



STV Group plc
LEI: 21380075GOOTBDNDJ58
3 May 2024
Director shareholding

The following share award was granted today, 3 May 2024, at a price of 239.5 pence per ordinary share (the closing share price on 2 May 2024):

• **2024 Long-term Incentive Plan**

A total of 489,120 conditional nil cost share awards of 50p each were granted under the STV Group plc Long-Term Incentive Plan. This plan was approved by shareholders on 1 May 2024. These were awarded to a total of seven employees including executive director, Lindsay Dixon (129,436 shares).

This plan will vest in three years subject to the continued employment of the participants and the satisfaction of the undernoted performance conditions and will be released following a further holding period of two years from the vesting date:

Performance measures	Threshold vesting (25% of max)	Maximum vesting (100%)
Group EPS: CAGR in Adjusted EPS from FY23 to FY26 (40% weighting)	4%	10%
Group margin: Adjusted Group Operating Margin in FY26 (20% weighting)	8%	13%
Revenue growth in STV Studios and the Digital business: CAGR in Revenue from Digital and STV Studios from FY23 to FY26 (20% weighting)	15%	25%
Relative total shareholder return: Ranked position of the Company's TSR against the constituents of the FTSE Small Cap Index (20% weighting)	Median	Upper quartile

Further enquiries:
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