



## Women in Finance Charter - annual update

When we signed up to the Charter in 2018 we had 17.5% female representation at senior leadership levels. As of December 2023, we have increased our percentage of female representation at senior leadership levels to 33%, meeting our original Charter target set in 2018 of 33% women at senior leadership levels by our deadline of December 2023.

This target reflects our pledge to building a diverse leadership team and our belief that 33% is the minimum we need to bring benefit to Just. We will continue to invest significant effort and senior commitment into our updated target with concrete action plans and targets for each year.

Some examples of these actions are:

- We are continuing with our successful sponsorship programme where our female and ethnic minority Key Talent are partnered with an Executive member for regular sponsorship and mentoring meetings. This will encourage and support the progression of talented women into our senior roles.
- We continue to invest in our talented women by participating in two mentoring programmes: the 30% Club cross-company mentoring scheme, and the Actuarial Mentoring Programme for qualified actuaries, both of which will give our female specialists and leaders of the future broad business experience, senior cross-company networks and support and challenge with their career progression.
- We are committed to balanced candidate shortlists in our hiring processes for all senior roles. We are also focused on identifying diverse marketing channels to reach more diverse applicants.
- We review all vacancies at senior levels to ensure that a diverse pool of both external and internal talent are being considered for these roles, identifying relevant opportunities for our female talent at Just.

Our established Women's Network continues to encourage and support the career progression of women within Just Group plc with events, speakers and taking action towards change.