

ESG performance tables



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.

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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	<p>Viasat is a member of numerous associations, but is most active in the following:</p> <ul style="list-style-type: none"> › 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)

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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.

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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.

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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	<p>Powering connections, p. 28</p> <p>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.</p>
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.

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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	<p>Leading with integrity, p. 47</p> <p>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.</p> <p>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.</p>
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	<p>(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%</p> <p>The figures above represent U.S. operations only. European operations did not field law enforcement requests in FY21.</p>

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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

SASB code	Accounting or activity metric	Answer, cross-reference, omissions, explanations
Electronic Manufacturing Services & Original Design Manufacturing¹		
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

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¹There are duplicate disclosures among the three SASB sector standards Viasat reports. In the SASB index above, we include the first occurrence of each disclosure and omit any duplicates.

SASB index



SASB sector standards 2018* 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

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Performance data



Economic performance¹

	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)

¹For fiscal years ended March 31.

Performance data



Ethics performance¹

	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

¹For fiscal years ended March 31.

Performance data



Environmental performance¹

	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	-	-

¹For fiscal years ended March 31.

²Increase 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 performance¹ continued

	FY21	FY20	FY19	FY18
Greenhouse gas emissions (MT CO₂e) **				
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 CO₂e / Million \$USD Revenue)	12.16	11.02	-	-
Emission intensity - Scope 1	0.55	0.94	-	-
Emission intensity - Scope 2	11.61	10.08	-	-

¹For fiscal years ended March 31.

^{**}Dashes indicate where data is not available.

Performance data



Environmental performance¹ 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 consumption⁵ (gallons)	10,393,979	17,884,595	11,633,797	3,797,680

¹For fiscal years ended March 31.

²Includes recycled ROHS solder, gold, lead solder, mixed single stream recyclables, wood, metal, batteries, cooking oil, e-waste, cardboard, and paper.

³Includes universal waste and hazardous waste data from up to 57% of Viasat locations.

⁴Includes universal waste and hazardous waste data.

⁵Includes 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 performance¹ 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

¹For fiscal years ended March 31.

Performance data



Diversity performance¹

Racial/ethnic composition of U.S. workforce and board of directors²

	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%

¹For fiscal years ended March 31.

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

Performance data



Diversity performance¹ continued

Racial/ethnic composition of U.S. workforce and board of directors²

	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%

¹For fiscal years ended March 31.

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

Performance data



Diversity performance¹ continued

Age composition of workforce

	Over 50 years old		30-50 years old		Under 30 years old		Age not specified	
	FY21	FY20	FY21	FY20	FY21	FY20	FY21	FY20
Employee category								
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

¹For fiscal years ended March 31.

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

Performance data



Workforce performance¹

Workforce breakdown by gender²

	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 performance¹ 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%

¹For fiscal years ended March 31.

Performance data



Workforce performance¹ 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%

¹For fiscal years ended March 31.

Performance data



Workforce performance¹ 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

¹For fiscal years ended March 31.

Performance data



Health and safety performance¹

	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

¹For fiscal years ended March 31.

Performance data



Philanthropic giving¹

	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

¹For 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.

An aerial photograph of a tropical landscape. A wide, reddish-brown dirt road curves through the center of the image. To the left of the road, there is a small, rectangular building with a corrugated metal roof. The surrounding area is lush with green vegetation, including several palm trees and dense, low-lying plants. The overall scene is bright and vibrant, suggesting a sunny day in a tropical environment.

THANK you

To learn more, visit www.viasat.com

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