

INMARSAT PLC – 2019 DIVERSITY STATEMENT

The Board's Diversity Statement sets out the approach to diversity on the Board of Directors (the "Board") of Inmarsat plc (the "Company").

The Board acknowledges the benefits of greater diversity, including gender diversity, and is committed to ensuring that the Board Directors bring a wide range of skills, knowledge, experience, background and perspectives. All appointments will be made on merit against objective selection criteria, highlighting the specific skills and experience needed to ensure a rounded and effective Board.

Board members are selected through Inmarsat's Nominations Committee, which commits to evaluating the balance of skills, knowledge, experience and diversity on the Board and, in light of this evaluation, prepare a description of the role and capabilities required for a particular appointment. In identifying suitable candidates, the Nominations Committee shall consider candidates on merit and against objective criteria and with due regard for the benefits of diversity on the board, including gender. It shall use a variety of means to seek candidates which could include open advertising or the services of external advisers or recommendations of potential candidates, or such other sources as the Committee may determine appropriate to facilitate the search and consider candidates from a wide range of backgrounds.

Board diversity will be reviewed annually by the Committee and is also included in the Company's Annual Report and Accounts. At the time of approval of the 2019 Statement being February 2019, there is 23% female representation on the Inmarsat plc Board. Excluding the two Executive Directors, and including the Chairman, this representation is 30%. The Committee and Board will take opportunities to increase the number of female Board Members over time where that is consistent with other skills and diversity requirements.

The Board also places high emphasis on ensuring the development of diversity in senior management roles within Inmarsat and supports and oversees Inmarsat's objective of achieving 33% of senior roles held by female executives by 2020. This is underpinned by a range of policies within Inmarsat to help provide development opportunities for female executives and to ensure unbiased career progression opportunities. Progress on this objective is monitored by the Board and built into its assessment of executive performance.

February 2019