

Gender Pay Gap Report Ireland

Viasat Europe Limited (A Viasat Company)

November 2025

Table of contents

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03

About Viasat

04

Foreword

05

Gender pay for Viasat Europe Limited (Ireland)

08

Understanding the gap

09

How we're working to improve gender equity

10

Declaration

About Viasat

Viasat is a global technology company that helps businesses, governments, and individuals solve their most demanding connectivity needs. By combining multi-orbit networks with terrestrial broadband networks, we can tailor our solutions to meet the unique needs of our diverse customer sets — and turn connectivity into a strategic advantage.

Learn more at **www.viasat.com**.

Foreword

I'm pleased to share our first Gender Pay Gap Report for Ireland, marking an important milestone in our ongoing journey toward greater equity.

We are committed to driving equity across all groups and building a stronger foundation for our future by selecting and developing talented employees from all backgrounds and supporting them to perform and grow. This commitment is reflected in our ongoing efforts to provide more clarity and simplicity for our employees, partners and customers, alongside improving the pace and quality of our delivery and re-setting our employee value proposition.

We continuously review and refine our people practices, ensuring they align with our mission of fostering an inclusive environment that celebrates and rewards individuals from all backgrounds. Our goal is to create a workplace where every employee can grow and thrive in their career.

As a company that pushes boundaries and strives for excellence, we recognize that there's always room for improvement. I'm pleased to share our baseline reporting data in this first report and look forward to reporting progress in future years and ensuring continued efforts toward achieving improved pay equity.

Rebecca Grattan

Sincerely,
Rebecca Grattan,
Chief People, Brand & Culture Officer



Gender pay gap for Viasat Europe Limited (Ireland)

Viasat Europe Limited (VEL) is an entity based in Dublin, Ireland, and forms part of the global Viasat company headquartered in Carlsbad, California, U.S. As an organization with over fifty employees, we are reporting on our Gender Pay Gap for the first time in 2025. The Ireland Gender Pay Gap is a calculation of the percentage difference between average hourly earnings for men and women, regardless of the work they do. Earnings include base pay, allowances and any other bonus and incentive pay.

The data in this report represents the period 1 July 2024 to 30 June 2025 for Viasat Europe Limited. During this period, VEL employed 76 people, of which 17 were women and 59 were men. This results in a population that is approximately 22% female and 78% male. We do not have identifiable data for other gender identities. We have used a snapshot date in June 2025 and data from the preceding 12 months to make our calculations.

Pay and bonus gap

Presented as the mean and median gap in hourly pay and bonus between men and women:

Ireland employees	2024/25	
	Mean	Median
Pay Gap	20.5%	22.5%
Bonus Gap	68.4%	67.6%

In common with the rest of the company, the job family with the most employees in VEL is Software Engineering. In Viasat and more broadly across the whole tech sector, these are roles more typically occupied by men. Engineering roles tend to require additional hours and shift work, which are paid proportionally higher, and so men are advantaged by these working norms. In common with many other companies in the tech sector we proactively promote engineering roles to both men and women for internship, graduate and wider vacancies.

Given the sector-driven talent demands within the tech sector, we build out our pay ranges at the 75th Market Percentile for Engineering roles, whereas most other roles are benchmarked at the 50th Market Percentile. While this helps us to remain competitive in the markets in which we operate, this also further contributes to the pay gap in VEL as most of our female employees are in non-engineering roles. Compared to our aspirations for accelerating gender diversity within these positions, the available talent in the labor force for female engineers is limited. Gaining a better understanding of this market is a critical step in finding innovative solutions to an issue that is common within our industry.

Proportion of men and women receiving a bonus

The percentage of men and women receiving a bonus for the reporting period is shown below.

2024/25	
Women	Men
47%	83%

Within Viasat we operate a number of incentive schemes, including a bonus program where we recognize that our bonus gap during this period is very significant. The bonus scheme in place at the time of this report was aligned to more senior roles in the organization and was discretionary. Within VEL the proportion of female employees in senior roles is significantly lower than men and so they would not have been eligible for a bonus.

However, when we factor in other incentive schemes (such as the Viasat Stars award for recognition) the proportion of the population receiving some kind of incentive award during the year increases to 98% for men and 100% for women.

Changes to our bonus plan, which are described on page 9, were introduced in May 2025 in order to create more equity across the organization, and we expect to see our bonus gap reduce over time as we increase the number of people – including women – who receive bonuses and as we improve how performance is assessed and calibrated.

Benefits-in-kind

In addition to pay and bonus, we support our employees in VEL with a robust wellbeing package that includes medical, dental and eyecare, and with above market maternity and family leave policies.

The table below shows the percentage of men and women who received these benefits during the period:

2024/25	
Women	Men
94.1%	93.2%

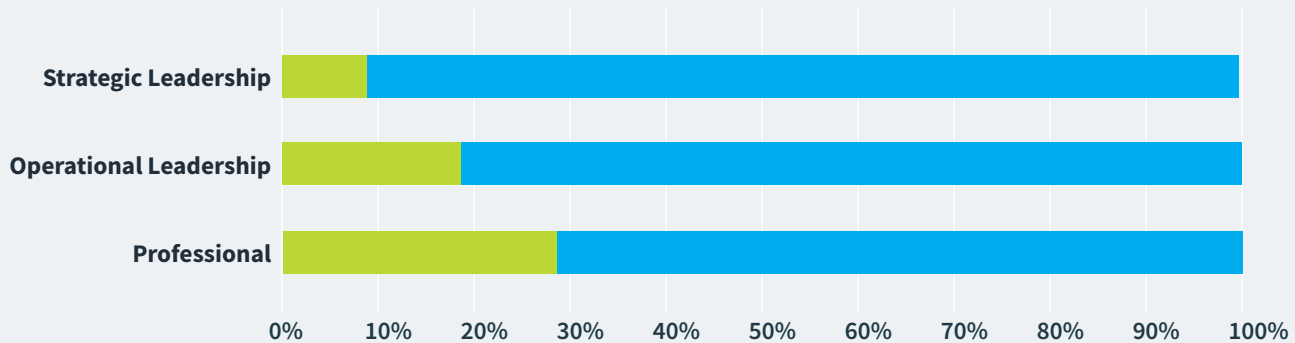
Proportion of men and women in each pay quartile

The percentage of men and women in each pay quartile as at 30 June 2025 is shown below.

2024 Pay quartiles				
	Lower (0-25%)	Lower middle (25-50%)	Upper middle (50-75%)	Upper (75-100%)
Women	55.6%	21.1%	5.3%	10.5%
Men	44.4%	78.9%	94.7%	89.5%

For the size of the employee group in Ireland, role types are diverse and tend to have an enterprise-wide rather than local remit. Our pay quartiles reflect the number of female employees and their seniority level within the organization, and in professional roles rather than strategic leadership roles. Most women occupy non-technical roles (such as Finance, Human Resources and Project Management) compared to men, who occupy more of the higher paid engineering and senior management positions. The graph below illustrates our gender distribution as at 30 June 2025.

Distribution as at June 2025



Gender	Professional	Operational Leadership	Strategic Leadership	Grand Total
■ Female	11	5	1	17
■ Male	28	21	10	59
Grand Total	39	26	11	76

Understanding the gap

A gender pay gap review identifies any difference in pay across all jobs when grouped together. Unequal gender representation in technical roles and senior management positions, which typically offer higher compensation and rewards, is reflected in the gender pay gap for Viasat Europe Limited. A pay gap review is not an assessment of equal pay, which reviews the pay of people doing similar work and is standard practice at Viasat as part of our annual compensation review.

As is the case for most companies within the technology and engineering sectors, roles and job families that are typically paid better in the market, such as engineering, are more commonly occupied by men for Viasat Europe Limited. It is an ongoing challenge to attract comparable numbers of men and women to STEM (Science, Technology, Engineering and Mathematics) roles and job families, and this challenge is exacerbated by the especially competitive external job market. We have undertaken a detailed analysis of our data to obtain valuable insights into the causes of our gender pay gap. We also analyze our data in different ways to look for information that will help shape our gender equity in the future. Please refer to page 9 of this report to learn about some of the actions we're taking to improve gender equity at Viasat globally.

How we're working to improve gender equity

To address our pay gap and ensure a more equitable future, Viasat has been implementing a new global Performance, Development & Reward cycle. This cycle is designed to ensure that pay and bonus decisions are made through a consistent and fully calibrated framework. This framework aims to promote further fairness and equity in all aspects of the employee lifecycle, including hiring, development, promotions, and pay recommendations, thereby helping to reduce the gender pay gap over time.

In addition to the new Performance, Development & Reward cycle, Viasat has modified its bonus structure. This new bonus structure aligns our organization under a central, unified approach. These two changes are intended to create a more consistent and equitable approach to compensation, ensuring that all eligible employees are rewarded fairly for their contributions.

To further enhance gender equity, Viasat is also continuing to review and update its people policies to bring consistency across the organization. Included in this is a review of the training we provide to managers to ensure they are further equipped to make fair and equitable decisions in various aspects of employee management, including hiring and promotions. By investing in these initiatives, and by drawing on data and insights from the UK gender pay gap reports we have been producing for the past few years, Viasat is committed to fostering a more equitable workplace, where all employees have the opportunity to thrive and succeed.

Engagement is key to driving an inclusive and equitable workplace, and for the Dublin office specifically, fostering meaningful connections is a key focus. The Community Manager regularly organizes events and activities such as the "Buzz Breakfast" for information and knowledge sharing, "Eat Well Wednesday" lunches, "Thank You Thursday", as well as traditional seasonal events during Spring, Summer, Halloween and Christmas. In addition, the Community Manager is responsible for organising a variety of fundraising and team building activities that help build a supportive workplace culture where employees feel valued and motivated.

Declaration

We confirm that the information provided in this report is accurate.



Fiona McElligott

PB&C Director

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