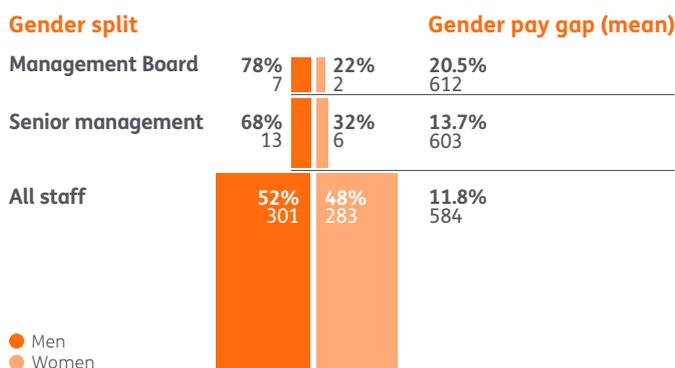


STV Group plc – Gender Pay Report 2018

The Company's second Gender Pay Report, based on the statutory reporting date of 5 April 2018, records data of 612 colleagues in employment on that date. The gender profile on the reporting date was 52% men and 48% women.

The company supports the objectives of gender pay reporting which are consistent with our broader ambition to achieve diversity and inclusivity across all areas of our business. The company is open and transparent about the challenges faced in achieving diversity and recognises this requires meaningful and sustained change – across all protected characteristics. This will require proactivity, continued focus by everyone in the business, and, where appropriate, targeted action. The Company's 'Open Access' charter sets out the activities already underway to improve diversity and secure equality of opportunity for all.

Gender split and gender pay gap by level



As at the end of April 2018, 40% of senior and leadership roles were held by women, up 6% year on year.

Removing these roles from the calculation of mean gender pay significantly reduces the gap to 11.8% (across 584 colleagues). Including senior management roles (19 colleagues) represents a gap of an additional 2%, resulting in a gender pay gap of 13.8%. Adding the management board (9 colleagues), represents a gap of a further 6.8% (bringing the reportable mean gender pay gap to 20.6%).

Mean and median gender pay gap

MEAN

20.5%

10% improvement
year on year

The mean gender pay gap is the difference in average hourly rates of pay between men and women as at the snapshot date of 5 April 2018, expressed as a percentage of male earnings.

MEDIAN

18.5%

7% up year on year

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Understanding our profile

The Company's mean gender pay gap is 20.5%, an improvement of 10% year on year.

In common with many organisations, the mean gender pay gap arises as a result of a higher proportion of men than women in senior roles. The Company has set a target to achieve a 50:50 profile across the top 25% of roles by seniority by 2023. To support attainment of this, a range of measures are in place to encourage more women to remain with the Company and progress through the organisation to these roles.

STV Group plc – Gender Pay Report 2018

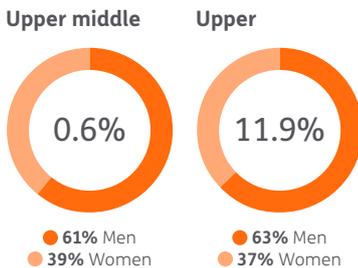
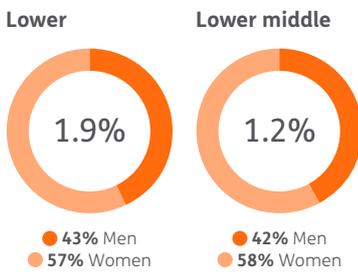
Mean gender pay gap and proportion of women and men in each pay quartile

Analysis of the mean gender pay gap by pay quartile shows the main reason for the Company's gender pay gap is the balance of men and women in senior management and leadership team roles.

In the upper quartile, with a gender profile of 63% men and 37% women, the mean gender pay gap is 11.9%. Across the other three quartiles, the overall gender profile is balanced with 48% men and 52% women.

Other factors contributing to the Company's gender pay gap include differing levels of skills and experience in colleagues undertaking otherwise comparable roles, the impact of market factors during recruitment, and salary progression arising from length of service.

We are confident that continued focus on progression of women through the organisation to achieve gender balance in the top 25% of roles by earnings by 2023. This has improved over the past year with a 23% increase in the number of women employed in these roles.

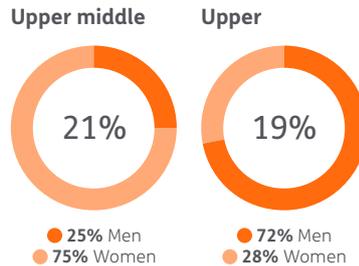


Bonus gender pay gap

The Company's bonus gender pay profile is also influenced by a higher proportion of men than women holding senior roles. These roles, which attract higher levels of remuneration, have a higher bonus opportunity.

We are confident that colleagues undertaking equivalent roles have equivalent bonus opportunity, regardless of gender or any other personal characteristic.

Within the first two bonus pay quartiles, there is a reverse bonus pay gap, that is bonus earned by female colleagues is greater than bonus earned by male colleagues. However, in the upper middle and upper bonus pay quartiles, which includes senior roles, there is a mean bonus gender pay gap of 21% and 19% respectively; however, if the management board are excluded from the upper quartile, there is a reverse gender pay gap of 17.5% in the upper quartile. This is illustrated below.



Mean and median bonus gender pay gap

MEAN
40%

28% improvement year on year

MEDIAN
33%

3% improvement year on year

The mean bonus gender pay gap is the difference in average bonus payment between men and women in the year to 5 April 2018.

The median bonus gender pay gap shows the difference in the midpoints of the ranges of bonus pay for men and women by ordering individual payments from lowest to highest and comparing the middle value.

Proportion of men and women awarded a bonus

This is the percentage of men and women who were awarded a bonus payment in the 12 months leading up to the snapshot date of 5 April 2018.

MEN
11%

WOMEN
7%