



STV Group plc
LEI: 21380075GOOTTBNDJ58
9 April 2025
Director shareholding

The following share awards were granted today, 9 April 2025, at a price of 153.5 pence per ordinary share (the closing share price on 8 April 2025):

2025 Long-term Incentive Plan

A total of 1,296,057 conditional nil cost share awards of 50p each were granted under the STV Group plc Long-Term Incentive Plan ("LTIP"). This plan was approved by shareholders on 1 May 2024. These were awarded to a total of eight employees, including two executive directors as follows:

| | |
|--|----------------|
| Rufus Radcliffe, Chief Executive | 420,195 shares |
| Lindsay Dixon, Chief Financial & Operating Officer | 285,179 shares |

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

2024 Deferred Bonus Plan

A total of 101,504 ordinary shares were granted to a total of five employees who are participants in the 2024 Deferred Bonus Plan, including one executive director as detailed below. Rufus Radcliffe was eligible to receive a pro-rated bonus under this plan but decided to forego this in view of his relative short period of service in the role and the Company's focus on continued salary restraint as the 2025 salary award was determined. The shares will be released following a three year holding period:

| | |
|--|---------------|
| Lindsay Dixon, Chief Financial & Operating Officer | 37,501 shares |
|--|---------------|

Finally, in line with the recruitment section of our Remuneration Policy, Rufus Radcliffe has been granted an award of 38,972 shares, 15,377 of which vest immediately and the balance vesting in April 2026. These are to compensate for the forfeiture of equity awards from his previous employment as a result of joining STV and mirror the value, vesting schedule and performance requirements of the forfeited awards.

Further enquiries:

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