

JUST GROUP plc DIRECTORATE CHANGE

Just Group plc ("Just", the "Group"), the specialist UK financial services group focussing on attractive segments of the UK retirement market, is pleased to announce that Mark Godson is to join Just as Group Chief Financial Officer and the Board as an Executive Director. Mark will join the Board with effect from 1 January 2024, subject to regulatory approval. He will succeed Andy Parsons who will retire from the Board on 31 December 2023.

Mark is currently a partner at EY, and leader of their UK actuarial practice. He is a life actuary with over 20 years' experience in the insurance industry across several international markets. He has led assignments focussing on delivering growth strategies, business transformation, commercial optimisation and mergers and acquisitions. Prior to his current role he was at Swiss Re, based in London.

David Richardson, Group Chief Executive Officer, commented:

"We are delighted to welcome Mark to Just Group. He is one of the top talents in the insurance market, bringing with him extensive commercial and financial insight gained from across the sector. We are delivering mid teen profit growth and our business has never been stronger. Mark has a growth mindset and is ideally placed to help us continue to deliver our profit pledge. I am looking forward to working closely with him.

On behalf of the Board, I want to thank Andy Parsons for his central role in building our financial strength which has allowed us to return to growth in recent years and face into the future with confidence. He has also delivered a major programme of finance transformation including the implementation of IFRS 17."

Mark Godson commented:

"I'm looking forward to joining the Board and the Executive team, to support the Group's growth strategy, creating value for our shareholders and delivering great outcomes for our customers. Over recent years I have been impressed with the way Just, the UK's retirement specialist, has successfully transformed its business model. I'm excited about the future prospects of the business and working alongside colleagues to fulfil our purpose to help people achieve a better later life."

Andy Parsons commented:

"I'm very pleased that the business is in such great shape at the point that I have decided to retire. Just is a purpose led business with an absolute focus on its customers and I've really enjoyed my time here. It's great to be handing over the baton to a talented new CFO in Mark."

This announcement is made in accordance with Rules 9.6.11 of the Listing Rules. No further information is required to be disclosed under Listing Rule 9.6.13.

Enquiries	
Investors / Analysts	Media
Alistair Smith, Investor Relations Telephone: +44 (0) 1737 232 792 alistair.smith@wearejust.co.uk	Stephen Lowe, Group Communications Director Telephone: +44 (0) 1737 827 301 press.office@wearejust.co.uk
Paul Kelly, Investor Relations Telephone: +44 (0) 20 7444 8127 paul.kelly@wearejust.co.uk	Temple Bar Advisory Alex Child-Villiers William Barker Telephone: +44 (0) 20 7183 1190

Notes

Mark is a Fellow of the Institute of Actuaries