

**Gender pay profile**

**2023 gender balance target achieved**

The Company's gender pay gap has reduced year on year as we continue to achieve a balanced gender profile across all roles (53% women: 47% men). Importantly in 2023, we met our long-term target – set in 2018 – to achieve gender balance across the top 25% of roles as defined by earnings, with half of these roles now held by women. This compares to only 30% of roles at this senior level when we first reported on gender pay in 2017.

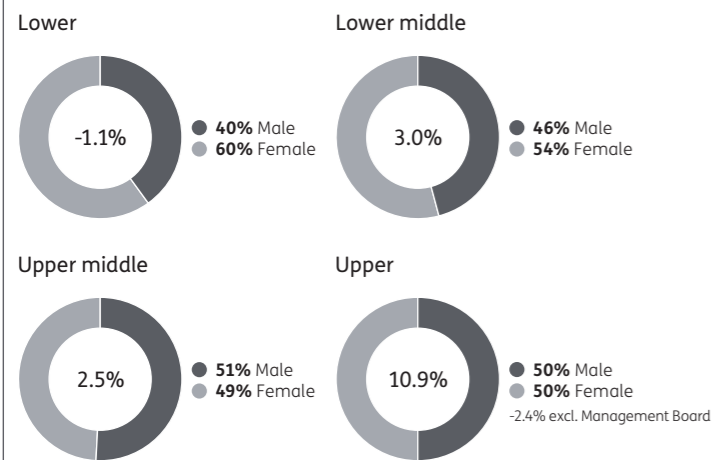
This demonstrates the positive impact of measures implemented across the business to support female colleagues to progress through the organisation into senior roles. These actions have included annual succession planning to assess and strengthen our talent pipeline, and targeted career development and talent acceleration programmes. In 2023, 53% of promotions were secured by women. At Board level (plc and Management Board), 29% of roles were held by women.

At 11.7%, the Company's mean gender pay gap continues to reduce year on year (2022: 15.6%) and over the long-term, since reporting began in 2017, this is down by 49%, from 22.8% in 2017. In the upper earnings quartile where the target was set to achieve gender balance, the mean pay gap is down at 10.9% (2022: 14.1%). If roles in the Management Board are removed from this group, there is a reverse, or negative, pay gap of -2.4%, with female colleagues averaging slightly higher pay than male colleagues in this group. In the remaining 75% of roles across the Company the mean pay gap is 5.9%.

The median gender pay gap, which reflects the difference in the midpoints of the hourly rates of pay for men and women has also reduced year on year to 9.3% (2022: 9.7%), and over the long-term, since reporting began in 2017, this is down by 46%, from 17.3% in 2017.

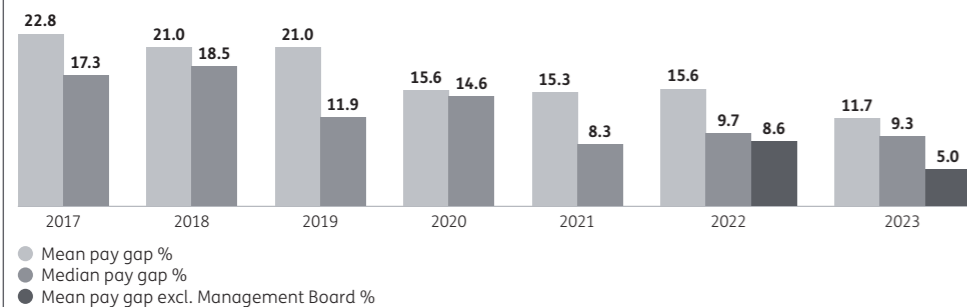
**Gender balance and mean pay gap by pay quartile 2023**

The mean gender pay gap has reduced again to 11.7% (2022: 15.6%). Across 75% of roles (excluding the upper pay quartile) the mean gender pay gap is only 5.9%.



**Closing the gender pay gap**

Since reporting began in 2017 the mean gender pay gap has reduced from 22.8% to 11.7%.



**Gender bonus pay gap**

The mean and median gender bonus pay gaps have remained broadly consistent year on year at 51% and -2% respectively (2022: 50.5% and 0%). Excluding the Management Board, the mean and median 2023 gender bonus gap figures are 19% and -14% respectively.

Gender pay gap reporting is prone to volatility when making year on year comparisons due to a number of factors that impact bonus payments, such as the payment of one-off discretionary bonuses and the variable timing of payment of bonuses from one year to the next.

**Gender bonus gap 2023**

Relates to bonuses paid over the period April 2022 to March 2023



**People receiving a bonus 2023**

Relates to bonuses paid over the period April 2022 to March 2023



<sup>1</sup> In 2022 an one-off discretionary bonus payment was made to all colleagues to provide support with the increased cost of living. This accounts for the significant reduction in the percentage of people receiving a bonus year on year.

**Achieving our diversity targets**

**To achieve our target for gender balance in the top 25% of roles\*, a comprehensive programme was implemented to increase retention of female colleagues and support them in progressing to the most senior roles.**

\* Defined by earnings.

**Talent acceleration**

- Regular succession and career development has strengthened our talent pipeline for senior roles
- STV Digital Accelerator programme has supported six senior women in the Digital business with team with personal & career development
- Development programmes including Pathway are focused on developing potential and providing skills to support a future career path in the business
- All career development programmes strive to achieve 50:50 gender profile in each cohort

**Culture**

- Training and awareness programmes support managers and colleagues in building an inclusive culture
- Inclusive hiring training continues to be rolled out to all managers across the business
- Our Balance peer group provides a forum for open conversation around culture and development opportunities for women across the organisation

**Work-life balance**

- Our Returners programme supports primary carers in achieving a smooth return to work from maternity, shared parental or adoption leave, including the offer of a mentor and access to a peer support network
- Continued partnerships with Take Two and Share My Telly Job to promote job sharing opportunities across production-based roles in STV Studios
- Our menopause peer group has been established to support women who are experiencing menopause in the workplace
- All managers receive training to support them in delivering our commitments within our family friendly policies

**Diverse talent pipeline**

- Successful partnership with STEM Returners to support women in STEM related roles to re-enter the workplace
- 'Hack' events held at a divisional level to expand talent networks and pipelines
- STV Expert Voices develops female contributor talent for STV News & Current Affairs programming offering media and studio familiarisation training and networking opportunities
- The STV/RTS Bursary Scheme has supported 47 scholars from lower socio-economic backgrounds with financial and career development support