

Directors' Salary Benchmarking

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Directors' base salary and Board Members benchmarking

	Board Members ³	No of. NEDs ⁴	Total NED Salaries (£'000)	Total Board Salaries (£'000)
Stock Spirits 2015	6	4	345	1 153
Stock Spirits 2017 Estimation ¹	9	7	553	1 361
<i>Increase 2017/2015</i>	3	3	60%	18%
Peer group Median ²	7.0	4.0	265	1 113
Peer group Average ²	7.4	4.7	267	1 087
<i>Stock Spirits 2017E Compared to Median</i>	2.0	3.0	108%	22%
<i>Stock Spirits 2017E Compared to Average</i>	1.6	2.3	107%	25%

1) Total NED salaries for Stock in 2017E assumes new directors earn the same as John Nicolson in 2015. Chairman, CEO and CFO salary as per figures in 2015 and 2014 annual reports. Other Board Members salary's are the same as in 2015.

2) Peer group figures based on paid base salaries as disclosed in most recent annual reports for peer group as set out on page 3

3) Total number of executive and non-executive Board members as at end of fiscal year

4) No. of Non-Executive Director as at end of fiscal year

Peer group data set

Companies with a market capitalisation of £50m above and below that of Stock¹

Ticker	Name	Mcap
MCB-GB	McBride plc	351
CNCT-GB	Connect Group PLC	347
MXF-GB	MedicX Fund Limited	345
FAN-GB	Volution Group	334
ENQ-GB	EnQuest PLC	333
XPP-GB	XP Power Ltd.	330
FSTA-GB	Fuller, Smith & Turner P.L.C. Class A	327
HLCL-GB	Helical plc	323
MGNS-GB	Morgan Sindall	313
PRTC-GB	Puretech Health	311
STCK-GB	Stock Spirits Group Plc	310
AVON-GB	Avon Rubber p.l.c.	307
KMR-GB	Kenmare Resources Plc	307
GLE-GB	MJ Gleeson PLC	301
STHR-GB	SThree plc	296
MKLW-GB	A&J Mucklow Group plc	292
FOXT-GB	Foxtons Group Plc	290
SUS-GB	S&U plc	283
VP-GB	Vp plc	279
VTC-GB	Vitec Group plc	273
RWA-GB	Robert Walters Plc	271
TRS-GB	Tarsus Group plc	265
CIU-GB	Cape plc	264
BHY-GB	Henry Boot PLC	262
OTB-GB	On The Beach Group PLC	262
CIR-GB	Circassia Pharmaceuticals Plc	262
GYM-GB	Gym Group Plc	260

1) As at 24-Oct-16. Source: FactSet