

### **Updated Investment Association Register response: Remuneration Policy (Nov 2018)**

At the 2018 AGM 58.49% of our shareholders voted against Resolution 2, to approve our Annual Report on Remuneration. This followed the 2017 AGM where 48.86% of shareholders voted against the same resolution. Since the 2018 AGM the Remuneration Committee has been reviewing the comments provided by shareholders as part of the feedback before and after the AGM. It has also appointed new Remuneration Consultants to support its activities. The discussions have led to an initial policy proposal being prepared and discussed with several significant shareholders to gauge their views as part of a wide ranging consultation process in respect to a new Remuneration Policy being prepared for approval at the 2019 AGM. To address investor feedback the proposal makes a number of structural changes to the policy and reduces quantum. The inputs received from these meetings will be taken into account by the Remuneration Committee and ultimately the Inmarsat plc Board with further consultation planned before the end of the year. There will be full disclosure of the engagement process in the Annual Report and a resolution to approve a new remuneration policy will be presented to shareholders at the 2019 AGM.