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NEWS RELEASE

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Just Group signs Asset Owner Diversity Charter and joins the working group

Just Group plc, the retirement specialist, has become a signatory to the Asset Owner Diversity Charter (AODC). Just Group joins 21 other signatories to the AODC with combined assets under management of more than £1trn.

The AODC brings together asset owners that share an ambition to build an investment industry which is more balanced and represents more closely the diverse societies in which it operates. The Charter has two key components:

- the asset manager diversity and inclusion questionnaire, which aims to standardise complex diversity metrics and improve disclosure; and
- the asset owner charter toolkit, a supporting document to the questionnaire, which covers critical topics such as manager monitoring and selection.

As signatories to the AODC Just Group commits to holding their investment managers to account on the subject of diversity and inclusion, and the Charter's standards will form part of the Group's manager selection and monitoring process.

Alongside signing the Charter, Just Group joins the AODC working group. The working group, comprised of five other members and the Chair, is tasked with developing the Charter's ambitions and identifying the priorities and targets that will drive the Charter towards meeting its strategic objectives.

Nimisha Sodha, Responsible Investment Lead at Just Group, said:

"We are very pleased to join this important initiative that sets out to challenge our industry to push further, and advance faster towards becoming a more diverse sector. One that reflects more closely the societies that we work in and serve, and one where a diverse pool of talent can generate a more creative, successful and resilient industry."

Helen Price, Co-Chair of the Asset Owners Diversity Working Group at Brunel Pension Partnership Limited, said:

"A balanced workforce is good for business – it is good for consumers, for profitability, for workplace culture and leads to better investment decisions. It's great news that Just Group has joined the AODC and we look forward to their support and expertise as part of our working group."

For further information on the Asset Owners Diversity Charter, please visit its website [here](#).

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Notes to Editors:

About Just

Just (Just Group plc) is a FTSE-listed specialist UK financial services company.

A leader in the individual retirement income, care and defined benefit de-risking markets, Just has been trusted to manage around £23 billion of customers' retirement savings and has helped customers release more than £6 billion from their properties.

Just provides the following wide range of products, advice and professional services to individual customers, financial intermediaries, corporate clients and pension scheme trustees:

Marketed Products

- De-risking solutions for pension scheme trustees who want to remove the financial uncertainty of operating defined benefit pension schemes;
- Individually underwritten retirement income products delivering a guaranteed income for life;
- Long term care plans that provide those people moving into residential care with peace of mind by knowing a regular payment will be made to the care provider for the rest of their life;
- Lifetime mortgages for people who want to safely release some of the value from their home.

Professional services

- Regulated financial advice and guidance services for individuals wanting help in using their pension savings and/or releasing some of the value from their home; and
- A range of business services tailored for our corporate clients, ranging from consultancy and software development to fully outsourced customer service delivery and marketing services.

The companies within Just Group are authorised and regulated in the United Kingdom by the Financial Conduct Authority and / or the Prudential Regulation Authority.

Just Group plc is registered in England and Wales with company number 08568957. Its registered office is at Enterprise House, Bancroft Road, Reigate, Surrey, RH2 7RP. Just is a trading name used by Just Group plc and its group companies. For information about Just Group plc and its group companies visit www.justgroupplc.co.uk or www.wearejust.co.uk. Please contact us if you would like this document in an alternative format.



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