI content index

GRI 200-400: Topic-specific disclosures 2016* continued

Topic	Disclosure	Description	Cross-reference, omissions, explanations
Social			
GRI 401: Employment 2016**	401-1	New employee hires and employee turnover	Workforce performance, pp. 74-75
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Careers Putting people first, pp. 10-12
GRI 403: Occupational Health and Safety 2018**	403-1	Occupational health and safety management system	Putting people first, p. 11
	403-2	Hazard identification, risk assessment, and incident investigation	Protecting the planet, pp. 10-11
	403-3	Occupational health services	Putting people first, pp. 10-11
	403-4	Worker participation, consultation, and communication on occupational health and safety	Putting people first, pp. 10-11
	403-5	Worker training on occupational health and safety	Putting people first, p. 11
	403-6	Promotion of worker health	Putting people first, pp. 10-11
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Putting people first, p. 11
	403-8	Workers covered by an occupational health and safety management system	Health and safety performance, p. 76
	403-9	Work-related injuries	Health and safety performance, p. 76
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Putting people first, pp. 13-14
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity performance, pp. 69-73
GRI 413: Local Communities 2016**	413-1	Operations with local community engagement, impact assessments, and development programs	Putting people first, pp. 20-21
GRI 418: Customer Privacy 2016**	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 FY21.

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

SASB index

SASB sector standards 2018*

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	Powering connections, p. 28 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, pp. 69-70
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 FY21 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. 67

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SASB index

SASB sector standards 2018* 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. 64
Materials sourcing		
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	FY21 10-K, p. 15

SASB code	Activity metric	Answer, cross-reference, omissions, explanations
TC-HW-000.A	Number of units produced by product category	Commercial Networks: 3,079,624 Enterprise Systems: 1,465,542 Government Systems: 698,669
TC-HW-000.B	Area of manufacturing facilities	Leased manufacturing facilities: 563,656 f^2 Owned manufacturing facilities: None
TC-HW-000.C	Percentage of production from owned facilities	Viasat does not own manufacturing facilities.

SASB index

SASB sector standards 2018* continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Telecommunication services		
Environmental footprint of operations		
Competitive Behavior & Open Internet	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Environmental performance, p. 65
Data privacy		
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	Leading with integrity, p. 47

We collect personal data that is necessary to deliver our services to the user, and we only use personal data disclosed to the user at the time of collection. We process two general categories of personal data: (1) data provided to Viasat by the user and (2) data that Viasat collects automatically from the user.

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 FY21. 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, and as communicated to customers at or before the time of data collection. |
| 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 FY21. |
| 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: 226
(2) Number of customers whose information was requested: 228
(3) Percentage resulting in disclosure: 65.5%

The figures above represent U.S. operations only. European operations did not field law enforcement requests in FY21. |

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SASB index

SASB sector standards 2018* continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Telecommunication Services		
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 FY21.
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Powering connections, p. 28 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. 67
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 FY21.
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.

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SASB index

SASB sector standards 2018* continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Telecommunication services		
Managing system risks from technology disruptions		
TC-TL-550a.1	(1) System average interruption frequency and (2) Customer average interruption duration	(1) System average interruption frequency: 10.4/year (2) Customer average interruption duration: 1.2 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	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. Powering connections, pp. 26-28.

SASB code	Activity metric	Answer, cross-reference, omissions, explanations
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	Number of U.S. fixed broadband subscribers: 590,000
TC-TL-000.D	Network traffic	This information is considered to be competitively sensitive and is therefore not disclosed.

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SASB index

SASB sector standards 2018* continued

Viasat™

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Electronic Manufacturing Services & Original Design Manufacturing[1]		
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. 67
Waste management		
TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage of hazardous waste recycled	Environmental performance, p. 67
Labor practices		
TC-ES-310a.1	(1) Number of work stoppages and (2) total days idle	Health and safety performance, p. 76
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. 76
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. 64
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. 64

SASB index

SASB sector standards 2018* continued

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
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. 67
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. 72

Performance data

Economic performance[1]

	FY21	FY20	FY19	FY18
Financial performance (in millions, USD)				
Revenues				
Total revenues	**$2,256.1**	**$2,309.2**	**$2,068.3**	**$1,594.6**
Product revenues	$1,044.5	$1,172.5	$1,092.7	$755.5
Service revenues	$1,211.7	$1,136.7	$975.6	$839.1
Revenues by segment				
Satellite services	$868.9	$826.6	$684.2	$589.3
Commercial networks	$320.9	$344.6	$428.4	$233.2
Government systems	$1,066.3	$1,138.1	$955.6	$772.1
Costs and operating expenses				
Cost of product revenues	$774.9	$845.8	$834.5	$553.7
Cost of service revenues	$789.4	$763.9	$703.2	$567.1
Selling, general and administrative	$512.3	$523.1	$458.5	$385.4
Independent research and development	$115.8	$130.4	$123.0	$168.3
Amortization of acquired intangible assets	$5.5	$7.6	$9.7	$12.2
Income tax				
(Provision for) benefit for income taxes	$(9.4)	$7.9	$41.0	$35.2
Net income (loss) attributable to Viasat, Inc.				
Net income (loss) attributable to Viasat, Inc.	$17.1	$(0.2)	$(67.6)	$(67.3)

[1]For fiscal years ended March 31.

Performance data

Ethics performance[1]

	FY21	FY20	FY19	FY18
Anticorruption and anticompetitive behavior				
Ethics trainings				
Total number of employees that the anti-corruption policies and procedures have been communicated to	95%	97%	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				
Total non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent	0	0	0	0
Associated corrective action rate for priority non-conformances	0	0	0	0
Tier 1 supplier facilities	0	0	0	0
Associated corrective action rate for other non-conformances	0	0	0	0
Tier 1 supplier facilities	0	0	0	0

[1]For fiscal years ended March 31.

Performance data

Environmental performance[1]

	FY21	FY20	FY19	FY18
**Energy (MWh) ** **				
Total energy consumption	**77,810**	**75,264**	-	-
Percentage nonrenewable	99%	97%	-	-
Percentage renewable	1%	3%	-	-
Non-renewable energy consumption	**77,319**	**72,919**	-	-
Gasoline	562	551	-	-
Diesel	219	158	-	-
Electricity	71,871	64,330	-	-
Natural gas	4,667	7,880	-	-
Renewable energy consumption	**491**	**2,345**	-	-
Electricity	491	2,345	-	-
Energy intensity (MWh per million dollars of revenue)	**34**	**33**	-	-

[1]For fiscal years ended March 31.
[2]Increase in electricity consumption was due to the addition of new buildings to Viasat's portfolio.
 **Dashes indicate where data is not available.

Performance data

Environmental performance[1] continued

	FY21	FY20	FY19	FY18
Greenhouse gas emissions (MT CO$_2$e) **				
Total absolute emissions - Location based	**27,580**	**26,249**	-	-
Total absolute emissions - Market based	**27,430**	**25,439**	-	-
Scope 1	1,237	2,161	-	-
Scope 2 - Location based	26,343	24,088	-	-
Scope 2 - Market based	26,193	23,278		
Total normalized emissions (MT CO$_2$e / Million \$USD Revenue	**12.16**	**11.02**	-	-
Emission intensity - Scope 1	0.55	0.94	-	-
Emission intensity - Scope 2	11.61	10.08	-	-

[1]For fiscal years ended March 31.
**Dashes indicate where data is not available.

Performance data

Environmental performance[1] continued

	FY21	FY20	FY19	FY18
Waste (Metric tons) **				
Total waste disposal	**209**	**165**	-	-
Recycling[2]	236	255	-	-
Landfill[3]	209	165	-	-
Other	0	0	0	0
Materials recovered through take-back programs				
Reuse	91%	92%	84%	85%
Recycling	7%	8%	15%	14%
Landfill	3%	1%	1%	1%
Hazardous waste **				
Total hazardous waste generated(3)(4)	**46**	**60**	**18**	-
Hazardous waste recycled (%)	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	**46**	**60**	**0**	**0**
Hazardous waste exported	46	60	0	0
Hazardous waste shipped internationally (%)	0	0	0	0
Water				
Total water consumption[5] (gallons)	**10,393,979**	**17,884,595**	**11,633,797**	**3,797,680**

[1]For fiscal years ended March 31.
[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.
**Dashes indicate where data is not available.

Performance data

Environmental performance[1] continued

	FY21	FY20	FY19	FY18
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 (%)	72%	52%	83%	85%
Number of suppliers assessed for environmental impacts	57	59	45	47
Number of suppliers identified as having significant actual and potential negative environmental impacts	7	9	7	8

[1]For fiscal years ended March 31.

Performance data

Diversity performance[1]

Racial/ethnic composition of U.S. workforce and board of directors[2]								
	American Indian/ Alaska Native		Asian		Black/ African American		Hispanic/ Latino	
	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20
U.S. workforce								
Total U.S. workforce	0.5%	0.5%	14%	13%	4%	4%	8%	8%
Technical	0.5%	0.5%	16%	15%	3%	3%	6%	7%
Non-technical	0.5%	0.5%	9%	8%	5%	6%	12%	11%
Management	0.3%	0.2%	9%	9%	2%	2%	6%	6%
U.S. workforce: female								
Total U.S. workforce	0.8%	0.6%	17%	17%	4%	4%	12%	11%
Technical	0.5%	0.5%	24%	25%	3%	2%	8%	7%
Non-technical	1%	0.5%	10%	9%	5%	5%	12%	12%
Management	0%	0%	10%	9%	2%	1%	7%	7%
U.S. workforce: male								
Total U.S. workforce	0.3%	0.3%	14%	13%	4%	5%	8%	8%
Technical	0.5%	0.5%	14%	14%	4%	3%	6%	7%
Non-technical	0.5%	0.5%	8%	8%	6%	7%	12%	11%
Management	0.3%	0.3%	9%	9%	2%	3%	6%	5%
Board of directors								
Board of directors	13%	13%	25%	25%	0%	0%	0%	0%

[1] For fiscal years ended March 31.

[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[2]								
	Native Hawaiian/ Other Pacific Islander		Two or more races		White		Race/ethnicity not specified	
	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20
U.S. workforce								
Total U.S. workforce	0.5%	0.5%	3%	3%	60%	61%	10%	10%
Technical	0.5%	0.5%	3%	3%	60%	60%	11%	11%
Non-technical	0.5%	0.5%	4%	3%	60%	60%	9%	11%
Management	0.3%	0.3%	2%	2%	71%	73%	9%	7%
U.S. workforce: female								
Total U.S. workforce	0.6%	0.6%	4%	4%	60%	60%	3%	3%
Technical	0.5%	0.5%	2%	3%	51%	50%	11%	12%
Non-technical	0.5%	0.5%	5%	5%	60%	62%	7%	6%
Management	0%	0%	5%	3%	60%	72%	8%	7%
U.S. workforce: male								
Total U.S. workforce	0.5%	0.4%	3%	3%	68%	67%	2%	2%
Technical	0.5%	0.5%	3%	3%	62%	62%	10%	10%
Non-technical	0.5%	0.5%	3%	3%	61%	62%	9%	8%
Management	0.3%	0.4%	1%	2%	72%	73%	9%	7%
Board of directors								
Board of directors	0%	0%	0%	0%	63%	63%	0%	0%

[1] For fiscal years ended March 31.
[2] Not all figures add up to 100 percent due to rounding.

Performance data

Diversity performance[1] continued

Age composition of workforce

Employee category	Over 50 years old		30-50 years old		Under 30 years old		Age not specified	
	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20
Company	33%	35%	51%	50%	15%	14%	0%	0%
Technical	31%	33%	51%	51%	18%	16%	0%	0%
Non-technical	35%	38%	52%	49%	13%	13%	0%	0%
Management	38%	38%	59%	58%	4%	4%	0%	0%
Board of directors								
Board of directors	75%	86%	25%	14%	0%	0%	0%	0%

Additional workforce diversity

	FY21	FY20
Veterans	430	452
Employees with disabilities	380	282

[1] For fiscal years ended March 31.
[2] Not all figures add up to 100 percent due to rounding.

Performance data

Workforce performance[1]

Workforce breakdown by gender[2]

	Total		Male		Female		Non-binary		Gender not specified	
	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20
Total	**6,168**	**6,192**	**72%**	**75%**	**24%**	**24%**	**0.2%**	**0.2%**	**4%**	**0.6%**
Employment contract										
Permanent and temp employees[3]	5,510	5,812	75%	75%	25%	24%	0.1%	0.1%	0.3%	0.3%
Contingent workers[4]	319	131	20%	60%	9%	26%	0.3%	0.8%	71%	14%
Interns	339	249	71%	75%	26%	22%	1%	2%	1%	0.4%
Employment type										
Full-time	5,408	5,683	75%	75%	25%	24%	0.1%	0.1%	0.3%	0.3%
Part-time (casual, emeritus, etc.)	102	129	76%	80%	24%	20%	0%	0%	1%	0.8%
Employee category										
Management	1,262	1,243	80%	81%	20%	19%	0%	0%	0.2%	0.2%
Technical	3,626	3,859	84%	84%	16%	15%	0.3%	0.3%	0.2%	0.5%
All other employees	2,191	2,084	52%	58%	37%	41%	0.2%	0.8%	10%	0.5%
Employee age group										
Under 30 years old	845	974	69%	70%	30%	29%	0.5%	0.3%	0.5%	0.6%
30-50 years old	2,837	2,914	74%	75%	25%	24%	0.1%	0.1%	0.4%	0.3%
Over 50 years old	1,828	1,924	78%	78%	22%	22%	0%	0%	0.1%	0.2%
Age not specified	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Workforce by region										
U.S.	4,989	5,308	75%	75%	25%	25%	0.1%	0.1%	0.2%	0.2%
Outside U.S.	521	504	78%	78%	21%	20%	0.2%	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 employees paid by Viasat.
[4] Contingent workers paid by a third party.

Performance data

Workforce performance[1] continued

Percentage of female employees				
	FY21	FY20	FY19	FY18
Total	**24%**	**24%**	**24%**	**24%**
Region				
U.S.	24%	25%	25%	24%
Outside U.S.	18%	20%	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 (%)	
	FY21	FY20	FY21	FY20
Total	**798**	**501**	**14%**	**9%**
Voluntary	357	379	6%	7%
Involuntary	441	122	8%	2%
Turnover by region				
U.S.	719	448	14%	9%
Outside U.S.	79	53	15%	12%
Turnover by gender				
Female	197	152	14%	11%
Male	597	346	14%	8%
Non-binary	1	0	20%	0%
Gender not specified	3	3	15%	46%
Turnover by age group				
Under 30 years old	176	154	20%	20%
30-50 years old	336	214	12%	8%
Over 50 years old	286	133	15%	7%
Age not specified	0	0	0%	0%

[1]For fiscal years ended March 31.

Performance data

Workforce performance[1] continued

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

[1]For fiscal years ended March 31.

Performance data

Health and safety performance[1]

	FY21	FY20	FY19	FY18
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	**16**	**19**	**19**	**7**
Disease	4	0	0	0
Days away from work	42	146	9	35
Restricted duty days	203	397	123	25
Fatalities	0	0	0	0
Accident cause: slip/trip/fall	5	5	8	1
Accident cause: repetitive motion	1	1	3	0
Accident cause: lifting	3	1	3	0
Accident cause: miscellaneous	7	12	5	6
Work hours per year	9,355,953	9,451,201	8,993,032	8,113,993
Experience modification rate (EMR)	**0.5**	**0.5**	**0.5**	**0.5**
Total recordable incident rate (TRIR)	**0.3**	**0.4**	**0.4**	**0.2**
Direct employees	0.3	0.4	0.4	0.2
Days away/restricted cases (DART)	**0.1**	**0.2**	**0.1**	**0.0**

[1]For fiscal years ended March 31.

Performance data

Philanthropic giving[1]

	FY21	FY20	FY19	FY18
Philanthropic giving (USD)				
Total giving	**$1,352,402**	**$1,327,254**	**$1,413,532**	**$1,204,665**
Corporate employee matching gift program	$756,750	$693,358	$694,745	$535,832
Grants and sponsorships	$595,652	$633,896	$718,787	$668,833
Employee contributions				
Employee giving ($)	$734,809	$762,173	$526,880	$498,248
Volunteer hours	6,042	15,530	14,900	12,177

[1]For fiscal years ended March 31.

About this report

This FY21 ESG Impact Report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for the fiscal year ended March 31, 2021, unless otherwise noted.

This inaugural 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:

Since FY21 has been different than most years, 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 and should be interpreted as so.

This 2021 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 performance and anticipated benefits of our ViaSat-3 class satellites; international growth opportunities; 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 affect 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.

THANK YOU

To learn more, visit www.viasat.com

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