

## Viasat Global Applicant Privacy Notice

Viasat respects your privacy and has safeguards in place to protect the Personal Data about you that we collect or access when you apply for a role at Viasat (“**Personal Data**”). This notice describes how Viasat Inc. and its affiliates (“**we**” or “**Company**”) collect, access, use, or disclose (collectively, “**process**”) your Personal Data in compliance with applicable laws and regulations and your rights regarding your Personal Data. The data controller of your Personal Data is the Viasat entity that engages you. A current list of all Viasat entities globally can be found in **Attachment A**.

### Personal Data We Process

During the application process with the Company, we process Personal data, including the following (depending on your location):

- **Contact and identification information**, such as your name, email, phone number, address, country of birth, government identification documents (including passports and residency permits) and visa information. We use this information to communicate with you as part of the recruitment process, to determine your eligibility to work, to fulfill our legal obligations, and to conduct and background checks.
- **Job application information**, such as position applied for, previous roles, job description, responsibilities and assignments, years of service, qualifications and experience, and other information contained in your resume or CV. We may use this information to process job applications, including assessing your suitability for a role and calculate salaries.
- **Results of reference checks and screening**, such as verification of education and employment history. We may use this information to process job applications, including assessing your suitability for a role.
- **Equal opportunities monitoring information**, such as information relating to your gender, veteran status, disability status, and ethnicity.

### Purposes and Legal Bases for Processing Your Personal Data

We will only process your Personal Data where we have a lawful basis to do so. We may process your Personal Data for our legitimate interests, namely communicating with you, managing your application, assessing your qualifications for the role you applied for, improving our application process, determining your work eligibility, fulfilling legal obligations, and ensuring we take the necessary steps needed prior to entering into a contract with you.

We may need your consent for some uses of certain Personal Data. Where you have given us consent to collect, use or disclose your Personal Data in a certain way, you may withdraw your consent at any time using the contact information below. Where you have given us your consent to process certain equal opportunities information, such as information relating to your gender and ethnicity, we may anonymize and aggregate this information, and store it in such form that does not identify you, for the purpose of monitoring and improving the application and recruiting process.

### Sources of Personal Data

We usually collect your Personal Data directly from you, but there may be situations where we collect this information from other sources, such as from recruiters, executive search firms, referees, social media, reference checks, academic institutions, results of background checks and other third parties during your recruitment.

### Transfers of Your Personal Data

The Company is part of a larger group of affiliated entities operating internationally and, therefore, may transfer your Personal Data to its own operations or to other Viasat subsidiary or affiliated companies (“**Affiliated Entities**”) and to third party partners (“**Other Parties**”) located outside of your country, including to countries where data protection laws and regulations may differ from those in your jurisdiction. The

purpose for such transfer includes further processing as described in this notice and to streamline, harmonize, and increase the quality, timeliness, accuracy, and security of Personal Data across the Affiliated Entities. Personal Data may be transferred to People & Culture-related databases maintained by Viasat, Inc. in the United States, and may be accessed elsewhere. Personal Data in the internal employee directory may also be accessed, within and outside your country, by employees of the Company or an Affiliated Entity, as well as by authorized third parties.

Viasat has executed an Intra-Group Data Transfer Agreement (“Data Transfer Agreement”) among the Affiliated Entities to which Personal Data may be transferred that describes the legal, organizational, and technical measures to protect the Personal Data transferred as described in this section, including contractual terms approved by the European Commission.

Managerial, Finance, People & Culture, and technical personnel for the Affiliated Entities in each geographic region may have access to certain Personal Data of applicants located in that geographic region in order to perform the activities described in this notice. Senior management staff and People & Culture personnel of Viasat, Inc. and Affiliated Entities and their designees will have access to Personal Data of applicants on a need to know basis. We seek to ensure that similar practical security measures are in place where Personal Data is shared with Other Parties.

### **Disclosures of Personal Data**

We may share Personal Data with authorized service providers and with other third parties outside our Affiliated Entities, some of which may be located outside of your country, where data protection laws and regulations may differ from those in your jurisdiction. We seek to put in place terms similar to the Data Transfer Agreement described in the *Transfers of Personal Data* section and try to ensure practical security measures are applied by any third parties. We do not sell your Personal Data.

We only disclose Personal Data to our suppliers and other third parties in the following circumstances: (i) to perform services on our behalf, consistent with the purposes described in the *Purposes and Legal Bases for Processing Your Personal Data* section; (ii) when required by law; (iii) in response to a legitimate request by law enforcement; and/or (iv) to seek legal advice or in connection with litigation with a third party; (v) in connection with the sale, purchase, or merger of a business.

### **Security**

We implement appropriate physical, administrative, and technical measures to protect your Personal Data against accidental or unlawful destruction, loss, change or damage. To request information on the specific security measures that we apply to Personal Data, please contact Viasat’s Privacy Office at [Privacy@viasat.com](mailto:Privacy@viasat.com).

### **Retention**

We store the Personal Data we collect about you for no longer than necessary and in accordance with our legal obligations and legitimate business interests. If your application is successful and you become an employee or independent contractor of Viasat, the Personal Data we collect during the application process may be transferred to your personnel file and stored in accordance with our Employee Privacy Notice. If your application is not successful, to the extent that you give us consent to do so, we may also keep your Personal Data for the purpose of considering your application for employment with other Viasat affiliated entities or for other positions with Viasat.

### **Your Rights**

In accordance with the applicable privacy laws in the jurisdiction where you reside, you may have the following rights in respect of your Personal Data that we hold:

- **Right of access.** You may have the right to obtain (i) confirmation of whether, and where, we are processing your Personal Data; (ii) information about the categories of Personal Data we are processing, the purposes for which we process your Personal Data and information as to how we determine applicable retention periods; (iii) information about the categories of recipients with whom we may share your Personal Data; and (iv) a copy of the Personal Data we hold about you.
- **Right of portability.** You may have the right, in certain circumstances, to receive a copy of the Personal Data you have provided to us in a structured, commonly used, machine-readable format that supports re-use, or to request the transfer of your Personal Data to another person.
- **Right to rectification.** You may have the right to obtain rectification of any inaccurate or incomplete Personal Data we hold about you without undue delay.
- **Right to erasure.** You may have the right, in some circumstances, to require us to erase your Personal Data without undue delay if the continued processing of that Personal Data is not justified.
- **Right to restriction.** You may have the right, in some circumstances, to require us to limit the purposes for which we process your Personal Data if the continued processing of the Personal Data in this way is not justified, such as where the accuracy of the Personal Data is contested by you.
- **Right to object.** You may have a right, in some circumstances, to object to any processing based on our legitimate interests. There may, however, be compelling reasons for continuing to process your Personal Data, and we will assess and inform you if that is the case.

If one of the above rights applies to you under applicable local law, and you wish to exercise one of these rights, please contact [privacy@viasat.com](mailto:privacy@viasat.com). You also have the right to lodge a complaint to the supervisory authority in your country of residence. If we decline your request concerning a right listed above, we will provide you with the reason for the denial.

#### **Contact**

Please contact Viasat's Privacy Office or Data Protection Officer at [privacy@viasat.com](mailto:privacy@viasat.com) if you have any questions or concerns regarding this notice or how we process your Personal Data.

#### **Updates**

We may update this notice from time to time. When we change this privacy policy in a material way, we will update the "Last Modified" date at the end of this notice

**Last Update:** June 11, 2021

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## Attachment A – Viasat Affiliated Entities

The Viasat Applicant Privacy Notice applies to personnel employed by all Viasat Affiliated Entities, including:

- Viasat AF, Inc.
- Viasat Australia Pty Limited
- Viasat Brasil Serviços de Comunicações Ltda.
- Viasat Canada Corp.
- Beijing Viasat Science and Technology Co., Ltd.
- Viasat Colombia S.A.S.
- Viasat Germany GmbH
- Viasat Honduras, S. de R.L.
- Viasat India Pvt. Ltd.
- Viasat Europe Limited
- Viasat Israel Ltd.
- Viasat Communications Italy S.r.l.
- Viasat Italy S.r.l.
- Viasat Kenya Limited
- VGlobal Corp, S.A. de C.V.
- Viasat Tecnologia S.A. de C.V.
- Viasat Netherlands B.V.
- Viasat Nigeria Limited
- Viasat Europe Sàrl (spółka z ograniczoną odpowiedzialnością) Oddział w Polsce
- Viasat Polska LLC sp. z o.o.
- Viasat Ibérica, S.L.
- Viasat Antenna Systems S.A.
- Viasat Europe Sàrl
- Viasat Technologies Limited
- Viasat UK Limited
- Viasat Carrier Services, Inc.
- Viasat China Services, Inc.
- Viasat Worldwide Limited
- Viasat, Inc.