



Better. Stronger. Together.

2024
Environmental,
Social, Governance (ESG)
Impact Report

Table of contents

| | |
|---|----|
| Introduction | 3 |
| A letter from our Chief Executive Officer and President | 3 |
| The Viasat way | 4 |
| Recognition and awards | 5 |
| Our commitment to ESG | 6 |
| Environment | 7 |
| Ensuring sustainable use of space for the world | 8 |
| Protecting the planet | 12 |
| Social | 17 |
| Digital inclusion | 18 |
| Putting people first | 25 |
| Governance | 32 |
| Leading with integrity | 33 |
| ESG performance | 38 |
| GRI index | 39 |
| SASB index | 43 |
| Performance data | 47 |
| About this report | 54 |



A letter from our CEO and President



This past year has been both an exciting and a pivotal time for Viasat.

The merging of Inmarsat with Viasat sets a dynamic new path forward, creating a leading global satellite company with enhanced scale and scope to affordably, securely, and reliably connect the world. This strengthens our ability to do what’s right for our investors, our customers, our employees, and the world around us.

As you’ll see throughout this year’s report, we have made major progress, building better and stronger ways of increasing our positive impact — and we’d like to highlight three areas where this is clearly demonstrated.

1. Space sustainability. Viasat and Inmarsat have long and storied histories helping the world maximize the shared benefits from our finite resources. Together, we are now a clear industry leader in responsible space operations, collaborating with peers and associations to set standards for operations and practices that lead to global, equitable access to space and inherently sustainable outcomes for future growth and applications.

2. Digital inclusion. This year, we’re expanding the focus on the impact of our digital inclusion efforts to show the progress we’re making across our business portfolio — connecting communities, families, governments, and businesses to help improve education, safety, healthcare, productivity, and prosperity around the world.

3. Our people. The most important ingredient to maintaining this exciting, new course for the company is, of course, our people. As we bring the two cultures together, we’ve considered best practices from each company and the wider industry to improve our diversity, equity, and inclusion (DEI); learning and development; employee well-being; compensation and recognition; and more to ensure our people and company are set up for future success.

Viasat has always been a company with a far-reaching vision. As we move forward, we will adapt and evolve to ensure the people, businesses, and governments we serve can rely on us for their most important communications solutions — and to find new and better ways of maximizing the impact of our work while minimizing our environmental footprint.

Sincerely,

Mark Dankberg, Chairman of the Board,
Chief Executive Officer and Co-founder

K. Guru Gowrappan, President

The Viasat way

Viasat is a leading innovator of global satellite and network technologies that help a rapidly changing world solve its most demanding connectivity and communications needs.

Viasat powers some of the world’s most important communications solutions — in the air, on land, in space, and at sea by building secure, flexible, global networks customers can count on.

Aviation

Viasat is intimately connected to the aviation community, with more than 30 years’ experience delivering innovation from cockpit to cabin. Whether we’re delighting the “always on” consumers of today or delivering connectivity to the aircraft of tomorrow, Viasat is helping its customers harness the power of connectivity to make their vision a reality.

Energy services

Viasat energy service offers a global managed services network infrastructure with the ability to deliver more coverage, capacity, and connectivity to our customers — accelerating digital transformation through new technologies, solutions, and enhanced ability to scale to the most challenging of places around the world.

Enterprise

Organizations who grow, mine, extract, move, and inform trust us to provide global communications and digital transformation technologies where they need it most. We are pioneering the development of direct-to-device (D2D) technologies that bring satellite connectivity to mobile devices, IoT and automotive use cases — driving universal connectivity around the globe.

Government

When they simply must work, governments worldwide trust Viasat to deliver global, mobile communications with secure satellite access, paired redundancy, and automatic backup switching — across air, land, and sea.

Maritime

Inmarsat Maritime, a Viasat business, delivers connectivity solutions that provide the certainty our customers need to stay connected — whether for safety, business-critical and operational applications, or for seafarers to keep in touch with loved ones.

Satellite internet

We bring reliable, high-speed connectivity to the hardest to reach people, places, and things — including families in rural or remote areas where cable companies don’t go.

Viasat at a glance^{*}

Founded in
1986

Headquartered in
Carlsbad,
California, USA

Employees worldwide
~7,500

Presence in
78 countries
around the world

^{*}As of March 31, 2024.



Recognition and awards

2023

Best for Vets

Military Times

2023

Community Service and Social Responsibility

Communitas Awards

2023

HIRE Vets Medallion Gold

HIRE Vets

2023

Innovation and Technology in Maritime Search and Rescue

International Maritime Rescue Federation

2023

Innovator of the Year

Arizona Governor’s Celebration of Innovation Awards

2023

Sustainability Champion Award

Carlsbad Business Journal

2023

Top 100 Companies Leading in Wellbeing Index

Ibec

2024

Best Places to Work for People with Disabilities

Disability Equality Index

2024

Bronze

Anthem Awards

2024

Built In Best Places to work

Built In

2024

Satellite Mobile Innovation Award

Mobile Satellite Users Association

2024

Top 100 Defense Companies

Defense News

Our commitment to ESG

Positive impact on people, communities, and the planet

Viasat powers some of the world’s most critical communications through connectivity. People, businesses, and governments all depend on us to deliver the speed and reliability that make the world safer, smarter, healthier, more productive, and more prosperous — virtually anytime, anywhere.

The goal of our ESG program is to ensure that as we fulfill this important mission, we positively impact our people and communities, while reducing negative impacts, protecting the environment and its precious resources, and operating with integrity in all facets of our business.

Viasat is committed to regular, transparent communication of sustainability efforts and progress. This report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for the fiscal year that ended March 31, 2024 (FY24). The report references the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards, and includes one year of performance data reflecting the newly-combined organization. Moving forward, we will continue to build upon this combined data and release year-over-year comparisons.

Additionally, Viasat received external verification for our FY24 greenhouse gas (GHG) emissions (scope 1, 2, and 3) to the

ISO 14064-1 standard in partnership with the British Standards Institution (BSI). We intend to continue providing updates about our sustainability journey by publishing this annual sustainability report and regularly updating interested parties through our website and other communication channels.

In our most recent materiality assessment, we assessed feedback from our key stakeholders — employees, investors, customers, suppliers, and other regulatory bodies — to determine the most significant topics for the business covered in this report. We plan to conduct a formal double materiality assessment for our FY25 report. Additionally, we will be working on a redefined sustainability and social impact strategy for the combined organization and anticipate sharing more in the coming year. All data listed is inclusive of legacy Inmarsat unless otherwise noted. For historical data for either legacy company, please see our historical ESG reports at either [Viasat.com](https://viasat.com) or [Inmarsat.com](https://inmarsat.com).

The material topics covered in this report include:

Environmental

- › Ensuring sustainable use of space for the world
- › Carbon, energy, and emissions
- › Product stewardship

Social

- › Digital inclusion
- › Talent and careers
- › Diversity, equity, and inclusion
- › Employee health, safety, and wellbeing

Governance

- › Corporate governance
- › Supply chain management
- › Ethics
- › Product security

Environment



Ensuring sustainable use of space for the world

Why space sustainability should matter to everyone

The usable space around Earth is a finite resource with benefits that should be shared by all.

Preserving the vital advantages of space for national prosperity and security, defense, communications, public safety, broadcasting, weather forecasting, navigation, and much more requires facilitating the growth of a healthy space economy and environment that intelligently leverages space’s finite resources while also allowing for innovation now and into the future. If space is overconsumed by a few, the adverse consequences such as the loss of competition and innovation, increased in-orbit collisions, and the resulting debris — as well as sky, atmospheric, and ocean pollution — will affect us all for generations.

Why space sustainability matters to Viasat

As a satellite company, we recognize the importance of maintaining a safe and sustainable environment in space for generations to come.

We believe that everyone should be able to access orbital and spectrum resources on an equitable basis — and harness those resources to create meaningful benefits in the areas of

communication, broadcasting, weather forecasting, navigation, Earth and space exploration, defense, national security, scientific research, and commerce. But we also know that the portions of space nearest Earth are fragile and finite resources, and that these vital benefits to humankind are not a given, instead they are at risk due to the overconsumption of those orbital and spectrum resources by only a few commercial actors.

For the world to realize the full potential of space, we must act now so that those orbital and spectrum resources remain available to all on an equitable basis — including by ensuring that we do not reach an inflection point driven by excessive consumption by a few that renders space inaccessible to all for generations and causes adverse impacts on the environment.

While risks to space safety and sustainability persist, we’ll continue to responsibly sound the alarm; call for quantitative studies and tools to evaluate the consequences of how we are populating space; and most importantly, champion sustainability-focused innovation that is spurred by the adoption of admittance controls and regulatory measures. Such an approach would facilitate safe and sustainable outcomes that support the ability of all nations to prosper from innovative uses of space.

Space sustainability center of excellence

In April 2024, Viasat opened its new international headquarters in London, and introduced its space sustainability center of excellence, which is poised to play a central role in driving innovation, growth in the space industry, and effective policy and regulation with respect to space activities.

Ensuring the safe and sustainable use of space is critical for:

- › **Economic benefits of innovative space activities**
Space activities are a major driver of the global economy. The World Economic Forum’s 2024 Insight Report estimates the impact today at [more than \\$600 billion](#), and reaching potentially into the trillions over the next decade. A sustainable approach is crucial to ensure that all nations continue to benefit from innovative uses of space.
- › **Equitable access to space**
Ensuring equitable access to orbital and spectrum resources allows all countries to participate in the space economy and facilitates their ability to achieve their goals for national prosperity and sovereignty.
- › **Space safety**
Near-Earth space is a fragile environment and a limited natural resource. Overconsumption of that resource creates significant risks to space safety — including but not limited to the risk of collisions that could render larger areas of space unusable and inaccessible for generations.

› Digital inclusion

According to the ITU, in 2023 [nearly 2.6 billion people remain unconnected worldwide](#). Space is a vital resource that can help to bridge this digital divide and improve global health, education, safety, productivity, and prosperity. But this resource can only be leveraged for long-term benefits if space is populated and used in a sustainable manner. If space is rendered unusable due to overpopulation and overconsumption, connectivity for all on Earth will be irreversibly impacted.

› Earth’s environment

Recent press reports note the growing concerns about environmental harm caused by the way space is being overconsumed. These concerns include: damage to the ozone layer and our oceans caused by the intensification of launch activities and thousands of spacecraft burning up when they re-enter the upper atmosphere; harms to astronomical research; enjoyment of the night sky; the life cycles of migratory animals as the result of light pollution; and damage to the space environment caused by collisions and the resulting debris.

› Science

The future of space exploration, science, experimentation, and earth observation are dependent on space remaining safe and reliably accessible and without interference with astronomy and asteroid defense systems caused by populating space without effective oversight and management.

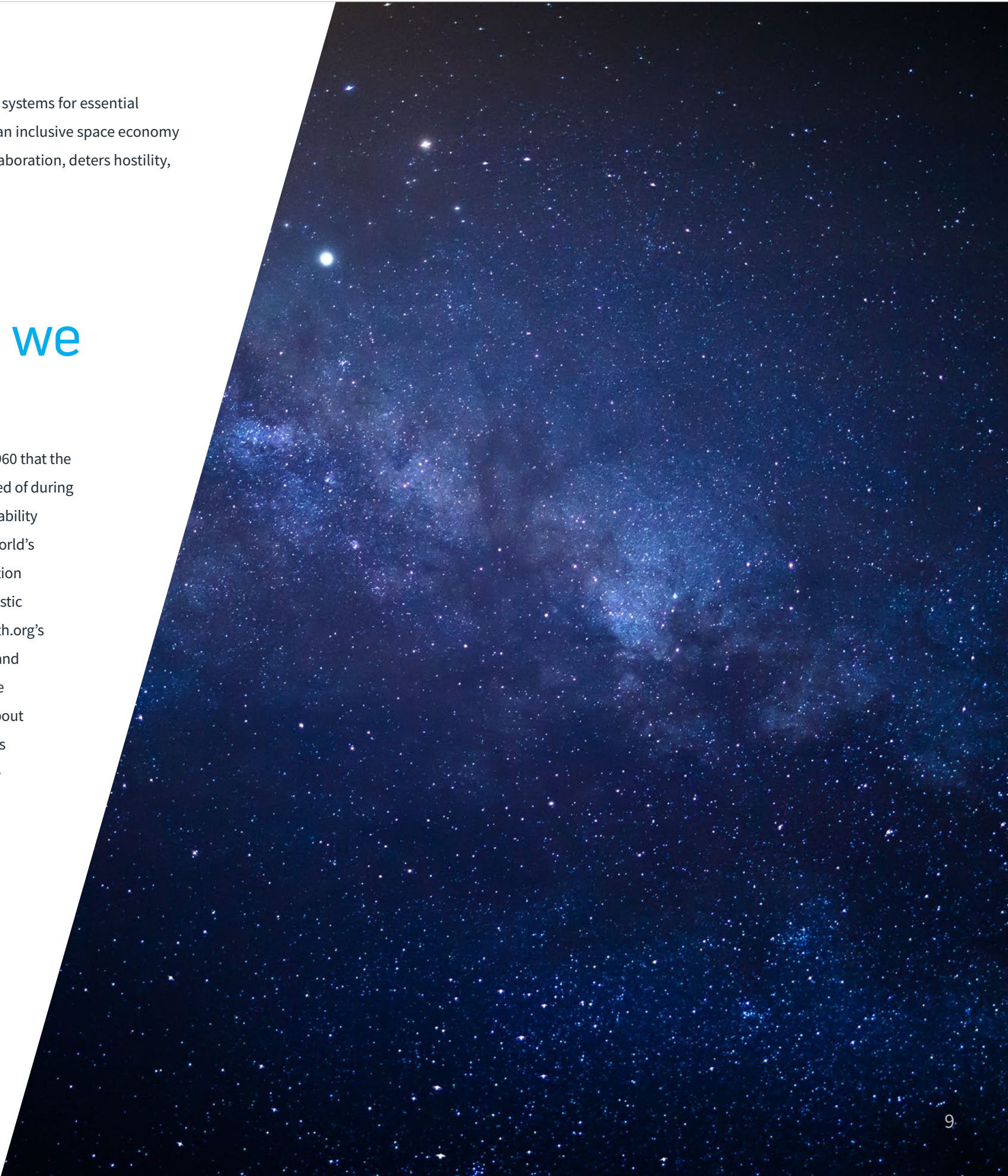
According to the 2024 [ESA Space Environment Report](#), “The adoption of space debris mitigation measures is slowly improving, but it is still not enough to stop the increase of the amount of space debris. Without further change, the collective behaviour of space-faring entities (private companies and national agencies) is unsustainable in the long term.”

› Geopolitical stability

All nations rely upon the delivery of critical capabilities from space systems for essential services and applications. It is important that we work to facilitate an inclusive space economy that strives to benefit all nations and incentivizes international collaboration, deters hostility, and preserves the continuing viability of the space economy.

Addressing space sustainability while we still can

Although plastic was invented in the late 19th century, it wasn’t until 1960 that the world learned about its environmental impacts, a fact we were reminded of during our recent Viasat Beyond: Space competition focused on space sustainability (see Spotlight story). The use of plastics has since become one of the world’s most pressing environmental issues, with its production and consumption overwhelming the world’s ability to safely dispose of it — leading to plastic waste in our oceans and collecting in our environment. Add to that Earth.org’s estimated [100,000 marine animal deaths each year](#) caused by plastics and the adverse health impacts on humans. Yet as our Viasat Beyond: Space competition winner pointed out: Even though we knew 60 years ago about the threat posed by plastics, we ignored the problem, the use of plastics soared, and we are now struggling with the aftermath. The same is true of the Earth’s current carbon situation. Had we known decades ago that our coal, oil, and gas usage would spur climate change, we may have learned to live within safe carbon emission limits, instead of trying to fix the problem after it reached a global crisis point. Just like with plastic and carbon, time is running out to protect the fragile space environment and ensure that it remains available to all on an equitable basis — before our future generations wonder, “Why didn’t you preserve space for us while you had the chance?” The time is now to measure what’s happening in space and manage the risk of harm before it’s too late.



Spotlight

Viasat Beyond: Space

Space sustainability is a critical issue that everyone should be invested in. So what happens when you ask students to be a part of the solution?

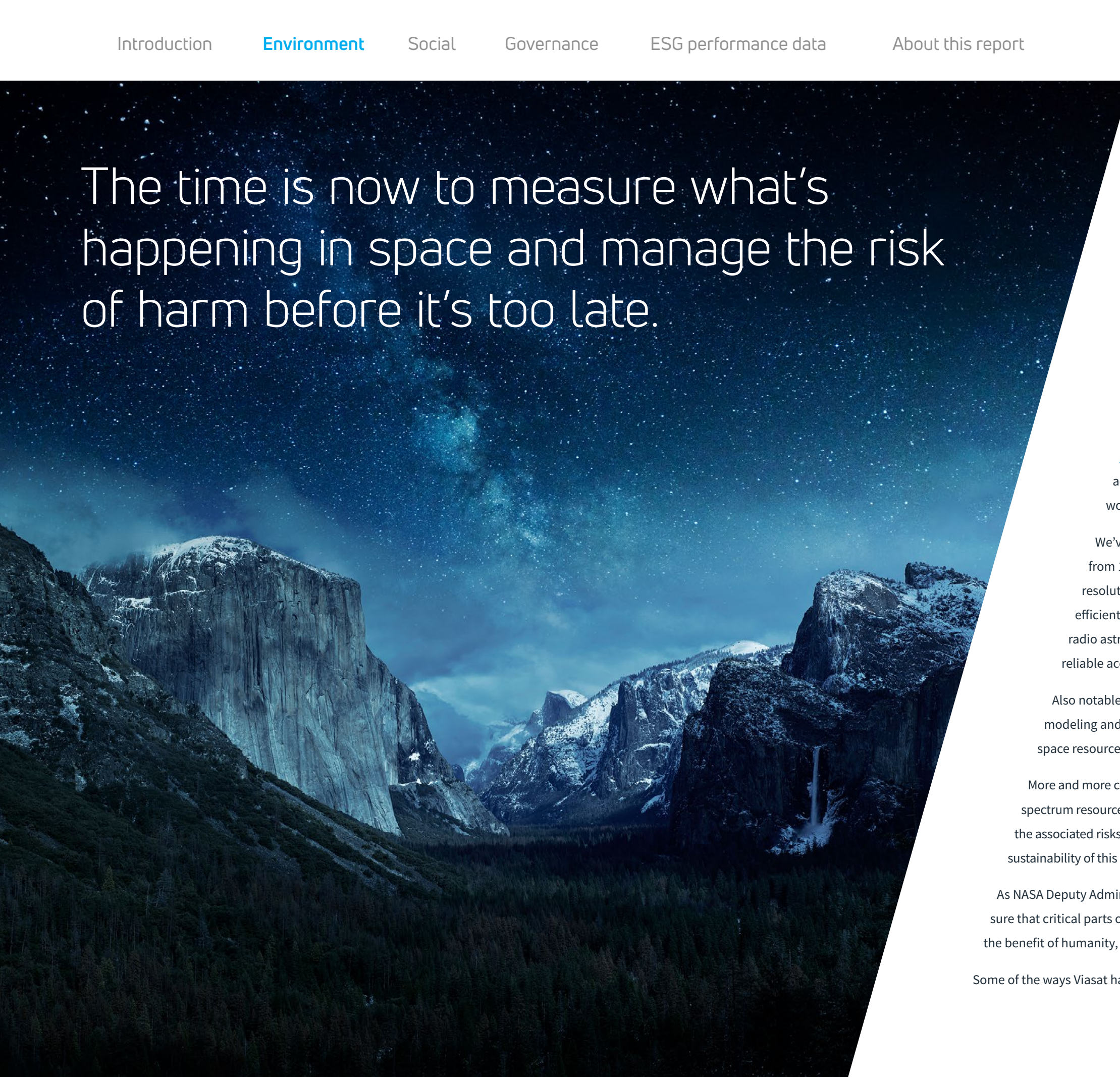
A first-of-its kind STEM innovation competition, Viasat Beyond: Space, made an open call for 16- to 18-year-old students in the U.K., asking for ideas on space sustainability concepts and inspiring thousands of young adults to brainstorm ideas for one of the most challenging issues facing the space industry.

More than 1,100 students submitted their concepts to a panel of space experts. After review, the final phase of the competition came down to five talented students who were matched with Viasat mentors in preparation for final presentations held at our international headquarters in London.

A variety of forward-thinking presentations were shared with judges, who chose 16-year-old Ash Goldsmith as the winner. Ash’s concept impressed the audience by conveying the challenge of space sustainability combined with suggested technical and regulatory proposals.

The event not only increased awareness of the need to solve for space sustainability, but helped educate, inspire, and empower our next generation to do just that. Above all, Viasat Beyond: Space reinforced the call to take action.





The time is now to measure what's happening in space and manage the risk of harm before it's too late.

Taking action

In our aim to create a global environment that encourages innovation and competition while enabling continued access to space for the benefit of all humankind, we're calling on the industry to define new models and measurements that allow us to understand the risks to the space environment and effectively manage those risks before we hit an inflection point from which there's no return. We will also continue working with nations around the world for regulations that can set the standard for the world, much like Europe did with its data protection regulations established in 2018.

As awareness of the threats to space sustainability grows, so do the calls for action to address them. In the last year, we have joined with 130 others in signing the [Earth & Space Sustainability Initiative \(ESSI\) Space Sustainability Principles](#) and participating in efforts to address space sustainability holistically and develop effective ways to manage the threats the world faces through effective regulation.

We've also been involved in and are encouraged by the progress made by over 4,000 delegates from 165 nations at the [World Radiocommunication Conference 2023 \(WRC-23\)](#), who passed resolutions on the long-term sustainability of space, with a focus on assuring the rational, equitable, efficient, and economical use of spectrum and associated orbit resources — and the protection of radio astronomy. This is particularly important because space is not usable by any nation without reliable access to spectrum and orbits.

Also notable in 2024 is [NASA's new Space Sustainability Strategy](#), which echoes our call for quantitative modeling and additional data, both of which are critical to facilitating the management of our limited space resources. There is a crucial need for this data and we're encouraged to see the convergence of efforts.

More and more commercial operators are acting in space, leading to increasing consumption of orbital and spectrum resources. It's critical that we measure the impact of this increased activity, effectively manage the associated risks, and actively advocate for critical policies and regulations that will help to maintain the sustainability of this shared and limited resource — before it's too late.

As NASA Deputy Administrator Pam Melroy reminds us, "Space is busy — and only getting busier. If we want to make sure that critical parts of space are preserved so that our children and grandchildren can continue to use them for the benefit of humanity, the time to act is now."

Some of the ways Viasat has advocated for space sustainability are included [here](#).

Protecting the planet

As we work to minimize our impact on space, it’s important that we also work to reduce our greenhouse gas emissions and other environmental impacts here on Earth.

Viasat’s technology enhances and improves the lives of people around the world; protecting and safeguarding that same shared environment is important to our global operations. We also intend to harness the opportunities and efficiencies that come with decarbonization to provide a positive outcome for shareholders and customers.

We believe reducing emissions and mitigating climate-related risks can help make the communities we serve more resilient. To accomplish this, we consider the impact of both our own operations and those of our supply chain — and we are developing an updated company-wide sustainability strategy that will prepare for Viasat’s transition to a low-carbon economy. It’s a world in which our business and environment can both thrive.

Carbon and energy

Addressing our carbon footprint

Climate change is one of the defining challenges of our time. Given the urgency to halt global warming and the severity of the impacts of climate change seen even today, we are seeking innovative solutions to help drive down global greenhouse gas (GHG) emissions.

Improving energy efficiency and switching to renewable sources of energy are key to minimizing carbon emissions. That’s why Viasat has invested in new building technologies and systems to help reduce our operational emissions.

The acquisition of Inmarsat in May 2023 provides an opportunity to further enhance our environmental strategy. This includes a review of our Scope 3 emissions (those generated in a business’s value chain), which are typically around 11 times greater than a company’s operational emissions, according to CDP (formerly the Carbon Disclosure Project). This year, we have developed a comprehensive GHG inventory to better understand our group-wide material impacts and enable our inventory to more accurately reflect our emission reduction efforts over time.

We are also working to update an integrated GHG baseline to quantify our largest impacts as we consider the most effective reduction pathways. Our legacy Inmarsat team has previously made progress in setting decarbonization targets through the Science Based Targets Initiative (SBTi). Now that we have measured our combined group-wide emissions, we are determining a roadmap that will guide our transition to a low-carbon economy.

To ensure that all essential data points for GHG reporting are measured, we refer to the relevant metrics from the GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board), which can be found on pages 39-46. Continued improvements entail reviewing our existing data collection and validation methods across Scope 1 (direct emissions from Viasat-owned or controlled sources), Scope 2 (indirect emissions from the generation of purchased energy), and Scope 3 (indirect emissions in our value chain) categories to enhance data quality and efficiency.



| Environmental performance data | | |
|--|-----------|-----------|
| | FY24 | FY23 |
| Energy consumption within the organization (MWh) | | |
| Total energy consumption | 152,407 | 106,637 |
| Non-renewable energy consumption | 144,304 | 105,966 |
| Renewable energy consumption | 8,104 | 671 |
| Energy intensity (MWh per million dollars of revenue) ¹ | 36 | 41 |
| Greenhouse gas emissions (tCO ₂ e) | | |
| Total absolute emissions - Total scope 1, 2 and 3 - location based | 3,386,332 | 2,142,881 |
| Total absolute emissions - Total scope 1, 2 and 3 - market based | 3,387,829 | 2,142,795 |
| Scope 1 + 2 market based emissions intensity (tCO ₂ e / million USD revenue) | 12 | 13 |
| Scope 1, 2 and 3 market based emissions intensity (tCO ₂ e / million USD revenue) | 791 | 838 |

1- Revenue data is reported from January 1, 2023 - March 31, 2024 for Viasat and Inmarsat, which is different than the reported GHG emission data periods. This is due to the GHG data for Inmarsat aligning with Inmarsat's regulated annual filings in the UK.

Enabling decarbonization

Viasat’s technology is also enabling our customers’ sustainable transition. Our leading satellite solutions are proven to optimize the operations of businesses to avoid GHG emissions and improve efficiency.

“[Can Space Help Save The Planet,](#)” satellite-enabled technology helps industry to avoid carbon emissions by 1.5 gigatons annually, with a third of this being within the energy sector. Over time, we have developed partnerships in the energy industry, particularly the oil and gas sector, to help clients produce energy more efficiently and at a lower cost to the planet.

Our Brazil-based subsidiary, INTELIE, uses AI solutions to monitor and predict the operations of our clients to mitigate problems and identify opportunities for efficiencies. Our INTELIE LIVE platform is a key monitoring and operational intelligence tool for roughly half of all deepwater drilling rigs worldwide.

We are also supporting the decarbonization of the aviation sector. This sector is a major contributor to global CO₂ emissions and a large portion of these emissions can be addressed by reducing flight time inefficiencies. Viasat technologies like Classic Aero and SwiftBroadband-Safety (SB-S) have helped aircrafts identify optimal routes and reduce unnecessary fuel burn. For instance, we have estimated that our satellite technologies, particularly those used within air traffic management, can return efficiencies as high as 10%.

Nature and biodiversity

Viasat intends to better understand our dependencies and impacts on nature. In FY25, we will be conducting a double materiality assessment across our global operations. This is to understand our most material impacts on our planet and society so that we can coordinate our management and improvement activities.

Environmental health and safety management system

All of our locations adhere to our environmental, health, and safety management system (EHSMS). The EHSMS has contributed to the certification of eight sites to ISO 14001, which helps us align our standards, policies, and procedures to meet compliance obligations, prevent pollution, and continuously improve our performance. In addition, we will continue to verify our Scope 1, 2, and 3 emissions against ISO 14064-1, with its requirements for quantification and reporting of GHG emissions and removals.

Circularity and waste

Electronic waste

Electronic waste (known as e-waste) is the fastest-growing solid waste stream globally and is our most significant. We are aware that electronic waste can release harmful pollutants into the environment if not disposed of properly. As a satellite company, we are reliant on technology to deliver our solutions, and as such, we are periodically procuring, producing, and replacing electronics. We understand our responsibility to limit our e-waste streams and to ensure that hardware can be repurposed or reused in another capacity. To realize this, we maintain partnerships with organizations and vendors that specialize in the refurbishment, recycling, or proper disposal of our equipment. One of these partnerships is with Transpere, a R2-certified, minority-owned business, and member of the Women’s Business Enterprise National Council. This partnership allowed us to recycle and reuse 158,585 pounds of e-waste in 2024.

Our focus on waste goes beyond Viasat equipment. According to the UN Environment Program (UNEP), food waste represents approximately 20-30% of waste sent to landfill. Food waste is also a significant contributor to global greenhouse gas emissions, generating an estimated 8-10% of global emissions. To reduce our food waste, we have regularly donated edible food since January 2022 through our partnership with Feeding San Diego. In FY24, we donated 1,210 pounds of food through this program. We also have composting measures in place for food waste at our three largest sites: Carlsbad, CA, USA; Tempe, AZ, USA; and London, U.K. Composting causes less environmental harm when compared to conventional food waste disposal. It reduces the volume of organic waste sent to landfills, thereby decreasing methane emissions, a potent greenhouse gas.

Waste by the numbers across Viasat

198,445 lbs.

of recycled paper

158,585 lbs.

of e-waste reclaimed

5,052 lbs.

of metal recycled from batteries

1,210 lbs.

of food donated

Reducing waste not only decreases the volume of material sent to landfills — it also lowers greenhouse gas emissions. These emissions can result from the production, transportation, and disposal of waste. By implementing waste reduction strategies, we can minimize our environmental footprint while unlocking cost-saving opportunities.

Reducing hazardous waste

Given the potential for waste streams to contaminate land, we have included requirements in our procurement procedures that ensure suppliers declare any hazardous substances within their products. We also have systems in place that record any hazardous substances during every stage of a product’s life cycle: development, manufacturing, distribution, usage, and disposal. This data is managed internally by our regulatory compliance team to be in accordance with global hazardous waste regulations, such as the registration, evaluation, authorization, and restriction of chemicals (REACH) and Restriction of Hazardous Substances (RoHS).

Product circularity

The World Economic Forum indicates that the world’s population now uses 60% more resources than the Earth can regenerate each year.

Instead of the traditional linear way that items are manufactured, used then thrown away, a circular economy is a system of production and consumption that keeps materials in use for longer periods. Recycled content is maximized while virgin raw materials are minimized.

We are continuing to prioritize our ability to recover used product. In FY24, we were able to send over 80% of the material collected from our residential product take-back program for recycling and reuse. In addition, we have expanded our partnerships internationally to improve the effectiveness of our product collection activities and avoid landfill whenever possible.

Water use

Increasing temperatures and reduced rainfall have led to more instances of drought and water scarcity. Therefore it’s important to adopt measures that minimize our water consumption and improve the water efficiency of our sites.

Water conservation is championed across our Viasat operations. Our buildings have varying water systems, suppliers, and requirements to consider, so we continue to implement water management and conservation strategies by location. For instance, we have deployed a rainwater harvesting system in our new London office. In Carlsbad, we installed low-flow sink aerators that have reduced our monthly water consumption by 1,000-2,000 gallons.

Electronic vehicle (EV) charging

Viasat’s EV charging station program continues to grow. We currently offer 135 individual charging connectors across five office locations in the United States as a benefit to employees, and our Carlsbad campus is one of the largest providers of EV charging stations in San Diego County.

Our charging ports provided 504 MWh of carbon neutral electricity through the purchase of renewable energy certificates (RECs) to employee EVs in FY24, up 22% from the previous year — enough to drive approximately 1.8 million miles in an EV. This avoided the release of approximately 364 tons of CO₂ that otherwise would have been emitted if using gasoline engines. In every location, the number of individual drivers using our chargers has continued to increase year-over-year, increasing our emission avoidance for employee travel.



A few ways we are reducing our carbon footprint

- › The solar installation on our Carlsbad East Campus has a capacity of 400 kW, producing as much as 50 MWh per month of electricity, depending on seasonality.
- › We have natural gas fuel cells installed in three buildings, with a combined capacity of 1,100 kW. They produce 800,000 kWh per month.
- › Our fleet of EVs for our Netherlands facilities helped us to avoid consuming approximately 5,000 gallons of gasoline in FY24.
- › As we seek to increase our use of renewable energy, a number of our facilities have contracted the purchase of renewable electricity generated from renewable sources.
- › This includes 550 kW of 100% renewable energy at our international headquarters in London, as well as 100% renewable energy at our Sydney, Australia and The Hague, Netherlands facilities.



Employee involvement in sustainability

We want our employees to share our vision and ambition in minimizing our environmental impact.

To this end, in FY24, we launched our first ESG Overview course to educate employees on Viasat’s ESG initiatives and better understand how they can contribute.

Our campuses have gained recognition for demonstrating these efforts in practice. For example, in Carlsbad, Viasat received both the San Diego County Diamond Award and the Carlsbad Chamber’s 2023 Sustainability Champion Award; both awards acknowledged Viasat for a variety of sustainability initiatives including composting, food donations, and efforts to reduce single-passenger commuting. Our office in Tempe, AZ, USA, also signed the Tempe Chamber of Commerce Sustainability Pledge, pledging to reduce waste, water, energy, and travel.

Green Business Certification for Carlsbad HQ

In October 2023, our Carlsbad corporate headquarters achieved the City of Carlsbad Green Business Program Tier 2 Certification. The certification highlights the effort of businesses across the state that implement sustainable business practices. The certification requires a holistic approach to environmental stewardship, addressing multiple facets of resource consumption and community involvement. Some of the measures we have implemented include:

- › Setting up recycling and composting programs;
- › Adopting significant measures to reduce energy consumption, including the use of Energy Star equipment;
- › Installing water-efficient fixtures;
- › Establishing a green team to work on sustainability projects company-wide.

Disclosures

We aim to be transparent and accountable when setting our goals and reporting our performance. We produced our first CDP disclosure (formerly the Carbon Disclosure Project) in FY22 and continue to report to the not-for-profit charity each year. We are also preparing for mandatory reporting, such as the Corporate Sustainability Reporting Directive (CSRD) in the European Union, the SEC Climate Disclosure Rule, and others.

Spotlight

Project Orbit, 50 Finsbury Square, London

This newly constructed building in London, UK achieved the BREEAM (Building Research Establishment Environmental Assessment Method) New Construction: Excellent Standard.

The building was designed with the aim of achieving net zero carbon and is therefore equipped with heating, ventilation, and air conditioning (HVAC) and lighting systems of a higher specification in relation to energy efficiency than a typical office building of a similar size.

Viasat is the sole tenant, and as a result, is in control of the building management systems. This allows access to the various digital platforms that optimize consumption, such as office lighting levels and fan speed optimization.

The building’s air handling unit (AHU) utilizes both water source and ground source heat pump technology, which typically emits 3,000 kg less CO₂ annually compared to a conventional gas boiler.

With composting and full recycling programs, alongside an e-waste management initiative, the building sends nothing to landfill.

To minimize our chemicals consumption within sanitization, we have adopted the lotus® PRO cleaning dispenser which reduces the use of harmful chemicals by producing a cleaning solution using only oxygen and tap water. This removes the requirement for potentially harmful cleaning products, while drastically reducing the amount of plastics waste.



Social



Why does digital inclusion matter?

By connecting the world, Viasat is helping make it a smarter, healthier, safer, more productive, and more prosperous place for us all.



Education

Access to the internet provides access to valuable online educational content and resources — for schoolchildren contending with an increasingly online-based educational system, and adults looking to learn new job skills to grow their careers.



Healthcare

Connectivity brings life-enhancing and lifesaving telehealth resources to remote communities that are unserved or underserved by physicians and healthcare facilities.



Productivity

Connectivity is inextricably tied to almost every aspect of our lives — it's core to how we connect, collaborate, and communicate, making businesses and individuals alike more efficient and effective.



Safety

From early warning to crisis management, connectivity is essential to delivering the information and resources that save lives.



Prosperity

Digital inclusion enables people to participate in the digital economy — giving access to tools and resources that can help them pursue new opportunities and realize their potential.

How does Viasat help foster digital inclusion?

We deliver fast, reliable connectivity when, where, and how it's needed most.



Where it's needed most

Viasat serves some of the world's hardest to reach locations.



When it's needed most

We keep highly mobile people, businesses, and governments connected on the go.



How it's needed most

Viasat provides connectivity for mission-critical situations where security and resilience are of the utmost importance.

Digital inclusion

FY24 accomplishments

Aviation

Viasat connects approximately 20,000 aircraft across commercial and business aviation — including aircraft operations and safety services — to keep more than 50 million passengers connected monthly across more than 300,000 flights. In FY24, Viasat added or expanded service to Korean Airlines, Etihad Airways, Royal Jordanian Airlines, Icelandair, the Lufthansa Group, Porter Airlines, Ethiopian Airlines, Delta Air Lines, Qantas, and more. Currently, we provide passenger connectivity on over 60 airlines and enable connected aircraft services such as flight operations and safety for more than 200 airlines worldwide. Other key achievements include:

- › Viasat and Deutsche Telekom entered a new, long-term agreement cementing the companies’ commitment to providing in-flight connectivity (IFC) solutions to airline partners across the European Aviation Network (EAN), providing customers with substantial cost savings and supporting sustainability initiatives and carbon reduction.
- › Volatus Aerospace selected Viasat Velaris — our connectivity service for uncrewed aerial vehicles — to expand its customer offerings in key sectors, including inspection, compliance, equipment distribution, public safety, and drone cargo delivery.
- › Our Iris program — an initiative led by the European Space Agency (ESA) and Viasat that uses our satellite technology

to help modernize air traffic management (ATM) by enabling airspace optimization, easing congestion, and reducing delays and emissions for airlines — received further approvals and began commercial operations with launch customer easyJet.

- › Viasat SwiftBroadband services were successfully activated on our I-6 F1 satellite over the Asia Pacific Region, increasing network capacity to support aviation customers in the region.
- › We began shipping the small and light Viasat Velaris satcom terminals, enabling a new generation of electrically-powered pilotless aircraft to perform powerline and utility inspections, oil and gas surveys, and humanitarian aid deliveries.

Maritime

Approximately 80% of international trade in goods is carried by sea, and nearly 2 million seafarers trust us to deliver a communications lifeline when they need it most. Building on this longstanding heritage of helping improve maritime safety, Inmarsat Maritime, a Viasat business, won an International Maritime Rescue Foundation (IMRF) award for Innovation and Technology in Maritime Search and Rescue. Inmarsat Maritime also continued to expand operations to help maritime businesses stay connected with what matters most and improve operational excellence by launching its new Fleet Reach coastal

LTE service for maritime connectivity. This new service provides uninterrupted high-speed broadband to merchant, offshore, energy, and fishing customers. Other key achievements include:

- › Viasat FleetBroadband services were successfully activated on our I-6 F1 satellite over the Asia Pacific Region, increasing network capacity to support maritime customers in the region.
- › Over 200 terminals were installed with global shipping giant Maersk.
- › We reached an agreement with long-standing customer Atlantic Offshore to implement Fleet LTE across the Norwegian offshore service provider’s multifunctional fleet, helping ensure vessels maintain continuous access to high-speed, low-latency connectivity in the North Sea during their offshore supply, seismic support, and oil recovery duties.
- › Our Future of Maritime Safety Report 2023 was published, helping maritime businesses proactively tackle the root causes of repeated and well-known safety issues in order to reduce incidence rates.
- › Inmarsat Maritime celebrated 25 years as a private company protecting lives at sea using its Inmarsat C solution to meet the Global Maritime Distress and Safety Systems (GMDSS) regulations.



Our aviation and maritime safety services enable the assured and resilient operation of the everyday but essential services that make our world go round and provide the always-on safety net when things don’t go according to plan.

As an example, 1.9 million seafarers onboard 75,000 ships rely on our services every day, and an impressive 11 billion tons of goods are transported by ship each year, many of which use our services.



Enterprise

Viasat enables enterprises worldwide to deliver safer, more efficient, and more sustainable operations through the power of satellite. By connecting a million land-based IoT assets and other satellite devices, along with hundreds of critical offshore sites, we enable individual users, global production, and supply chains to deliver mission-critical connectivity at the remote edge where data is most valuable. Key achievements this year include:

- › Viasat and Skylo Technologies announced the launch of the world’s first global direct-to-device (D2D) network serving businesses, consumers, and governments around the world to help connect smartphones and IoT devices.
- › Partnered with Ranchbot to enable water conservation and distribution for U.S.-based cattle ranchers through the geographical expansion of ELEVATE — an online market promoting satellite communications and IoT.
- › Enabled ELEVATE solution partner RESOLVE to connect AI-powered camera traps to reduce human and animal conflict in and around Yellowstone National Park, Wyoming, U.S.
- › Significant expansion in Middle East and Brazil, connecting crews and operations in offshore energy sites.
- › Continued connectivity services to support partners such as Insight Terra in monitoring and alerting systems for mine tailings in dam facilities.

Home and small business

We continue to find ways of making it easier for people who live outside the cable or fiber zone to stay connected. Our Viasat Unleashed service plans, launched last year, provide customers one simplified plan that offers fast, reliable internet service up to 150 Mbps (in select markets), combined with the data levels they need to stay connected. Other highlights include:

- › Participating in the Federal Communications Commission’s (FCC) Affordable Connectivity Program (ACP), helping eligible customers make monthly savings on their home internet costs — Viasat is committed to continuing to provide discounted service to ACP customers in the near term FCC funding for the program ends in May 2024;
- › Working with the Connect America Fund Phase II (CAF II) to bring discounted satellite internet and phone

service to millions across America who wouldn’t have internet otherwise, with discounted pricing available through the FCC’s Lifeline funding.

- › Bringing affordable, high-speed internet to people living on tribal lands with our Tribal Connect program — while simultaneously creating installation jobs for local community members. We also offered significant savings on plans via the Affordable Connectivity Program, and donated back to tribal funds for each successful subscription.

Government

Trusted by governments around the world for their most critical connections in times of crisis, our InCommand solution was named the winner of the Government Mobile Innovation category in the Mobile Satellite User Association’s (MSUA) 2024 Satellite Mobile Innovation Awards in recognition of innovations in mobile connectivity on land, at sea, in the air, and in space. We continued to help enable secure, resilient operations around the world this past year, including:

- › Completing our first ship installation for the U.S. Navy Military Sealift Command (MSC) to help ensure MSC ships have secure, resilient, worldwide communications capabilities, as well as a reliable global, on-demand backup network;
- › Integrating secure, flexible broadband Ku- and Ka-band airborne technology onto the Airbus C295 MSA aircraft for the Irish Air Corps (IAC), a division of the Irish Defense Forces focused on the Military Air Defense of Irish airspace and supporting United Nations peacekeeping operations;
- › Supporting the U.S. Air Force’s (USAF) Air Mobility Command (AMC) during a major military exercise, Mobility Guardian 2023 (MG23), involving 3,000 personnel and 70 aircraft from the U.S. and Allied Forces.

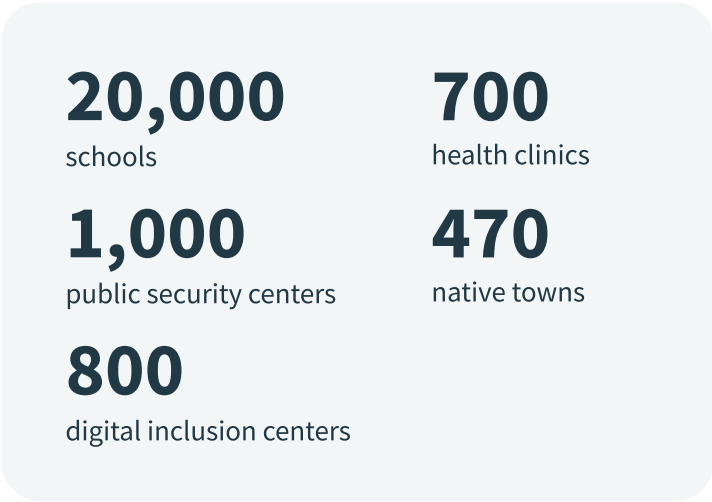
Communities

We continued our work as both a partner and practitioner to help foster digital inclusion in communities around the world. In the United States, Viasat partnered with the Columbia Urban League, a nonprofit organization that promotes financial stability and racial inclusion in the district of Columbia, South Carolina, and the Fairfield County School District on a new program, Plugged In.

The Plugged In program is dedicated to bringing connectivity to internet deserts, providing those in underserved communities with internet access and bridging this digital divide. Viasat employees from around the United States, including a large group from our Black Professional Alliance employee resource group (ERG) in Duluth, Georgia, applied their skills and passion for community impact in numerous ways, including developing and leading training programs on how to maximize satellite internet use and how to setup a new laptop in communities where previously there had been no experience of this.

In Mexico, our Viasat ambassador program works with local representatives — mainly women — to be the local knowledge and expertise in areas connected by Viasat technology. Currently serving 78 communities throughout Mexico, the program encourages gender equality, helps to create a fair and just society, and addresses systemic inequalities — including digital inclusion.

Through two programs in Brazil — Wi-Fi Brasil and Electronic Government Program - Citizens Assistance Service (GESAC) — **Viasat and Brazilian telecom company Telebras have partnered to provide connectivity to more than 26,000 sites across 3,100+ municipalities, including more than:**



Viasat is also committed to connecting more than 56,000 sites across Brazil. Other key accomplishments to help bridge the digital divide include:

- › Viasat participated in the ITU World Radio Communication Conference 2023 (WRC-23) in Dubai, UAE, an international gathering of all nations that decides rules for how finite spectrum and orbital resources are shared around the world to facilitate critical policy goals like digital inclusion.

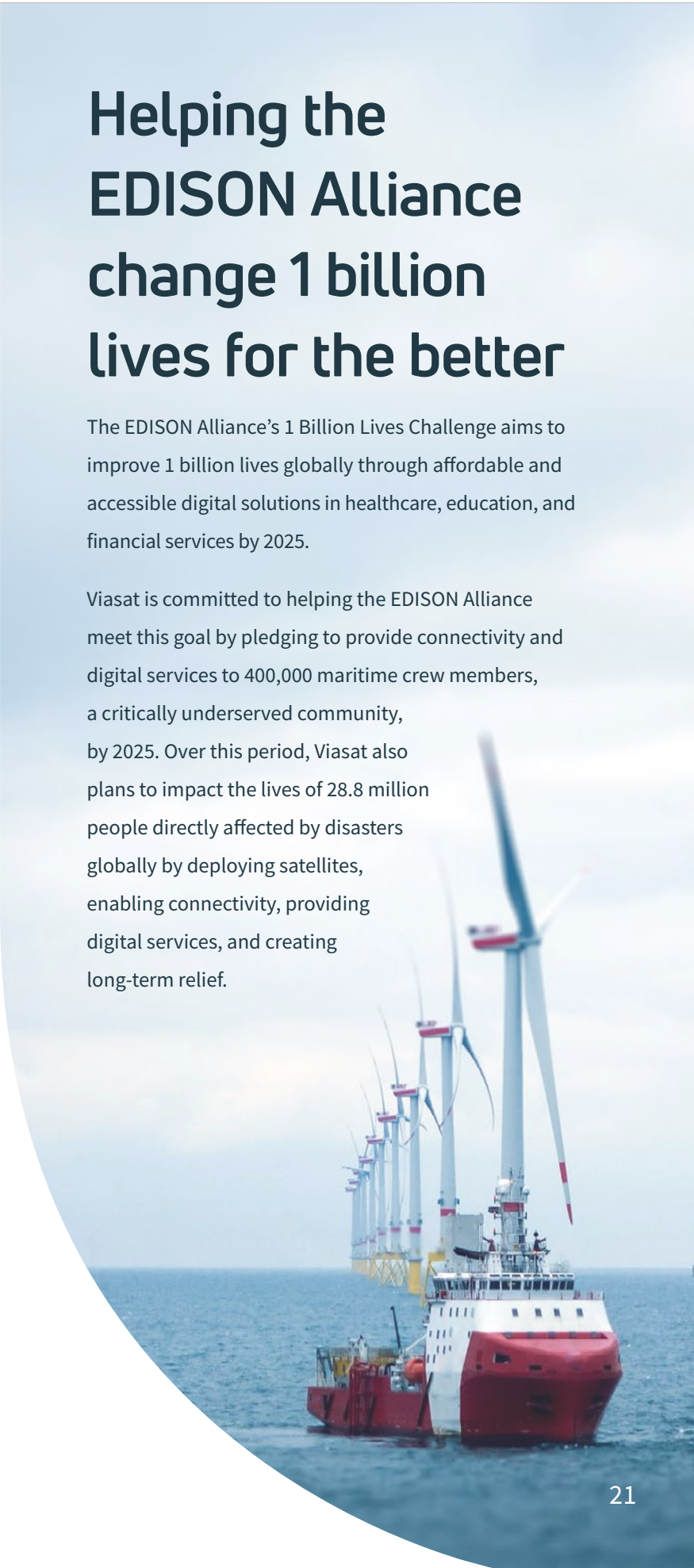
At the 2023 G20 Summit, the Biden administration and USAID highlighted the importance of collaboration with companies like Viasat to help close the gender digital divide and bring internet access to women in remote areas of the world.

- › Working with CFE Telecommunications and Internet for All (CFE-TEIT), Viasat has connected 1,550 public locations (including 944 schools) with public access to free Wi-Fi in areas where it wouldn’t have been economically feasible to connect otherwise — giving an estimated 1.85 million people access to free Wi-Fi.
- › With a 20+ year relationship, Viasat worked with Télécoms Sans Frontières this past year, supporting them to help restore connectivity and coordinate response and relief efforts for the earthquakes in Turkey and Morocco, flooding in Libya, and Hurricane Otis in Mexico, as well as providing ongoing emergency response support for those displaced and affected by war.
- › Viasat provided hardware and service, delivering essential connectivity that helped with recovery and restoration efforts for the wildfire event in Maui, Hawaii, USA.
- › In remote regions of Colombia, Viasat installed free internet services and solar power to schools, with several using the connectivity to access online government education programs. The number of students per site ranges between 15 and 20, with one school serving 100 students. For the first time, these schools benefited from internet access.

Helping the EDISON Alliance change 1 billion lives for the better

The EDISON Alliance’s 1 Billion Lives Challenge aims to improve 1 billion lives globally through affordable and accessible digital solutions in healthcare, education, and financial services by 2025.

Viasat is committed to helping the EDISON Alliance meet this goal by pledging to provide connectivity and digital services to 400,000 maritime crew members, a critically underserved community, by 2025. Over this period, Viasat also plans to impact the lives of 28.8 million people directly affected by disasters globally by deploying satellites, enabling connectivity, providing digital services, and creating long-term relief.



Spotlight

The Viasat ambassador program

The 2022 McKinsey & Company report, [Women Matter Mexico 2022: Uneven Parity](#), shows that the labor participation rate for women in Mexico is among the lowest in all of Latin America — underscoring a key issue that stands in the way of gender parity.

At the same time, it's estimated that nearly 30% of the country's population lives in communities without broadband, excluding them from the digital world.

The Viasat ambassador program aims to help to address both issues by creating jobs for women at every site we connect in Mexico. We work with local community members — mainly women — to be our representatives in areas connected by Viasat technology and help improve coverage, troubleshoot issues, and ensure we're meeting the unique needs of each community.

Currently rolled out over 78 locations across Mexico, the program encourages gender equality and helps mitigate systemic inequalities, including digital inclusion, by addressing the internet usage gap among women in these communities.

This past year, we also piloted a new digital literacy and empowerment program in small, rural communities where the household income was below the Mexican average. Through a combination of live virtual sessions with coaches and access to online learning, participants have begun to:

- › Launch online businesses;
- › Boost income by selling products on social media;
- › Share new skills with family and community;
- › Embark on a new career path in nursing;
- › Learn a new language.

Measured before and after, the pilot program saw a 44% average increase in confidence in digital skills among participants.



Spotlight

2024 Anthem Award

Viasat won Bronze in the Diversity, Equity and Inclusion category at the 2024 Anthem Awards for digital inclusion in Latin America. This award is a recognition of our collaborative partnership with PSYDEH — a Mexican grassroots non-governmental organization (NGO) that invests in rural and indigenous women as community leaders to drive local, social, and economic development.

Through our program and partnership with PSYDEH in Mexico, 2,150 youth and adults have used high speed internet for the first time — 65% of them women. In addition, 75% of these people have improved their digital skills through classes and training. Using our hardware, we connected and gave resources such as computer accessories, projectors, and solar power systems to more than 65 rural and urban sites.

Another hugely successful program recognized as part of this award is our partnership and work with Novo Sertão in Brazil, where we help bring reliable internet to some of the most remote and under-connected areas of Brazil, such as the rural area of Betânia do Piauí where getting basic infrastructure set up is challenging because of its location.





Key partnerships

It takes more than connectivity to help bring digital inclusion around the world — it also takes a good set of partners.

Viasat is proud to work with some of the world’s best as we do this important work. We are grateful to work and partner with many different companies around the world and have highlighted a few examples of the depth of this work below.

Microsoft

Viasat is the first satellite partner working with the Microsoft Airband Initiative to bring internet access to more than 10 million people around the globe by 2025.

19Labs

Viasat and U.S.-based telehealth specialist 19Labs are working together to bring remote healthcare to rural communities, providing everything from pregnancy healthcare to oncology support for areas that don’t have easy access to specialists — while also creating jobs for local residents, who have been hired as technicians to work at the clinics.

Telebras

Viasat partners with Brazil-based Telebras to connect government agencies and students through the Wi-Fi Brasil program. The result is more than 20,000 internet access points, including 10,000 points located in rural and indigenous schools, health posts, public service facilities, and nonprofit organizations — which means more than five million students who previously lacked internet in these rural schools and indigenous communities can now benefit from online access. Viasat, Telebras, and the Wi-Fi Brasil program have boosted the social and digital inclusion of more than nine million Brazilians through internet access points installed in 3,055 cities.

Télécoms Sans Frontières

Our partnership with the emergency telecommunications non-government organization (NGO) has been in place for over 20 years, providing satellite communications equipment and airtime to ensure connectivity links are set up as soon as possible in the wake of humanitarian crises. We also began to offer pro-bono legal services to the organization in 2019.

REACT Disaster Response

REACT Disaster Response is a disaster and crisis response charity, operating in the UK and around the world, to send teams of volunteers — most of them military veterans — all over the world in the wake of natural disasters. Viasat provides REACT with satellite terminals for reliable connectivity to coordinate relief efforts and handheld satellite phones. Over time, we’ve had nearly 80 employees volunteer to help deliver humanitarian relief wherever it is needed, fundraising and supporting training and development.

International Mobile Satellite Organization (IMSO)

Viasat works with IMSO which oversees Inmarsat Maritime’s public safety commitment to providing satellite communication services to help protect lives at sea through the Global Maritime Distress and Safety System (GMDSS).

Putting people first

With our newly expanded operations, Viasat now employs more than 7,500 people in 31 countries, which increases our number of employees by more than 20% from FY23.

As our workforce grows, it becomes even more important for us to develop meaningful relationships and communication with our most significant stakeholders: the employees who will ensure our future success.

We’re continuing to improve the diversity of our workforce and the inclusivity of our workplace, ensuring we provide a safe and healthy workplace where all employees have the opportunity to thrive. We also believe that offering employees valuable learning and development opportunities, as well as attractive rewards, is the right thing for both our people and our business.

Diversity, equity, and inclusion

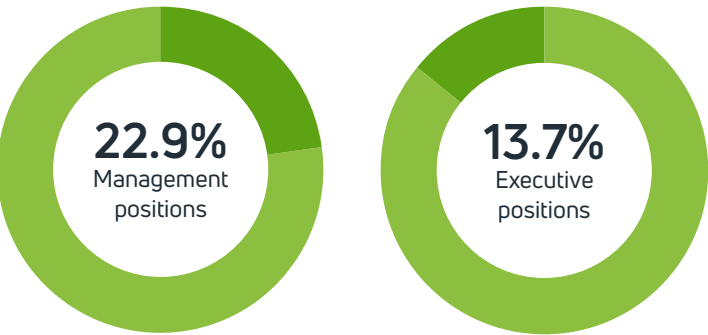
We aim to embed diversity, equity, and inclusion throughout the Viasat culture. Our goal is for Viasat’s workforce and leadership to reflect the communities in which we operate and create a more representative workforce and fairer workplace. DEI is essential for growing a dynamic and innovative business like Viasat. Diverse teams lead to more creative solutions, based on a wider range of experiences, skills, and insights. The addition of Inmarsat has further enriched the organization, bringing in experienced and talented professionals.

We want to ensure that every employee has a sense of belonging and safety, as well as a voice that can be heard. An important part of being inclusive is listening to employee views on our culture and workplace. We were therefore encouraged that in our first cultural assessment of the combined workforce, the highest-scoring behavior was “respecting diversity and viewing differences as a strength.”

Women in leadership

We are committed to promoting gender diversity in the company, especially in our leadership team. We were pleased to see this translate into an increased number of women in executive roles, which rose by 5% from last year, and a slight increase of women in management positions.

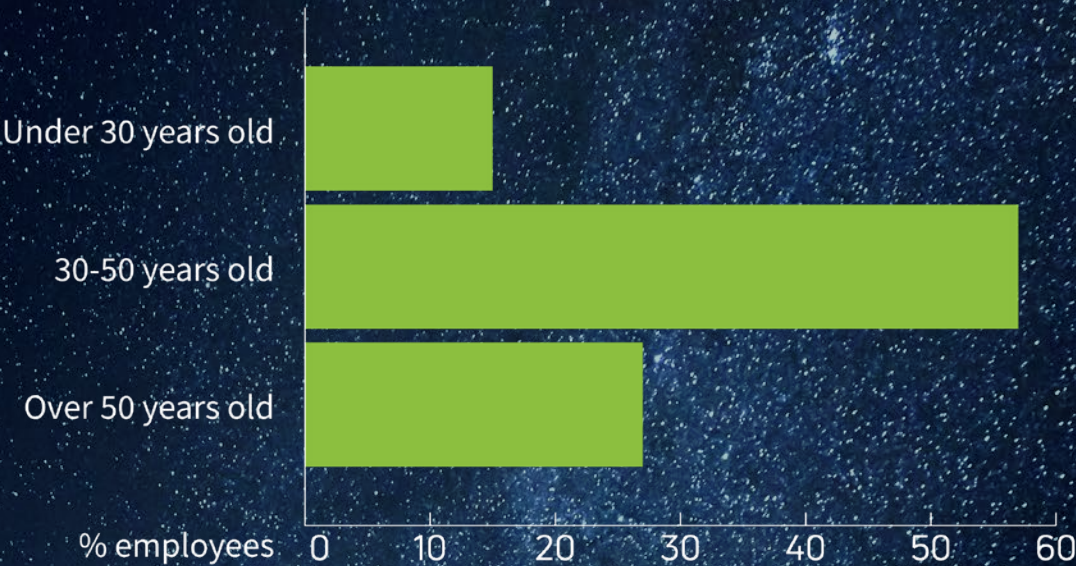
Women in leadership positions ^{1,2}



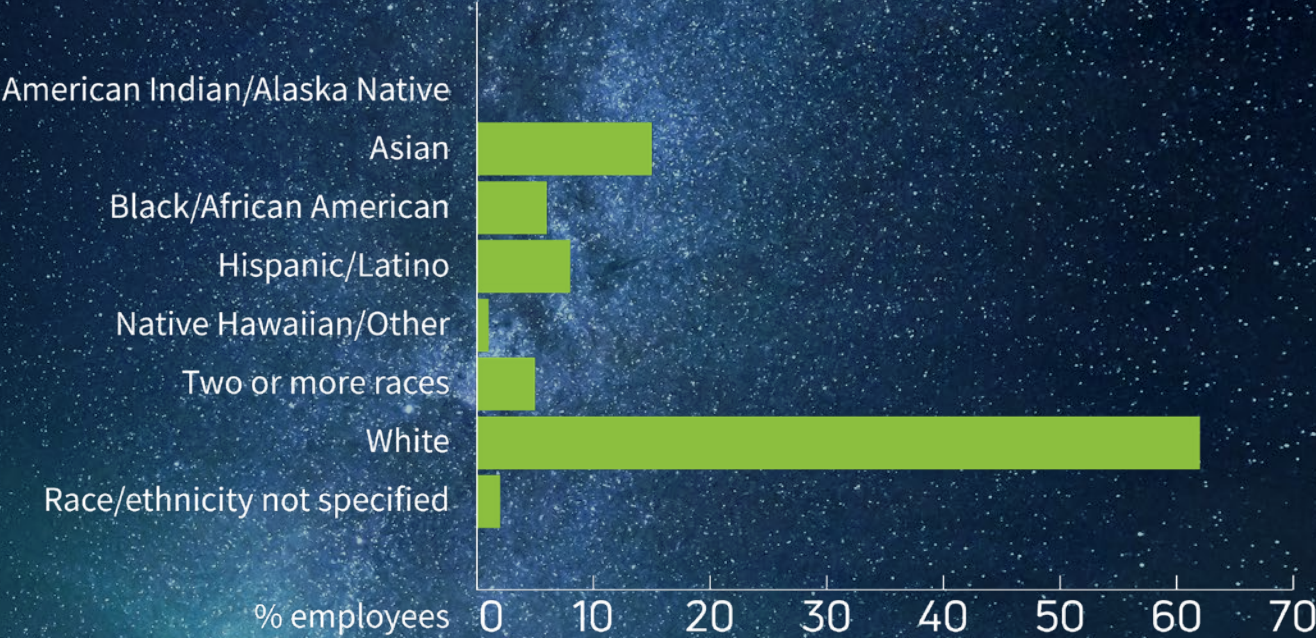
¹Management: Senior directors, directors, senior managers, and managers.

² Executives: C-suite, presidents, and vice presidents.

Age distribution: global workforce FY24



Ethnicity breakdown: US workforce FY24



Viasat Women’s Alliance Summit 2024

In honor of International Women’s Day 2024, Viasat’s Employee Resource Group (ERG) which supports the empowerment of women hosted the inaugural Women’s Alliance Summit. Featuring speakers and panels from Viasat leadership and industry experts, the summit was also held online to include our global audience.

The four-day event addressed such topics as allyship, unconscious bias, gender diversity in senior leadership, and career empowerment. Over 300 people from 13 countries attended the event, which included workshops, networking sessions, and panel discussions. Following the summit, more than 550 people also joined the ERG’s global Slack channel. The summit will now become an annual event with next year’s event involving more ERGs to build our intersectional focus.

Employee resource groups

Our ERGs are employee-led groups that build meaningful connections among employees and focus on protected characteristics, culture, or interests.

The ERGs address topics such as our culture, career mobility and progression, employer brand, and community outreach.

At present, we have ten groups, each of which has global ERG leads who promote these groups and their activities, while increasing membership globally. These groups also bring together employee volunteers, contributing to the overall impact of our social impact projects.

ERG recognition

Ability Alliance

Viasat was recognized by the Disability Equality Index as one of the 2023 Best Places to Work for Disability Inclusion. The index is a benchmarking tool to help companies take measurable steps toward disability inclusion and equality.

Veterans Alliance

In 2024, Viasat received 5-Star Employer status from the Vets Index, which recognizes organizations that do the most to hire, retain, promote, and support veterans.

Viasat employee resource groups

- › Ethnic Diversity Empowerment Network
- › Black Professional Alliance
- › Families Helping Families
- › Hispanic Latino Alliance
- › Viasat Women’s Alliance
- › South Asian Alliance
- › NextGen Alliance
- › Veterans Alliance
- › Ability Alliance
- › Pride Alliance





Talent and careers

Our ability to hire the brightest and the best talent is pivotal to Viasat’s growth and success. We strive to recruit talented people who share our values and will challenge our established thinking, helping us innovate.

As we evaluate the future of the combined organization, we are redefining our approach to talent, learning, and development to ensure our employee base has opportunities aligned with the growth of the business.

Following our acquisition of Inmarsat in May 2023, part of the overall integration and strategic planning process has been to reduce operating costs where there are synergies. As part of these considerations, there has been ongoing work to right-size the new combined organization and, as a consequence, this meant approximately 800 people left the business before year-end December 2023. During this process, we ensured no underrepresented group was disproportionately selected for exit.

Outreach and early careers

Providing opportunities to young minds is a powerful way to invest in the organization’s future. We offer new graduates practical work experience and opportunities to develop skills; in return, they bring fresh perspectives and innovative ideas. In FY24, we offered internships to 190 students. Our work to develop the potential of young talent is being recognized, including becoming a four-time winner of the Early Talent Award from Handshake, a leading U.S.-based early career community.

In our recruitment process, we are committed to attracting the best talent while ensuring that the process is fair, objective, and

inclusive to ensure all candidates are treated equally. We endeavor to mitigate possible obstacles, such as unconscious bias.

As part of our outreach with academic institutions and charities, we work with our ERGs to identify engagement opportunities. This allows us to provide career support to students while gaining insights in return for our evolving DEI strategy.

Learning and development

Our employees expect to learn and grow in their careers at Viasat, with feedback and education to help them reach their potential. We invest in the resources and support to foster growth and develop skills among employees. With the right learning and development paths, we believe our workforce will excel, achieving personal success while helping the company achieve its goals.

Our newly implemented employee development framework outlines what is required of both employee and Viasat at each stage of an employee’s career. The framework details an employee’s journey as a new hire, the compliance and mandatory education they must do, the skills and competencies needed to become a technical and/or people leader, as well as the Viasat performance and reward cycle.

We have also combined the learning management systems of Viasat and Inmarsat to create a one-stop shop for learning needs, plus a hassle-free learning experience where they can easily explore different courses, resources, and programs. Legacy Inmarsat employees are already incorporated into two core course offerings: Mastering Emotional Intelligence and GROW Coaching. In addition, we’ve already started to roll out company-wide access to Udemy for all employees; this online training platform provides access to thousands of training courses to support professional development.

Rewarding employees

Our employees need to feel that they are valued and their work is recognized. Our philosophy to compensation considers the total rewards that employees receive, which include time off, short and long-term incentives, benefits, and a competitive annual salary.

Following the acquisition of Inmarsat, the consolidation of the two companies’ respective benefit offerings is underway as a high priority for the business. We will continue to listen to our employees’ needs and benchmark our rewards in the marketplace.

Employee benefit highlights

Since 2020, Viasat has maintained a primarily hybrid workforce unless a role requires on-site work. We believe that trusting and empowering our employees to work in ways that are integrated into their lives is best for our employees and the company.

We are also continuously evaluating new benefits that will support our employees. This year, we introduced inclusive fertility benefits and support to employees and their partners in the U.S., including single parents by choice and LGBTQ+ individuals and couples.

Engaging employees

We place strong emphasis on listening to our employees. By doing so, we learn how we should shape our workplace, culture, and programs. Conducting regular surveys is a key means to engage our employees and learn what they think, and we also seek more frequent feedback, for example, each time we hold staff meetings.

In FY24, we conducted a company-wide culture assessment, which included a survey to enable employees to share their views and help shape how our combined organization will work together. While the assessment provided us with direction moving forward, we overwhelmingly heard from our employees that:

- › They believe Viasat has a great future and believe in our cause and mission;
- › Technological innovation and curiosity permeate the organization;
- › There is a strong sense of camaraderie, connection, and care.



We’re continuously listening and addressing what we hear from our employees to help shape the future of our company and how we work together.



Employee health, safety, and well-being

Protecting the health and safety of our employees is fundamental to being a good employer. Our employees trust us to provide them with a safe workplace and to train them in key safety procedures while promoting their health and well-being. We make sure that we live up to that trust.

We are committed to:

- › Proactively engaging with stakeholders to meet or exceed all applicable health and safety compliance obligations and other requirements;
- › Reducing health and safety risk by working toward the elimination or practical minimization of work-related hazards;
- › Influencing, engaging, and empowering our global workers utilizing effective consultation, participation, and communication methods.

Good catch program

Designed to drive both safety improvements and employee engagement, our good catch program rewards actions such as flagging safety concerns, suggesting safety-focused process improvements, and conducting safety procedures with care. In 2024, we received 889 submissions.

Enhancing our safety culture

Viasat continues to implement programs globally to enhance our safety culture. We employ a team of dedicated environmental, health, and safety (EHS) professionals who service our global workforce by engaging teams, performing evaluations of our operations, responding to incidents, and proactively addressing identified hazards.

To date, five of our sites have gained ISO 45001 certification for our safety and health management system.

Mental health matters

Protecting the mental health of our employees and their families is critical. Ensuring they can take care of their mental health and avoid burnout is core to the sustainability of our business. Highlights of our programs include:

- › We continue to offer our employee assistance program (EAP), a confidential counseling and referral service that helps employees and their families learn to manage mental health challenges. Employees are able to participate in the program for work-related stress, anxiety, depression, burnout, and other reasons.
- › A meditation app is available for employees and their family members, with many actively participating in the guided meditations and mindfulness courses.
- › We also offer a suite of services through our U.S. wellness platform, which gives employees and their families discounted rates on fitness programs and health advice.

Going beyond connection

Viasat’s global social impact programs seek to leverage the skills of our people, our technology, and a spirit of collaboration to deliver lasting impact in communities around the world.

From empowering indigenous women in rural Mexico with tools and resources to learn and access the internet for the first time, to equipping students with connectivity and computers in the U.S., we go beyond transactional relationships with NGO and nonprofit partners. Instead, we take extra care to listen, understand, and avoid making assumptions about community needs. We also prioritize empowering our employees to support these partners.

Following conversations with stakeholders, which often include NGOs, local governments, and schools, we make collaborative decisions that define multi-year digital inclusion-focused partnerships. We provide our partners with access to the internet as well as tools and resources to effectively use the internet for education, remote healthcare, and job training. In addition, we address the needs of partners as they relate to hardware, strategies to implement internet usage, adequate power supply, and more.

Among our digital inclusion partners are PSYDEH in Hidalgo, Mexico; Novo Sertão in Piauí, Brazil; Columbia Urban League in South Carolina, USA; Associação Comunitária Monte Azul in São Paulo, Brazil; and CANICA in Oaxaca, Mexico.

Key to our global social impact efforts is Viasat’s award-winning skills-based volunteering program that empowers employees

to leverage their professional skills to help a nonprofit or NGO build capacity and accomplish work the organization would not otherwise be able to do internally. Since 2019, Viasat employees have had opportunities to teach STEM subjects, configure custom networks for NGOs in rural areas, teach marketing basics, mentor women in entrepreneurship, and teach youth programming and coding.

Skills-based volunteering simultaneously delivers game-changing impacts to NGOs while also providing employees with leadership development in real time. Employees who participate report building strong connections with their colleagues, gaining new understanding of our products and services, and solving complex challenges.

- › In Dublin, Ireland, a group of employees uses the CoderDojo program to design coding and programming lessons for primary school children from an under-resourced neighborhood.
- › In Tempe, Arizona, our employees support the state’s Chief Science Officers (CSO) program that empowers secondary school students to improve STEM offerings in their schools.
- › In year three of our partnership with PSYDEH in rural Hidalgo, Mexico, employees continue to support the NGO’s digital operations and digital inclusion for the 2,700 indigenous women supported by PSYDEH.

Connecting employees to the community through the Viasat Giving program

Through the Viasat Giving program, we empower our employees to change the world by supporting their volunteerism and the causes that are important to them. We offer employees a 1:1 donation match, and a personal volunteer match to ensure equity across employees who have either time or financial resources.

Viasat Giving highlights in FY24:

More than **\$1 million** in employee donations and corporate matching gifts were delivered to communities worldwide

Over **1,300 organizations** received support from Viasat employee donation and volunteer programs

Over **13,000 hours** were volunteered by our employees



Spotlight

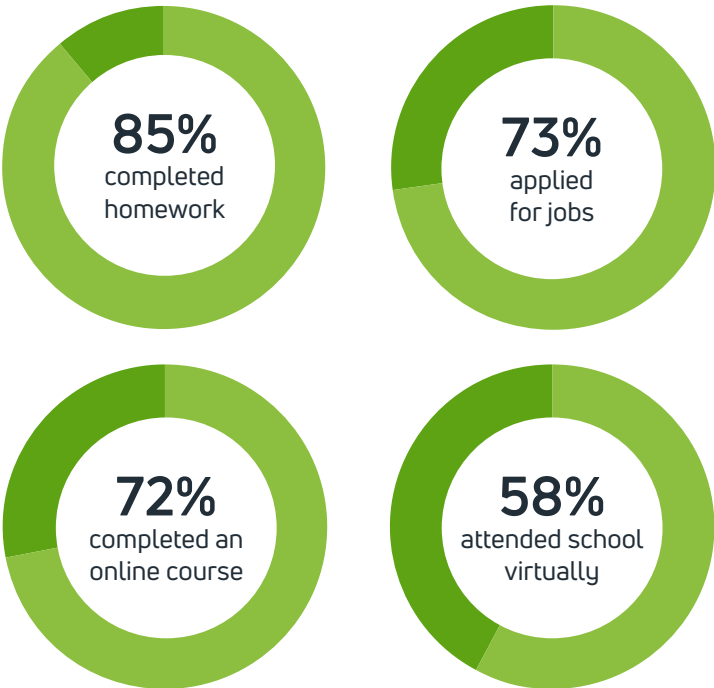
Plugged-In

Through our multi-year partnership with National Urban League and Columbia Urban League, we established the Plugged In program to bring critical connectivity, computers, and resources to support effective internet usage to “digital deserts” in South Carolina, USA, where residents — especially students — lack access to critical needs, such as telemedicine, virtual learning, online banking, and more.

In addition, Viasat and Columbia Urban League are providing three years of no-cost high-speed satellite internet to 60 households, delivering critical connectivity to more than 250 people. Each household also received a professional-grade laptop and ongoing professional guidance to support effective internet usage. Viasat employees, most of whom are members of our employee resource groups, volunteered their time and skills at our Plugged In kick-off event.

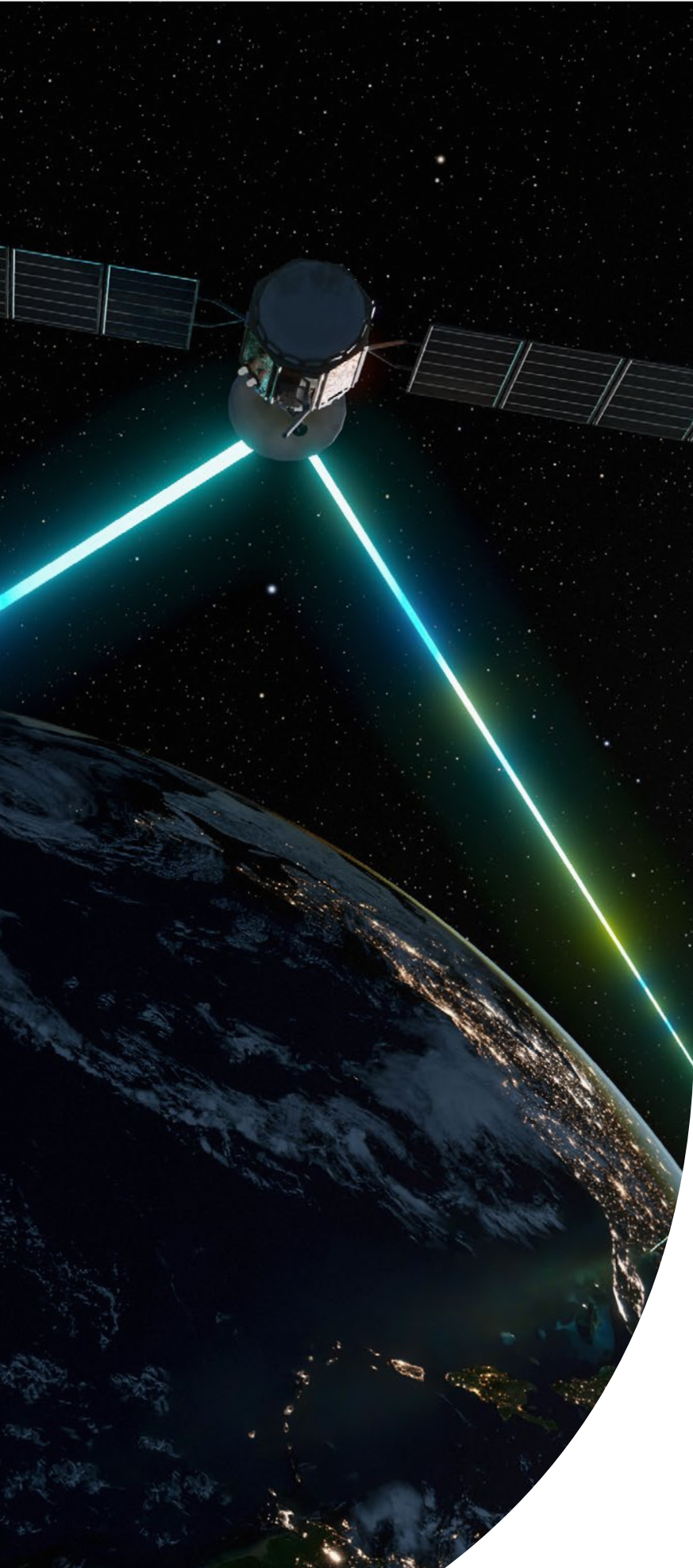
Of all participants, 89% state that access to quality internet at home contributes to their children’s ability to be successful at school. One participant of our Plugged In program shared that having high speed internet for the first time will help their family “be able to accomplish dreams and goals without having to always go to the library.”

Using Viasat internet,
Plugged-In participants have:



Governance





Leading with integrity

Good governance and responsible business are fundamental to our newly combined organization. Together, we are working to redefine our governance framework to reflect the shared values, goals, and direction of the combined business — and to ensure we maintain the highest levels of transparency, accountability, and integrity moving forward.

Board of directors

Our board of directors (Board) guides and oversees Viasat’s strategic direction, helping to ensure our long-term growth, as well as the sustainability and responsibility of our operations. Following the acquisition, the Board expanded to include two more directors, Rajeev Suri and Andrew Sukawaty, former CEO and former chairman of Inmarsat, respectively. In 2024, seven of nine directors were independent, including a lead independent director who presides over meetings at which the chair is absent.

Board appointments

The Board’s performance is evaluated by the nomination, evaluation, and corporate governance committee. This includes an annual evaluation of each director and the Board overall. We also conduct annual benchmarking against broad indexes and proxy peers on various governance topics.

The committee is also responsible for refreshing the composition of the Board. Appointments and succession plans are based on merit, with assessments made of each individual’s diverse skills, experience, knowledge, integrity, and independence. These processes are designed to ensure that Viasat has the right mix of skills and characteristics to help us build on our success and navigate the strategic issues we face today and in future.

Board committees

The Board is supported in its duties by four standing committees. These include:

- › Audit committee;
- › Nomination, evaluation, and corporate governance committee;
- › Compensation and human resources committee;
- › Banking and finance committee.

An executive-level ESG steering committee periodically reviews our sustainability risks, strategies, and performance. This committee includes Viasat Chairman and Chief Executive Officer, Mark Dankberg, as well as our chief corporate officer, chief people officer, chief financial officer, general counsel, and president. The committee also engages with the Board regarding material ESG topics.

Board diversity

We aim to ensure diverse perspectives on our Board, as well as a balance of skills, experience, and tenure. The nomination, evaluation, and corporate governance committee assesses potential directors for these and other factors. In FY23, 38% of directors belonged to underrepresented communities, and by the end of FY24 this figure had risen to 44%.

Board integrity

Our directors must uphold the same high standards of ethics and integrity as our employees and are therefore expected to follow our Guide to Business Conduct. They should avoid any action, position, or interest that conflicts — or appears to conflict — with Viasat’s interests. Any potential or actual conflicts must be promptly reported to the chair. Directors must also disclose any personal interest in a matter before the Board and recuse themselves from discussing and voting on any matter where conflicts of interest are identified.

Risk management

As we synthesize the different approaches to risk management of our two legacy companies, we recognize the need to include ESG risk in our combined methodology.

Therefore, we intend to conduct our first double materiality assessment, following the approach required by the European Union’s Corporate Sustainability Reporting Directive (CSRD). This comprehensive analysis will systematically identify, assess, and prioritize the sustainability risks and opportunities facing our business.

Among ESG risks, climate-related risk is of particular concern to investors. Building on the expertise in our newly consolidated organization, we intend to expand our analysis of climate-related risk across our operations. Our initial focus is on the UK, where climate-related financial disclosures are mandatory.

Protecting Viasat employees and physical assets

Ensuring the safety of Viasat employees and physical assets is another key risk area that we take very seriously. Our physical security resilience strategy helps us to detect and manage physical events that may impact the business. In addition, our global security operations center (GSOC) has formal processes to assess, escalate, and mitigate these risks and is ready to coordinate our response in the event of such physical disruptions.

Business continuity

Providing reliable and uninterrupted service is vital to our customers and to our business. We have therefore invested significantly in the resiliency of our infrastructure. We are always working to identify and resolve issues faster and to safeguard business continuity, using such techniques as anomaly detection, root cause analysis, and self-healing. Comprehensive disaster recovery plans ensure that we quickly restore critical systems and services in the event of a disruption. We have also worked to make business continuity part of Viasat’s culture and provide regular employee training, communication, and awareness programs.





Ethics

Conducting our business ethically, transparently, and with integrity is of paramount importance to Viasat.

Our Guide to Business Conduct defines the company’s commitments, showing how they apply in practice to our global workforce, executive team, and Board. These commitments also include the obligation to report a suspected code violation.

In addition to our Guide to Business Conduct, our ethics committee meets regularly to discuss ethical issues and create employee-wide ethics training. The committee includes representatives from relevant functions, including security, legal, finance, and government contracts. Viasat’s chief financial officer, chief people officer, and general counsel are all members of the committee.

All employees, permanent or temporary, must complete the Viasat Workplace Ethics course on an annual basis. In FY24, 97% of employees completed this annual training, including former Viasat employees. This exceeds the legal requirements for U.S. government contracts to provide regular training to employees working on these contracts.

Confidential hotline

The Viasat Values Line is our independently operated ethics and compliance hotline. Operating 24 hours a day, 7 days a week, it can be accessed by phone, website, or mobile app. Employees can raise concerns or report suspected code violations and may do so entirely anonymously. Viasat policy dictates that there shall be no retaliation against anyone who makes a report in good faith.



Stakeholder engagement

To be successful, we must engage with a wide range of stakeholders, including employees, investors, customers, regulators, NGOs, and communities. Wherever we operate, we strive to listen to stakeholder views to help them build an understanding of our company and our sector and seek dialogue on issues of shared concern.

During FY24, we engaged in substantive conversations with stockholders who represent approximately 74% of our total outstanding common stock.

Working toward a sustainable supply chain

We understand that the social and environmental impacts in our supply chain are far greater than in our own business. For example, CDP (formally known as Carbon Disclosure Project and regarded as the gold standard of environmental reporting) calculates that greenhouse gas emissions from supply chains on average are more than 11 times greater than operational emissions. For comparison, Viasat’s FY24 Scope 3: Category 1: Purchased Goods and Services emissions were estimated to be 4.5 times greater than the combined Scope 1 and 2 emissions.

Although these impacts are not within our control, they are within our sphere of influence and represent potential environmental and human rights risks to our business. As our business continues to grow, we intend to use our influence to mitigate these risks.

During FY24, we enhanced our supplier engagement program. We conducted supplier surveys, introduced supplier scorecards, and reviewed ESG performance as part of supplier business reviews throughout Viasat’s global supply chain. Our scorecards include baseline measurements for greenhouse gas emissions, safety, human rights, diversity, and more.

Human rights

We must also address the social impacts of our supply chain, most notably human rights. In FY24, we updated our statement on modern slavery and human trafficking. The statement summarizes the strict conditions that our suppliers must meet in order to minimize the risk of modern slavery or human rights violations unintentionally appearing in our supply chain.

For example, we are committed to eliminating conflict minerals from our products. We hold suppliers to this commitment and expect that they perform reasonable due diligence of their supply chains to determine if minerals are sourced from the Democratic Republic of the Congo or adjoining countries that directly or indirectly enable human rights violations. We support the efforts of the Responsible Minerals Initiative (RMI) to eliminate conflict minerals from products and participate in their data-gathering via our membership.

In our supply chain due diligence efforts, we regularly collect and publish supplier data using the RMI’s Conflict Minerals Reporting Template, thereby meeting conflict minerals reporting requirements and expectations of our investors and customers.

In the U.S., Viasat also has a small business company policy. This is designed to promote and increase participation of small businesses in our federal contracting and services division.

Data and privacy

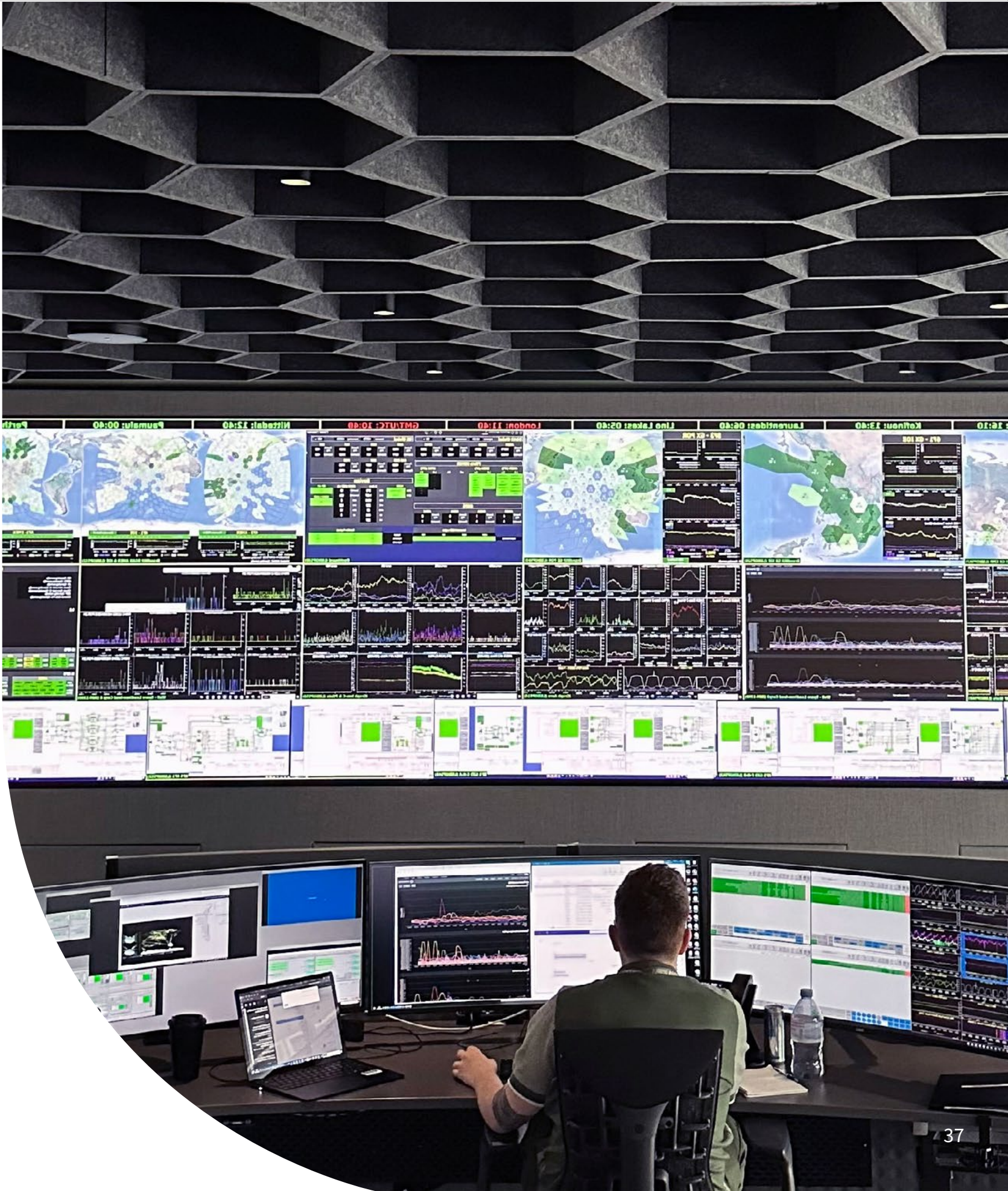
As a technology-focused company, Viasat understands the critical nature of data protection and data privacy, both to our business and our customers. We align with industry frameworks and evolve our privacy and security controls to ensure that we comply with data protection laws in the markets where we operate.

We also adopt technologies and processes that allow us to scale to new services, markets, and geographies. For example, we have adopted the most recent version of the payment card industry (PCI) standard, which covers the applications, networks, subcontractors, and partner firms and systems that complete credit card transactions on Viasat’s behalf worldwide. In addition, our solutions hub screens new technology providers for data privacy and security risks to ensure compliant use of third-party software. FY24 achievements include:

- › To support the safe and responsible use of artificial intelligence (AI) and related technologies, Viasat formed an AI governance committee that meets regularly to develop AI use policies, assess AI project and system proposals, and enable information-sharing among key technical, legal, and security stakeholders.
- › Key Viasat entities in the United States certified to the E.U.-U.S. Data Privacy Framework to support the safe and compliant transfer of customer and employee personal data between the EU and the United States.

- › We have committed to achieve annual certification as both a PCI-DSS-compliant level 1 merchant and level 1 service provider from a third-party qualified security assessor (QSA). We are also working toward a level 2 certification of the Cybersecurity Maturity Model Certification (CMMC).
- › We attained or continued to maintain, respectively, ISO27001 certification for Viasat’s Aviation services, and globally for Inmarsat Global Limited. Through the Foundational Security Principles and the ISO27001 framework we continue to mature our information security management system (ISMS). Covering parts of our mobility networks and corporate networks, these improvements respond to the growing customer need for internationally accepted information security standards.
- › We maintain an external online privacy center so that customers around the world can learn about our data processing practices and exercise privacy rights.

At Viasat, we engage business security champions for each segment of our business to help drive security initiatives for products and services. We also conduct training to ensure our people understand the critical security components of their roles. For example, security engineering training helps employees understand how to incorporate our security principles into products and services. In addition, we revamped our mandatory annual Privacy Basics course to reflect recent changes in data protection laws in the markets where Viasat conducts business.



ESG performance

This report references the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards for the following industries: Technology & Communications, Hardware (TC-HW), Telecommunication Services (TC-TL), and Electronic Manufacturing Services & Original Design Manufacturing (TC-ES). Additionally, Viasat received external verification for our FY24 GHG emissions (scope 1, 2, and 3) to the ISO 14064-1 standard in partnership with the British Standards Institution (BSI). All data listed is inclusive of legacy Inmarsat unless otherwise noted. For historical data for either legacy company, please see our historical ESG Reports at either [Viasat.com](https://viasat.com) or [Inmarsat.com](https://inmarsat.com).

For our FY24 report, we have included one year of performance data to reflect the newly combined organization as a whole. Moving forward, we will continue to build upon this combined data and release year-over-year comparisons.



GRI content index

General disclosures 2021

| | | |
|-----------------------------------|--|--|
| Statement of use | | Viasat Inc. has reported with reference to the GRI standards for the period starting April 1, 2023 and ending March 31, 2024. |
| GRI 1 used | | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | | None |
| Disclosure | Description | Cross-reference, omissions, explanations |
| General disclosures | | |
| 2-1 | Organizational details | FY24 10-K, pp. 2-3 |
| 2-2 | Entities included in the organization’s sustainability reporting | Viasat’s FY24 ESG Impact Report addresses all of the entities included in its consolidated financial reporting. Inmarsat Group Holdings Limited, Inmarsat Global Ltd, RigNet, Inc. (RigNet), and Euro Broadband Infrastructure Sàrl (EBI) data is included in Viasat’s sustainability reporting unless otherwise noted. TrellisWare data has not been included as Viasat does not have operational control. |
| 2-3 | Reporting period, frequency, and contact point | Sustainability reporting for Viasat is in line with its fiscal reporting period, April 1, 2023 through March 31, 2024, unless otherwise noted. The publication date of the report is August 29, 2024. Questions should be directed to SocialImpact@Viasat.com. About this Report, p. 54 |
| 2-4 | Restatements of information | No restatements of information |
| 2-5 | External assurance | Viasat hires an independent third party (British Standards Institution) to verify its scope 1, 2, and 3 emissions to the ISO 14064-1 : 2018 standard. Please see our FY24 GHG Report and Verification Statement for more detail. |
| 2-6 | Activities, value chain, and other business relationships | FY24 10-K, pp. 2-16 |
| 2-7 | Employees | Putting people first, pp. 25-31 |
| 2-8 | Workers who are not employees | Workforce performance data tables, p. 50 |
| 2-9 | Governance structure and composition | Leading with integrity, pp. 33-37 Diversity performance data tables, p. 25 FY24 Proxy, pp. 6-16 Viasat Board composition |

| | | |
|---------------------|---|---|
| Disclosure | Description | Cross-reference, omissions, explanations |
| General disclosures | | |
| 2-10 | Nomination and selection of the highest governance body | FY24 Proxy, pp. 6-11 Viasat Corporate Governance Guidelines |
| 2-11 | Chair of the highest governance body | Mark Dankberg is a founder of Viasat and serves as its Chairman of the Board and Chief Executive Officer. Sean Pak serves as Viasat’s Lead Independent Director. A letter from our CEO and President, p. 3 Leading with integrity, p. 33 FY24 Proxy, p. 7 |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Leading with integrity, p. 33 FY24 Proxy, pp. 2-12 |
| 2-13 | Delegation of responsibility for managing impacts | Leading with integrity, p. 33 |
| 2-14 | Role of the highest governance body in sustainability reporting | Our commitment to ESG, p. 6 |
| 2-15 | Conflicts of interest | Leading with integrity, p. 33 Viasat Corporate Governance Guidelines, pp. 2-3 |
| 2-16 | Communication of critical concerns | Viasat has a hotline grievance mechanism, outlined within our Guide to Business Conduct, to make sure issues are appropriately reported, shared, and addressed at the highest levels of the organization. Viasat does not disclose the total number or nature of critical concerns that were communicated. FY24 Proxy, pp. 6-11 Guide to Business Conduct |
| 2-17 | Collective knowledge of the highest governance body | Our commitment to ESG, p. 6 Leading with integrity, p. 33 FY24 Proxy, pp. 12-16 |
| 2-18 | Evaluation of the performance of the highest governance body | The nomination, evaluation, and corporate governance (NECG) committee annually reviews the skills and characteristics of the Board to ensure they align with the current needs of our company. Additionally, the Board completes an annual self-evaluation of its performance and the performance of its committees, facilitated by the NECG committee. The results of these evaluations help to inform whether the Board is equipped to provide comprehensive and effective oversight. Leading with integrity, p. 33 FY24 Proxy, pp. 6, 8-11 |

GRI content index

General disclosures 2021 continued

| Disclosure | Description | Cross-reference, omissions, explanations |
|---------------------|---|--|
| General disclosures | | |
| 2-19 | Remuneration policies | <p>The compensation and human resources committee of the board of directors continually assesses the components and design of executive compensation to ensure alignment with stockholder interests and promote long-term value creation. As a result, the committee may in the future consider incorporating ESG-related components into executive compensation programs.</p> <p>FY24 Proxy, pp. 33-64</p> |
| 2-20 | Process to determine remuneration | <p>In our last advisory vote on executive compensation, approximately 96% of stockholders were in favor. This advisory vote is highlighted in Viasat’s 8-K filed September 8, 2023.</p> <p>FY24 Proxy, pp. 34-47</p> |
| 2-21 | Annual total compensation ratio | <p>FY24 Proxy, pp. 57-60</p> |
| 2-22 | Statement on sustainable development strategy | <p>A letter from our CEO and President, p. 3</p> <p>Ensuring sustainable use of space for the world, pp. 7-8</p> |
| 2-23 | Policy commitments | <p>Protecting the planet, pp. 12-15</p> <p>Leading with integrity, pp. 33-37</p> <p>Legal Statement: Modern Slavery and Human Trafficking</p> <p>Guide to Business Conduct</p> |
| 2-24 | Embedding policy commitments | <p>Viasat operates a corporate-wide program to coordinate, implement, and monitor compliance with corporate values, laws and regulations, and policies. Oversight of the ethics and compliance program is the responsibility of the ethics committee, which is comprised of representatives from Viasat’s security, legal, finance, government contracts, and People and Culture (P&C) departments. The ethics committee reports to Viasat’s vice president of P&C, chief financial officer, and general counsel. Our goal is to ensure that every employee acts ethically in all aspects of their roles.</p> <p>Leading with integrity, p.6</p> <p>Legal Statement: Modern Slavery and Human Trafficking</p> <p>Guide to Business Conduct</p> |
| 2-25 | Processes to remediate negative impacts | <p>Leading with integrity, pp. 37</p> <p>Guide to Business Conduct</p> |

| Disclosure | Description | Cross-reference, omissions, explanations |
|---------------------|--|--|
| General disclosures | | |
| 2-26 | Mechanisms for seeking advice and raising concerns | <p>Guide to Business Conduct</p> <p>Viasat Corporate Governance Guidelines</p> |
| 2-27 | Compliance with laws and regulations | <p>Significant instances of non-compliance with laws and regulations would be listed in our 10-K, as required by the SEC. No such events occurred in FY24.</p> |
| 2-28 | Membership associations | <p>Viasat is a member of numerous associations and is most active in the following:</p> <p>Global Satellite Operators Association (GSOA), Aerospace Industries Association (AIA), Mobile Satellite Services Association (MSSA), National Governors Association, International Air Transport Association (IATA), Satellite Industry Association (SIA), European Telecommunications Standards Institute (ETSI), International Telecommunication Union (ITU), U.S. Chamber of Commerce, US-ASEAN Business Council, Space Foundation, Wireless Broadband Alliance (WBA), and National Urban League.</p> |
| 2-29 | Approach to stakeholder engagement | <p>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. Perspectives for our key stakeholder groups were included in our first priority issues analysis, and will continue to be taken into account in our upcoming double materiality assessment planned for our FY25 report. Specific examples are detailed in the narrative of the report.</p> <p>Our commitment to ESG, p. 6</p> |
| 2-30 | Collective bargaining agreements | <p>The majority of our employees are not represented by a labor union and are not party to any collective bargaining agreement (CBA) in connection with their employment with us. The applicable CBA depends on the location and industry. Our employees in Brazil are subject to CBAs, which is the country’s standard. Our employees in Spain, France, Norway, and Italy are also subject to industry-specific CBAs, which is common in those countries. Legacy Inmarsat has a works council for part of our employee population in the Netherlands, France, and Australia and also an employee forum in the UK and Indonesia. As a company, we evaluate benefits for all employees, including those not covered by a union, based on a review of market data, statutory requirements, and internal evaluation, and we strive to offer competitive benefits accordingly.</p> |

GRI content index

Material topic disclosures

| Disclosure | Description | Cross-reference, omissions, explanations |
|--------------------------------|--|---|
| Material topics | | |
| 3-1 | Process to determine material topics | Our commitment to ESG, p. 6 |
| 3-2 | List of material topics | Our commitment to ESG, p. 6 |
| Economic disclosure | | |
| 201-1 | Direct economic value generated and distributed | Putting people first, pp. 25-30 Economic performance data tables, p. 47 |
| Digital inclusion | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 |
| 203-1 | Infrastructure investments and services supported | Digital inclusion, pp. 18-24 |
| 203-2 | Significant indirect economic impacts | Digital inclusion, pp. 18-24 Ethics performance data tables, p. 47 |
| Corporate governance | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Digital inclusion, pp. 18-24 |
| 205-1 | Operations assessed for risks related to corruption | Leading with integrity, pp. 33-35 Guide to Business Conduct Ethics performance data tables, p. 47 |
| 205-2 | Communication and training about anti-corruption policies and procedures | Leading with integrity, p. 35 Ethics performance data tables, p. 47 Guide to Business Conduct |
| 205-3 | Confirmed incidents of corruption and actions taken | Ethics performance data tables, p. 47 |
| Climate, energy, and emissions | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Protecting the planet, pp. 12-15 |
| 302-1 | Energy consumption within the organization | Environmental performance data tables, pp. 48-49 |

| Disclosure | Description | Cross-reference, omissions, explanations |
|--------------------------------|--|--|
| Climate, energy, and emissions | | |
| 302-3 | Energy intensity | Environmental performance data tables, pp. 48-49 |
| 302-4 | Reduction of energy consumption | Protecting the planet, p. 12-13 |
| 305-1 | Direct (Scope 1) GHG emissions | Environmental performance data tables, pp. 48-49 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Environmental performance data tables, pp. 48-49 |
| 305-3 | Other indirect (Scope 3) GHG emissions | Environmental performance data tables, pp. 48-49 |
| 305-4 | GHG emissions intensity | Environmental performance data tables, pp. 48-49 |
| 305-5 | Reduction of GHG emissions | Protecting the planet, p.12 |
| Product stewardship | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Protecting the planet, pp. 13-14 |
| 306-2 | Management of significant waste-related impacts | Protecting the planet, pp. 13-14 Environmental performance data tables, p. 49 |
| 306-3 | Waste generated | Environmental performance data tables, p. 49 |
| 306-4 | Waste diverted from disposal | Protecting the planet, pp. 13-14 Environmental performance data tables, p. 49 |
| 306-5 | Waste directed to disposal | Environmental performance data tables, p. 49 |
| 307-1 | Non-compliance with environmental laws and regulations | Protecting the planet, pp. 13-14 Environmental performance data tables, p. 49 |

GRI content index

Material topic disclosures continued

| Disclosure | Description | Cross-reference, omissions, explanations |
|-------------------------|--|--|
| Supply chain management | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Protecting the planet, pp. 12, 14 Leading with integrity, p. 36 |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | Environmental performance data tables, pp. 48-49 |
| Talent management | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Putting people first, pp. 27-28 |
| 401-1 | New employee hires and employee turnover | Workforce performance data tables, p. 51 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Putting people first, p. 28 Employee benefits |
| 403-1 | Occupational health and safety management system | <p>Our EHS management system was created using the ISO 14001 and ISO 45001 standards to help us comply with regulatory requirements, manage risk, and communicate to all Viasat stakeholders standards and guidelines to keep people healthy and safe while also protecting the planet.</p> <p>The scope of Viasat’s EHS applies to the admin, design, operations, and assembly of commercial, military, and aerospace communications equipment from multiple global sites. It covers the management of business activities that support these products and services and the influences (where possible) of any significant aspects that occur in its life cycle (e.g., procurement, facility activities, and final disposal).</p> Putting people first, p. 29 Health and safety policy |

| Disclosure | Description | Cross-reference, omissions, explanations |
|-------------------|---|--|
| Talent management | | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | <p>Viasat utilizes the EHS risk assessment model to formally and informally manage Viasat’s activities and identify risks. This applies to all business units, EHS teams, procurement, and all employees.</p> <p>Our EHS team has a full incident and near hit reporting and investigation process for all employees to follow.</p> Putting people first, p. 29 Guide to Business Conduct |
| 403-3 | Occupational health services | Viasat follows a hierarchy of control process that is followed and applied during the determination of the best risk treatment plan and suitable controls when a risk is detected. |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | <p>Workers’ consultation and participation is done via relevant and applicable activities and determined by a facility, department, and/or region. Mechanisms for consultation may include the following: EHS committees, EHS good catch program, EHS newsletters, EHS reports, Viasat Emergency Response Team (VERT).</p> Putting people first, p. 29 |
| 403-5 | Worker training on occupational health and safety | <p>All employees are annually trained with our EHS Essentials course, with additional courses such as “Working with hazardous materials” provided annually for relevant employees. Additional courses on EHS topics are always available to all employees.</p> Putting people first, p. 29 |
| 403-6 | Promotion of worker health | Putting people first, p. 29 Health and safety policy |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Putting people first, p. 29 |
| 403-8 | Workers covered by an occupational health and safety management system | Health and safety performance data tables, p. 53 |

GRI content index

Material topic disclosures continued

| Disclosure | Description | Cross-reference, omissions, explanations |
|-----------------------|--|--|
| Talent management | | |
| 403-9 | Work-related injuries | Health and safety performance data tables, p. 53 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Putting people first, p. 27 |
| Diversity & inclusion | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Putting people first, pp. 25-26 |
| 405-1 | Diversity of governance bodies and employees | Putting people first, pp. 25-26 Diversity performance data tables, pp. 50-52 FY24 Proxy, pp. 9, 13 |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | Protecting the planet, p. 15 Putting people first, pp. 21-24, 30-31 |
| Product security | | |
| 3-3 | Management of material topics | Our commitment to ESG, p. 6 Leading with integrity, p. 37 |
| 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 FY24. |

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 | 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 third-party 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. Data and privacy, p. 37 |
| 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 | Putting people first, pp. 25-26 Diversity performance data tables, p. 52 |
| 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 | Network equipment is a new category not yet defined by EPEAT. As such, this metric is currently not applicable to Viasat's revenue-generating product lines. |
| TC-HW-410a.3 | Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria | ENERGY STAR requirements are not applicable to Viasat's network equipment products. As such, Viasat did not receive any FY24 revenue from products that meet this requirement. |
| TC-HW-410a.4 | Weight of end-of-life products and e-waste recovered, percentage recycled | Protecting the planet, pp. 13-14 Environmental performance data tables, p. 49 |

SASB index

SASB sector standards 2018 continued

| SASB code | Accounting or activity metric | Answer, cross-reference, omissions, explanations |
|---------------------------------------|--|--|
| Hardware | | |
| Materials sourcing | | |
| TC-HW-440a.1 | Description of the management of risks associated with the use of critical materials | FY24 10-K, p. 16 |
| TC-HW-000.A | Number of units produced by product category ¹ | Commercial Networks: 303,248 Enterprise Systems: 7,982,059 Government Systems: 587,148 |
| TC-HW-000.B | Area of manufacturing facilities | Viasat does not own manufacturing facilities. |
| TC-HW-000.C | Percentage of production from owned facilities | Viasat does not own manufacturing facilities. |
| Telecommunication services | | |
| Environmental footprint of operations | | |
| TC-TL-130a.1 | (1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable | Environmental performance data tables, p. 48 Protecting the planet, p. 12 |

| SASB code | Accounting or activity metric | Answer, cross-reference, omissions, explanations |
|--------------|---|---|
| Data privacy | | |
| TC-TL-220a.1 | Description of policies and practices relating to behavioral advertising and customer privacy | We collect personal data that is necessary to deliver our services to the user, and we only use personal data as disclosed to the user at the time of collection. We process three general categories of personal data: (1) data provided to Viasat by the user, (2) data that Viasat collects automatically from the user, and (3) data that we collect from third parties. Where required by applicable law, Viasat obtains consent prior to collecting personal data and honors users’ rights with respect to their personal data. Viasat maintains internal and external-facing privacy policies and notices that govern Viasat’s processing of personal data. Viasat did not collect or disclose personal data of users or visitors to Viasat’s digital properties for online behavioral advertising purposes (as such term is defined in the DAA Self-Regulatory Principles) in FY24. 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 will only process customer information in identifiable form for the purposes for which the personal data was collected, to fulfill legal recordkeeping obligations or other legitimate business purposes, and as communicated to customers at or before the time of data collection. In the event that Viasat were to seek to use a customer’s information for a secondary purpose, Viasat would provide the appropriate notice and choice to the customer. |

¹ Data reflects legacy Viasat only.

SASB index

SASB sector standards 2018 continued

| SASB code | Accounting or activity metric | Answer, cross-reference, omissions, explanations |
|--------------------------------|--|---|
| Telecommunication services | | |
| TC-TL-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with customer privacy | Viasat was not subject to any legal proceedings associated with customer privacy in FY24. |
| 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 | United States (1) 129, (2) 146, (3) 61.24% |
| | | Brazil (1) 4, (2) 61, (3) 75% |
| | | Europe and Australia (1) 4, (2) 4, (3) 25% |
| | | These figures represent U.S., Brazil, Europe, and Australia operations, and requests represent the business areas where Viasat is the service provider direct to the consumer (as opposed to where Viasat operates as a wholesale or B-to-B services provider). |
| 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 FY24. |
| TC-TL-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | 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 controls, 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 | Protecting the planet, pp. 13-14 Environmental performance data tables, p. 49 |

| SASB code | Accounting or activity metric | Answer, cross-reference, omissions, explanations |
|---|---|--|
| Telecommunication services | | |
| Competitive behavior & open internet | | |
| TC-TL-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | Viasat was not subject to any legal proceedings associated with anti-competitive behavior in FY24. |
| 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. FY24 10-K, pp. 17-19 |
| Managing systemic risks from technology disruptions | | |
| TC-TL-550a.1 | (1) System average interruption frequency and (2) Customer average interruption duration | (1) System average interruption frequency: 11.4/year (2) Customer average interruption duration: 56 minutes 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. |

SASB index

SASB sector standards 2018 continued

| SASB code | Activity metric | Answer, cross-reference, omissions, explanations |
|---|--|--|
| Managing systemic risks from technology disruptions | | |
| TC-TL-000.A | Number of wireless subscribers | This disclosure is not applicable as Viasat does not have wireless subscribers. |
| TC-TL-000.B | Number of wireline subscribers | This disclosure is not applicable as Viasat does not have wireline subscribers. |
| TC-TL-000.C | Number of broadband subscribers | This information is considered to be competitively sensitive and is therefore not disclosed. |
| TC-TL-000.D | Network traffic | This information is considered to be competitively sensitive and is therefore not disclosed. |
| Electronic manufacturing services & original design manufacturing | | |
| Waste management | | |
| TC-ES-150a.1 | (1) Amount of hazardous waste from manufacturing, (2) percentage of hazardous waste recycled | Protecting the planet, p. 14 Environmental performance data tables, p. 49 |
| Labor practices | | |
| TC-ES-310a.1 | (1) Number of work stoppages and (2) total days idle | Health and safety performance data tables, p. 53 |

| SASB code | Activity metric | Answer, cross-reference, omissions, explanations |
|---|---|--|
| Electronic manufacturing services & original design manufacturing | | |
| 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 data tables, p. 53 |
| TC-ES-000.A | Number of manufacturing facilities | 0 |
| TC-ES-000.C | Number of employees | Workforce performance data tables, p. 50 |

Performance data

Economic performance

| FY24 | |
|--|------------|
| Financial performance (in millions USD) | |
| Revenue | |
| Total revenue | \$ 4,284 |
| Product revenues | \$ 1,279 |
| Service revenues | \$ 3,005 |
| Revenue by segment | |
| Satellite services | \$ 2,142 |
| Commercial networks | \$ 778 |
| Government systems | \$ 1,364 |
| Costs and operating expenses | |
| Cost of product revenues | \$ 973 |
| Cost of service revenues | \$ 1,929 |
| Selling, general and administrative | \$ 1,894 |
| Independent research and development | \$ 151 |
| Amortization of acquired intangible assets | \$ 227 |
| Income tax | |
| (Provision for) benefit from income taxes from continuing operations | \$ 139 |
| Net income | |
| Net income (loss) from continuing operations | \$ (1,047) |
| Net income (loss) attributable to Viasat, Inc. | \$ (1,069) |

Performance data

Ethics performance

| FY24 | |
|--|------|
| Anti-corruption and anti-competitive behavior | |
| Ethics training | |
| Total number of employees that the anti-corruption policies and procedures have been communicated to | 97% |
| Total number of governance body members that the anti-corruption policies and procedures have been communicated to | 100% |
| Confirmed incidents of corruption | |
| Total number of confirmed incidents of corruption | 0 |
| Total number of confirmed incidents in which employees were dismissed or disciplined for corruption | 0 |
| Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption | 0 |
| Public legal cases regarding corruption brought against the organization | 0 |

Performance data

Environmental performance^{1,2}

| | FY24 | FY23 |
|---|-----------|-----------|
| Energy consumption within the organization (MWh) | | |
| Total energy consumption | 152,407 | 106,637 |
| Percentage non-renewable | 95% | 99% |
| Percentage renewable | 5% | 1% |
| Non-renewable energy consumption | 144,304 | 105,966 |
| Gasoline | 648 | 626 |
| Diesel | 609 | 788 |
| Electricity | 113,928 | 92,467 |
| Natural gas | 29,119 | 12,085 |
| Renewable energy consumption | 8,104 | 671 |
| Electricity | 8,104 | 671 |
| Energy intensity (MWh per million dollars of revenue) ³ | 36 | 41 |
| Greenhouse gas emissions (tCO ₂ e) | | |
| Total absolute emissions - Scope 1 | 6,151 | 2,868 |
| Total absolute emissions - Scope 2 - location based | 43,054 | 30,816 |
| Total absolute emissions - Scope 2 - market based ⁴ | 44,551 | 30,729 |
| Total absolute emissions - Scope 3 | 3,337,128 | 2,109,198 |
| Total absolute emissions - Total - location based | 3,386,332 | 2,142,881 |
| Total absolute emissions - Total - market based | 3,387,829 | 2,142,795 |
| Scope 1 and 2 market based emissions intensity (tCO ₂ e / million USD revenue) | 12 | 13 |
| Scope 1, 2, and 3 market based emissions intensity (tCO ₂ e / million USD revenue) | 791 | 838 |

| | FY24 | FY23 |
|---|-----------|-----------|
| Greenhouse gas emissions (tCO ₂ e) | | |
| Scope 3 | | |
| Purchased goods and services (Category 1) | 219,808 | 183,195 |
| Capital goods (Category 2) | 49,620 | 3,910 |
| Fuel and energy-related activities (Category 3) | 14,773 | 6,075 |
| Upstream transportation and distribution (Category 4) | 30,958 | 83,096 |
| Waste generated in operations (Category 5) | 1,858 | 10,017 |
| Business travel (Category 6) | 11,426 | 9,399 |
| Employee commuting (Category 7) | 9,337 | 8,820 |
| Upstream leased assets (Category 8) | 878 | 89 |
| Downstream transportation and distribution (Category 9) | — | — |
| Processing of sold products (Category 10) | — | — |
| Use of sold products (Category 11) ⁵ | 2,978,330 | 1,790,830 |
| End-of-life treatment of sold products (Category 12) | — | — |
| Downstream leased assets (Category 13) | — | — |
| Franchises (Category 14) | — | — |
| Investments (Category 15) | 20,138 | 13,767 |

1 FY24 data represents the combined organization (Viasat April 1, 2023 - March 31, 2024 + Inmarsat January 1, 2023 -December 31, 2023). FY23 data represents Legacy Viasat data only (April 1, 2023 - March 31, 2024).

2 Information that is not available is marked with a hyphen (-).

3 Revenue data is reported from January 1, 2023 - March 31, 2024 for Viasat and Inmarsat, which is different than the reported GHG emission data periods. This is due to the GHG data for Inmarsat aligning with Inmarsat’s regulated annual filings in the UK.

4 Market-based emissions utilize 2023 Green-e® Residual Mix Emission Rates (2021 e-grid data), which subtracts all unique Green-e® Energy certified sales from the total generation within each subregion, resulting in higher emission factor rates in lb CO₂/MWh.

5 Primary increase is due to the inclusion of drag related impacts on fuel usage, and capture of complete roster of aviation products sales volume, both expansions of scope of review since FY23. Inmarsat products are excluded from these Category 11 estimates, due to low significance and lack of available data for estimation.

Performance data

Environmental performance continued¹

| FY24 | |
|--|-----|
| Waste generated (metric tons) | |
| Total | 671 |
| Recycling | 340 |
| Landfill | 331 |
| Materials recovered through take-back programs (%) | |
| Reuse | 20% |
| Recycling | 15% |
| Landfill | 65% |
| Hazardous waste | |
| Total hazardous waste generated (metric tons) | 7 |
| Hazardous waste recycled (%) | 1 |
| Total number of significant spills | — |
| Total volume of significant spills recovered | — |
| Total hazardous waste transported | — |
| Hazardous waste exported | — |
| Hazardous waste shipped internationally (%) | — |
| Environmental fines | |
| Total monetary value of significant fines (\$) | 0 |
| Total number of non-monetary sanctions | 0 |
| Cases brought through dispute resolution mechanisms | 0 |
| Supplier environmental screening | |
| Percentage of new suppliers screened using environmental criteria (%) | 0 |
| Number of suppliers assessed for environmental impacts | 20 |
| Number of suppliers identified as having significant actual and potential negative environmental impacts | 0 |

Performance data

Legacy Inmarsat environmental performance^{1,2}

| | 2023 | 2022 |
|---|---------|--------|
| Energy consumption within the organization (MWh) | | |
| Total energy consumption | 41,046 | 36,134 |
| Percentage non-renewable | 83% | — |
| Percentage renewable | 17% | — |
| Non-renewable energy consumption | 34,061 | — |
| Gasoline | 105 | — |
| Diesel | 262 | — |
| Electricity | 29,356 | — |
| Natural gas | 4,338 | — |
| Renewable energy consumption | 6,985 | — |
| Electricity | 6,985 | — |
| Energy intensity (MWh per million dollars of revenue) | 25 | 25 |
| Greenhouse gas emissions (tCO ₂ e) | | |
| Total absolute emissions - Scope 1 | 1,043 | 902 |
| Total absolute emissions - Scope 2 - location based | 12,443 | 10,075 |
| Total absolute emissions - Scope 2 - market based | 11,495 | 8,974 |
| Total absolute emissions - Scope 3 ³ | 126,322 | 78,257 |
| Total absolute emissions - Total - location based | 139,808 | 89,234 |
| Total absolute emissions - Total - market based | 138,860 | 88,133 |

1 Information that is not available is marked with a hyphen (-).

2 2023 and 2022 are Inmarsat's fiscal year, which is January 1 to December 31.

3 FY23 Scope 3 values include categories 1-8 & 15. FY22 Scope 3 values are those reflected in Inmarsat's FY22 Annual Report, and included categories 1-8, 11, and 12. Category reporting changes reflect changes in calculation methods and available data to align with Viasat's reporting practices after acquisition.

Performance data

Workforce performance

| Workforce breakdown by gender, age, and region ¹ | |
|---|-------|
| FY24 | |
| Total employees | |
| 7,453 | |
| Employees by gender | |
| Male | 73.7% |
| Female | 24.7% |
| Non-binary/Undeclared | 0.2% |
| Gender not specified | 1.4% |
| Employees by age | |
| Under 30 years old | 14.1% |
| 30-50 years old | 57.6% |
| Over 50 years old | 28.3% |
| Workforce by region | |
| Americas | 68.1% |
| Europe | 21.7% |
| Asia | 8.1% |
| Oceania | 1.9% |
| Africa | 0.2% |

| Workforce breakdown by employment category ¹ | |
|---|-------|
| FY24 | |
| Total employees | |
| 7,453 | |
| Employee contract | |
| Permanent and temp employees | 7,263 |
| Contingent workers | 190 |
| Employment type | |
| Full-time | 7,311 |
| Part-time (casual, emeritus, etc.) | 142 |

¹Contingent workers paid by a third party. Contingent workers are not included in all categories due to data availability.

Performance data

Workforce performance continued

| Employee turnover rate | | |
|------------------------|--|-------|
| | | FY24 |
| Total turnover | | 22.7% |
| Voluntary | | 7.5% |
| Involuntary | | 15.3% |
| Turnover by region | | |
| Americas | | 21.3% |
| Europe | | 28.2% |
| Asia | | 21.3% |
| Oceania | | 20.1% |
| Africa | | 23.1% |
| Turnover by gender | | |
| Female | | 25.0% |
| Male | | 21.9% |
| Non-binary/Undeclared | | 10.5% |
| Gender not specified | | 43.8% |
| Turnover by age group | | |
| Under 30 years old | | 28.0% |
| 30-50 years old | | 19.8% |
| Over 50 years old | | 26.0% |
| Age not specified | | 0.0% |

| New employee hires ¹ | | |
|---------------------------------|--|-------|
| | | FY24 |
| Total new hires | | |
| | | 663 |
| New employee hires by region | | |
| Americas | | 67.3% |
| Europe | | 21.6% |
| Asia | | 9.2% |
| Oceania | | 2.0% |
| Africa | | 0.0% |
| New employee hires by gender | | |
| Female | | 26.1% |
| Male | | 71.6% |
| Non-binary/Undeclared | | 0.5% |
| Gender not specified | | 1.8% |
| New employee hires by age group | | |
| Under 30 years old | | 46.3% |
| 30-50 years old | | 40.0% |
| Over 50 years old | | 13.7% |
| Age not specified | | 0.0% |

¹Data reflects employees only (casual, regular, expat, fixed-term). Contingent workers are not included.

Performance data

Diversity performance

Workforce breakdown

| | Male | Female |
|-------------------|-------|--------|
| | FY24 | FY24 |
| Employee category | | |
| Management | 76.9% | 22.9% |
| Non-management | 73.5% | 25.9% |
| Executive | 85.7% | 13.7% |
| Engineering | 84.3% | 14.9% |
| Non-engineering | 63.6% | 33.9% |

| | Non-binary/undeclared | Gender not specified |
|-------------------|-----------------------|----------------------|
| | FY24 | FY24 |
| Employee category | | |
| Management | 0.2% | 0.1% |
| Non-management | 0.3% | 0.3% |
| Executive | 0.0% | 0.6% |
| Engineering | 0.4% | 0.4% |
| Non-engineering | 0.2% | 2.3% |

Workforce breakdown - United States

| | FY24 |
|--|-------|
| Diversity of management ^{1,2,3,4} | |
| Women in executive positions | 13.7% |
| Women in management positions | 22.9% |
| Black and minority ethnicities in executive positions | 21.4% |
| Black and minority ethnicities in management positions | 27.5% |

Workforce breakdown - United States

| | FY24 |
|---|-------|
| Board of directors | |
| Independent directors | 77.0% |
| Number of directors on Board | 9 |
| Women in Board positions | 11.0% |
| Black and minority ethnicities in Board positions | 33.0% |
| Employee category | |
| American Indian/Alaska Native | 0.3% |
| Asian | 15.5% |
| Black/African American | 5.4% |
| Hispanic/Latino | 9.4% |
| Native Hawaiian/ Other Pacific Islander | 0.7% |
| Two or more races | 3.4% |
| White | 64.3% |
| Race/ethnicity not specified | 1.0% |
| Additional workforce diversity | |
| Veterans | 8.0% |
| Employees with disabilities | 11.5% |

¹Management positions are those at the senior director, director, senior manager, manager level, or above.
²Executive positions are those that are C-suite, president, and VP level or above.
³Black and minority ethnicities are defined as those who self identify as American Indian/Alaskan Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, or Two or more races.
⁴Data reflects U.S. employees only.

Performance data

Health and safety performance

| FY24 | |
|--|------------|
| Health and safety ¹ | |
| Workers represented by formal joint management-worker health and safety committees (%) | 0.6% |
| Trade union formal agreements' inclusion of health and safety topics (%) | 0.6% |
| Work stoppages | 0 |
| Total days idle | 0 |
| Total recordable injuries | 13 |
| Disease | 0 |
| Days away from work | 90 |
| Restricted duty days | 355 |
| Fatalities | 0 |
| Accident cause: slip/trip/fall | 7 |
| Accident cause: repetitive motion | 2 |
| Accident cause: lifting | 0 |
| Accident cause: miscellaneous | 4 |
| Work hours per year | 11,997,804 |
| Experience modification rate (EMR) | 0.41 |
| Total recordable incident rate (TRIR) | 0.20 |
| Direct employees | 12.00 |
| Days away/restricted cases (DART) | 0.02 |

¹Data reflects legacy Viasat only.

Performance data

Philanthropic giving

| FY24 | |
|--|----------------|
| Philanthropic giving (USD) | |
| Total giving | \$1,153,465.09 |
| Corporate employee matching gift program | \$579,902.44 |
| Grants and sponsorships | \$573,562.65 |
| Employee contributions | |
| Employee giving | \$591,202.88 |
| Volunteer hours | 13,103 |

About this report

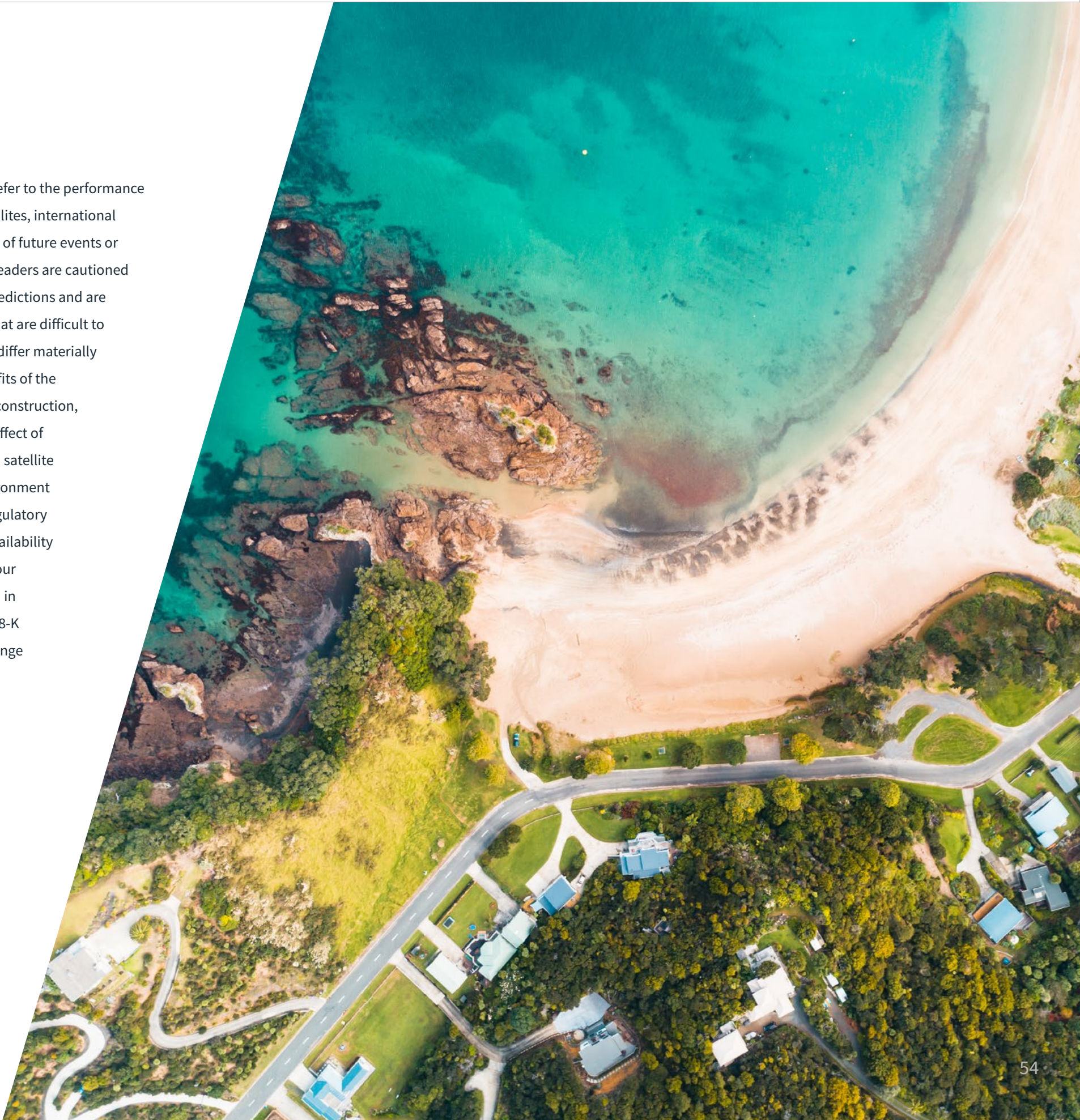
This FY24 ESG Impact Report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for the fiscal year that ended March 31, 2024, unless otherwise noted.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. 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

This FY24 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 effect of adverse regulatory changes (including changes affecting spectrum availability or permitted uses) on our ability to sell or deploy our products and services; and other factors identified in our most recent reports on Forms 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