

JUST GROUP PLC

Directors' Remuneration Disclosures

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Andy Parsons are set out below: -

Salary and Benefits

Andy Parsons will retire from Just Group plc on 31st December 2023, up to this date he will continue to receive his salary and contractual benefits.

Short term Incentive Plan (STIP)

Andy Parsons will participate in the STIP and will be eligible for a bonus in respect of the 2023 financial year. The bonus payment will be made at the usual time for bonuses and 40% of it will be deferred under the Deferred share bonus plan (DSBP) in accordance with the Director Remuneration Policy.

Share Awards

Under the Long-term Incentive Plan (LTIP) Andy Parsons will be treated as a good leaver in accordance with plan rules. His existing awards (granted in 2021, 2022 and 2023) will vest on their normal vesting dates subject to achievement of the performance conditions, with the awards being pro-rated for time elapsed to 31 December 2023.

For the DSBP Good leaver treatment was agreed for the 2021, 2022 and 2023 awards and they will continue until their original vesting date.

Share Ownership Guidelines

Andy Parsons will still be required to comply with the Directors post-cessation shareholding guidelines as detailed in the shareholder approved Directors Remuneration Policy.

Further details will be disclosed in the 2023 Annual Report and accounts.