

JUST GROUP PLC

Directors' Remuneration Disclosures

Disclosures pursuant to s430 (2B) of the Companies Act 2006

Mr Simon Thomas ceased to be Chief Finance Officer and an Executive Director of Just Group plc with effect from 31 October 2018 having ensured a smooth transition to Mr David Richardson the Interim Chief Finance Officer.

The following information is provided in accordance with section 430(2B) of the Companies Act 2006. All payments are in line with the Company's stated Director's Remuneration Policy for good leaver (as published in the Annual Report for 2016 and approved by shareholders at the 2017 AGM):

Mr Thomas received his contractual salary and benefits allowance until 31 October 2018.

Mr Thomas will not be entitled to a termination payment and no payment in lieu of notice will be made.

Annual Incentive

Mr Thomas will be eligible for the 2018 annual STIP award based on nine months of the performance year to be awarded on the achievement by the Company of its financial objectives and an evaluation of personal objectives over this time period, with a maximum bonus opportunity if targets are met in full being £439,000. Any award will be paid in cash in April 2019 with no deferral element as per the Directors' remuneration policy.

Share Plans

(a) Deferred Share Bonus Plan (DSBP)

Mr Thomas has awards granted under the Company's Deferred Share Bonus Plans. Mr Thomas has 394,585 shares which will vest in full on the leaving date (31 October 2018).

(b) Long Term Incentive Plan (LTIP)

Mr Thomas has awards granted under the Company's long term Incentive Plans. Mr Thomas will be treated as a "good leaver" under this Plan. This means that those awards will vest, subject always to the achievement of the applicable performance criteria over the full performance period, and the rules of the Just Share Plan, with the approval of the Remuneration Committee. Subject to these conditions being met the awards granted in 2015, 2016, 2017 and 2018 will be pro-rated to the leave date and the extent to which these shares vest will be determined by the Remuneration Committee in 2018, 2019, 2020 and 2021 respectively.

On leaving employment, Mr Thomas will cease to be eligible to participate in the Company's Share save Plan and his savings to that date under the plan will be returned to him.

No other payments will be made to Mr Thomas.

For further information, please contact:

Enquiries	
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GROUP COMMUNICATIONS

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