

NEWS RELEASE

12 August 2020

## Change of Director

Just Group plc ("Just", the "Group") announces that, following an extensive, industry wide recruitment process, John Hastings-Bass will join the Board as Chair and Non-Executive Director with effect from 13 August 2020. The appointment has been approved by the Prudential Regulation Authority.

Chris Gibson-Smith will step down as Chair and Non-Executive Director of the Company with effect from close of business on 13 August 2020, following publication of the Company's interim financial results on that day. The retirement of Chris Gibson-Smith from the Board follows his statement on 12 March 2020 of his intention to step down as soon as a suitable successor had been identified.

John will chair the Nominations Committee and be a member of the Market Disclosure Committee, Group Risk and Compliance Committee and Remuneration Committee. He will also be Non-Executive Director of the Group's insurance subsidiaries, Just Retirement Limited and Partnership Life Assurance Company Limited.

John is Chair of BMS Group, the private equity backed global insurance broking group, and until 2017, was chair of publicly quoted Novae Group plc. He has over 35 years' experience in the insurance and reinsurance sectors.

**Chris Gibson-Smith, said**

"It has been an honour to chair Just Group since its creation. Having overseen a transformational merger, navigated significant regulatory change and overseen the appointment of a new team of Executive Directors, now is the right time for me to move on. I would like to congratulate John on his appointment and I know that Just is in good hands. I wish John, David and his team well as they take the Group forwards."

**David Richardson, Group Chief Executive, said:**

"I am delighted to welcome John to Just Group and look forward to working with him. He brings a wealth of commercial and insurance cross-sectoral experience, which will broaden and enrich the Board."

"Working with Chris has been a privilege. He brought significant experience to the role drawn from a diverse range of sectors, combined with a passion for the Just business. The entire Board benefitted from his insights and I have valued his wise counsel. He has steered the Group through some very challenging times and takes with him our best wishes for the future."

**John Hastings-Bass said:**

"I am very much looking forward to joining my new colleagues across Just Group and the Board, and supporting them in the long term success of the Company, delivering value to policyholders and shareholders. Just Group plays an important role in providing great financial products to help people achieve a better later life, and I am delighted to be part of realising this strategic ambition."

The Company confirms that there is no further information about John Hastings-Bass requiring disclosure under paragraph 9.6.13 (2) to (6) of the Listing Rules of the Financial Conduct Authority.

**Enquiries**

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**JUST GROUP PLC**

**GROUP COMMUNICATIONS**

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**Notes**

John began his career in Hong Kong with Jardine Matheson in 1976, later moving to London where he was plc Director, Business Development of Jardine Insurance Brokers (JIB), working with the CEO to develop the corporate strategy that resulted in JIB's 1997 merger with Lloyd Thompson to form Jardine Lloyd Thompson. In 1997, he became Group Board Director, CEO International Business Group, leading JLT's strong growth across the UK, Australia and New Zealand, Asia, Europe, North and Latin American markets.

He joined Arthur J. Gallagher ("AJG") in 2007, as Chairman, International Development, leading the Asia Pacific business. During his time with AJG, John was Chairman of AJG's international energy business, Alesco and led the successful restructuring of the company's Australian business and the creation of a Singapore office. He became MD, Underwriting & Development in 2013 before stepping down from the company at the beginning of 2015.

He joined the Board of the FTSE 350 listed Novae Group plc in May 2007 and became Chair in May 2008. Novae was a diversified property and casualty (re)insurance business which was successfully sold to Axis Capital in 2017.

He was appointed Non-Executive Chair of BMS Group in January 2015. BMS Group is the UK broking arm of Minova Insurance Holdings. Founded in 1980, BMS Group, a leading independent (re)insurance intermediary, is a private, employee-owned, specialist insurance broker.

John was appointed a trustee of Landmark Trust in 2016 and Chair's the audit committee.