



ESG performance tables

2024
Environmental,
Social, Governance (ESG)

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

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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>

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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

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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

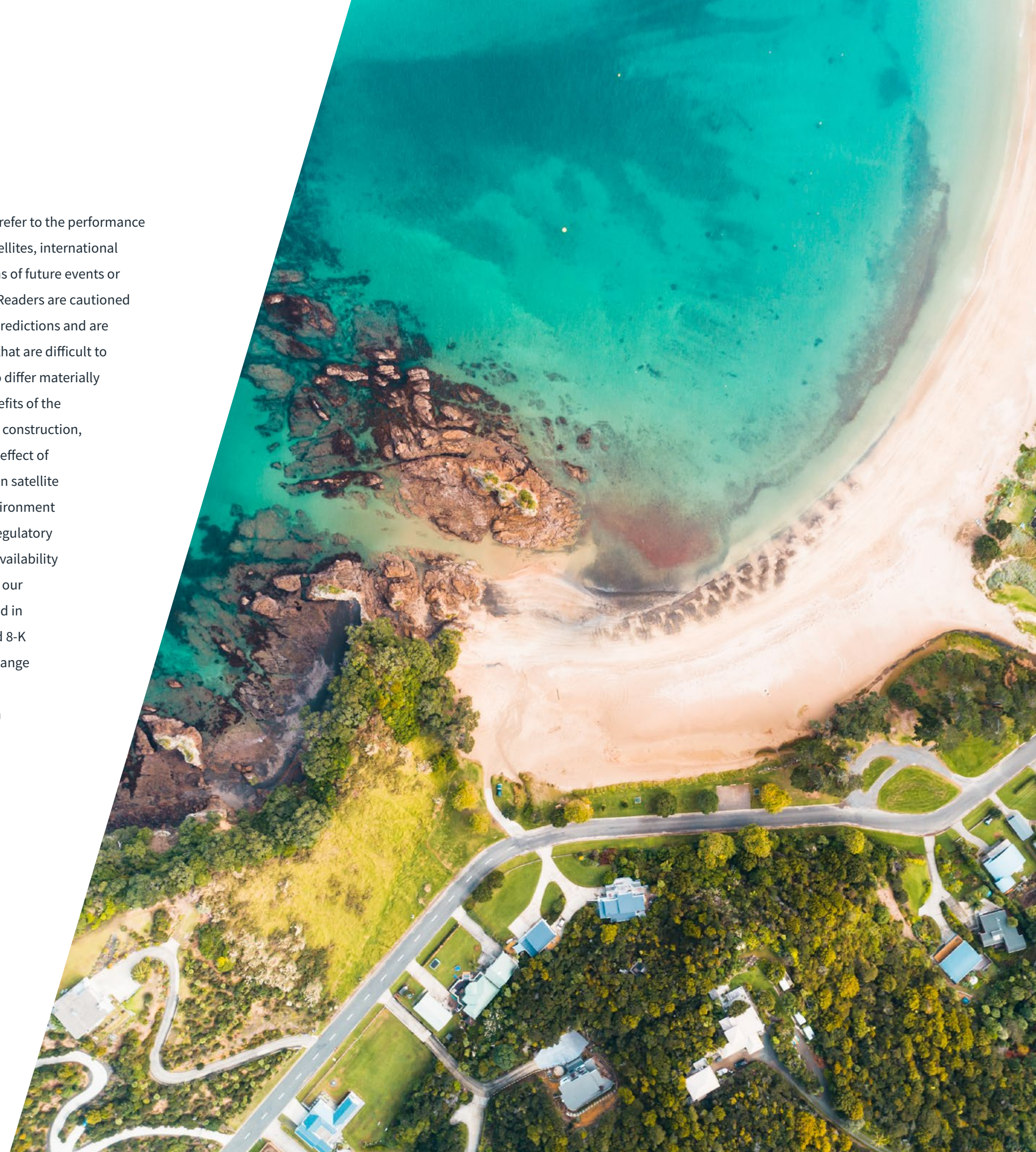
This FY24 ESG Impact Report covers our environmental, social, and governance (ESG) strategies, activities, progress, metrics, and performance for the fiscal year that ended March 31, 2024, unless otherwise noted.

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

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