



Canadian Accessibility Plan

JUNE 2026

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1. General

The Accessible Canada Act was created to identify, eliminate, and prevent barriers that people with disabilities face daily with the intention to create a Canada that is inclusive and free of barriers. To accomplish this, the Accessible Canada Act requires that certain federally regulated entities prepare and publish an Accessibility Plan with a focus on the following priority areas:

- Employment
- Built Environment
- Information and Communication Technology (ICT)
- Communication (other than ICT)
- Procurement of Goods, Services, and Facilities
- Designing and Delivering Programs and Services
- Transportation

Viasat has developed its Canadian Accessibility Plan in compliance with the obligations set forth in the Accessible Canada Act and its Regulations.

Viasat has developed a process for receiving and responding to accessibility feedback. We welcome any feedback received from our employees, the public, our clients, and our stakeholders and will continue to learn more about accessibility barriers within our Canadian workplace.

We have designated our Regional P&C Business Partner as the primary contact for items related to accessibility within Canada, including any feedback regarding its accessibility plan or subsequent progress reports. Such feedback can be provided using one of the contact methods identified below. Feedback can be provided with your name and contact information or anonymously. We will respond to all feedback in a timely manner. If you require support in following the feedback process, please let us know and we will do our best to accommodate your needs.

Phone:	709-690-7436
Email:	NorthamericaHR@inmarsat.com
Website:	www.viasat.com & www.inmarsat.com
Mail:	Viasat 34 Glencoe Drive Mount Pearl, NL A1N 4S8

We will acknowledge receipt of your feedback using the same contact method used by the sender unless provided anonymously.

Should Viasat receive any requests for a copy of its accessibility plan or any subsequent progress report in one of the alternate formats set out below, we are committed to providing these resources and delivering these requests as soon as possible and within the required time frames. A copy of these items can be requested in one of the following alternate formats:

- print
- large print
- Braille
- audio format
- an electronic format that's compatible with adaptive technology meant to help people with disabilities.

Requests for these materials in one of the aforementioned alternate formats will be fulfilled as soon as possible, but not later than:

- For Braille or an audio format: 45 days after the day that the request is received.
- For any other format: 15 days after the day that the request is received.

Viasat will review and consider any feedback received in efforts to identify, prevent, and remove barriers within its Canadian workplaces, facilities, policies, programs, practices, products and services, and in the preparation of its next progress report.

2. Accessibility Policy Statement

Viasat is committed to building and maintaining a culture of inclusivity and accessibility, which is integral to our corporate social responsibility program and our continued growth as an organization. We are committed to helping create a barrier-free Canada by ensuring that our Canadian operations incorporate an accessibility framework that supports our employees and provides those utilizing our products, services, and facilities with the best possible experience. We recognize that creating a barrier-free environment takes time and commitment. That's why Viasat has built upon our existing commitments and efforts of accessibility with the implementation of our Accessibility Plan. This further ensures that we dedicate the appropriate efforts and attention to the ongoing identification, removal, and prevention of barriers within our Canadian workplace, facilities, policies, programs, practices, products and services.

3. Consultations

As part of the development of this Accessibility Plan, a formal, anonymous survey was distributed to all Canadian employees to gather input on accessibility barriers and opportunities for improvement within the workplace.

The survey invited employees to share their experiences, identify challenges, and provide recommendations across key areas such as the physical workspace, communication, and accommodation processes. Participation was voluntary, and responses were collected confidentially to encourage open and honest feedback.

Insights gathered from this survey directly informed the identification of barriers and the actions outlined in this plan. We are committed to continuing to engage employees through similar anonymous feedback mechanisms and other consultation methods to ensure ongoing improvement.

Viasat promotes accessibility and inclusion through an Employee Resource Groups call the Ability Alliance. Through webinars, events and networking this group is successful in bringing together employees globally that wish to avail of supports provided through these groups.

4. Priority Areas and Identified Barriers

The update below identifies the progress Viasat has made in removing or mitigating the barriers identified in Viasat's Canadian Accessibility Plan for each of the aforementioned priority areas. Viasat will continue to address these barriers and to advance its commitment to accessibility within its Canadian workplaces, facilities, policies, programs, practices, products, and services.

4.1. Employment

Barrier 1: Lack of clear awareness of how to request ergonomic assessments.

Barrier 2: Potential barriers to workplace accommodations.

Actions and Timeline: Work with the Environment, Health and Safety (EH&S) team to communicate to all employees on how ergonomic assessments can be requested. Provide additional education on the self assessment tools available and ensure accommodation processes are transparent, confidential and easy to access. This is to be completed by end of 2026 with partnership between the Compliance, EH&S and People & Culture (P&C) teams.

4.2. The Built Environment

Barrier 1: Lack of designated quiet rooms for focus or sensory needs

Barrier 2: No dedicated lactation room for nursing employees

Barrier 3: Lighting is not adjustable/dimmable which can be an issue for those with migraines

Barrier 4: Open office layout contributes to excessive noise and distraction

Actions and Timeline: Establish at least one designated quiet room in both Newfoundland & Labrador and Ontario office locations. Create a private, hygienic lactation space equipped with appropriate amenities. In the previous plan it was determined that the lighting in some of our workspaces is motion censored and does not always have options for dimming. Viasat has reviewed this matter with Facilities. While dimmable lighting is not available throughout the office, an EH&S assessment can be conducted, and we would work with the employee to identify appropriate alternatives, such as installing a desk shade if required. This will be communicated to the employees for further awareness. Explore noise reduction solutions (eg. Acoustic panels, additional white noise machine or enhancements or zoning strategies) by end of fiscal year 2027. This work would be done in partnership with EH&S, Facilities and PB&C teams. Viasat promotes an environment where flexible working opportunities on an occasional basis will be considered, if it is in the interest of the individual employee and meets business needs.

4.3. Information and Communication Technologies (ICT)

During Viasat's consultation process, no specific accessibility barriers were identified for this particular priority area. Viasat will continue its commitment of accessibility and continue to move forward and develop its efforts within the area of Information and Communication Technologies (ICT).

4.4. Communication (Other than ICT)

Barrier 1: Limited awareness of how to request accessible meeting materials or formats

Actions and Timeline: Work with the internal communications team to develop and communicate a clear process for requesting accessible formats (e.g., large print, screen reader-compatible documents) by end of calendar year.

4.5. The Procurement of Goods, Services and Facilities

During Viasat's consultation process, no specific accessibility barriers were identified for this particular priority area. Viasat will continue its commitment of accessibility and continue to move forward and develop its efforts within the area of Procurement of Goods, Services and Facilities.

4.6. Design and Delivery of Programs and Services

Viasat's consultation process, no specific accessibility barriers were identified for this particular priority area. Viasat will continue its commitment of accessibility and continue to move forward and develop its efforts within the area of Design and Delivery of Programs and Services.

4.7. Transportation

Transportation does not currently apply to Viasat's operations.

5. Conclusion

Viasat is committed to ensuring accessibility for people with disabilities and we are continually improving experiences for everyone. In an alignment with our values and in striving toward our commitment to inclusivity, Viasat will work to identify and eliminate any barriers which may exist within its Canadian workplaces, facilities, policies, programs, products, services and practices. Any barriers identified above requiring further review and follow-up will be monitored and tracked for progress throughout the timelines identified. These identified barriers and their removal or mitigation are the direct result of the consultation process identified above. Viasat will ensure that the appropriate resources and attention are given to resolve and/or to provide a response to each. Viasat will also complete its next progress report as required by the Accessible Canada Act and its regulations.