Just Group plc (the "Company")

Grant of Awards under the Just Group plc Deferred Share Bonus Plan (the "DSBP") and the Just Group plc Long Term Incentive Plan (the "LTIP")

The Company announces that on 28 March 2024 the following Persons Discharging Managerial Responsibilities "PDMRs" were granted awards over Ordinary Shares of £0.10 each in the Company under the DSBP and LTIP schemes.

LTIP

Name	Date of Grant	Performance Award Number of Shares	Vesting Date
David Richardson	28.03.24	1,327,014	28.03.27
Mark Godson	28.03.24	568,720	28.03.27

The above awards were granted as nil cost options which are subject to the achievement of performance targets over the three-year performance period. The vested shares will be subject to a two-year holding period following the end of the performance period.

DBSP

Name	Date of Grant	Number of shares subject to award	Vesting Date
David Richardson	28.03.24	325,791	28.03.27

The above awards were granted as nil cost options and were granted in respect of the deferred bonus for the 2023 financial year.

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	David Richardson
2	Reason for the notification	
a)	Position/status	Group Chief Executive Officer
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Just Group plc
b)	LEI	5493006456YEZEELRR90

4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 10 pence each GB00BCRX1J15
b)	Nature of the transaction	(i) Receipt of an award as nil cost option under the Just Group plc Long Term Incentive Plan to vest on 28 March 2027 subject to the achievement of performance targets; and (ii) Receipt of an award as nil cost option under the Just Group plc Deferred Share Bonus Plan to vest on 28 March 2027.
c)	Price(s) and volume(s)	<table><tr><td></td><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>(i)</td><td>Nil</td><td>1,327,014</td></tr><tr><td>(ii)</td><td>Nil</td><td>325,791</td></tr></table>
d)	Aggregated information - Aggregated volume - Price	 1,652,805 Nil
e)	Date of the transaction	2024-03-28
f)	Place of the transaction	Outside a trading venue

1	**Details of the person discharging managerial responsibilities / person closely associated**	
a)	Name	Mark Godson
2	**Reason for the notification**	
a)	Position/status	Group Chief Financial Officer
b)	Initial notification /Amendment	Initial notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Just Group plc
b)	LEI	5493006456YEZEELRR90
4	**Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted**	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary Shares of 10 pence each GB00BCRX1J15
b)	Nature of the transaction	(i) Receipt of an award as nil cost option under the Just Group plc Long Term Incentive Plan to vest on 28 March 2027 subject to the achievement of performance targets.

c)	Price(s) and volume(s)			

	Price(s)	Volume(s)
(i)	Nil	568,720

d)	Aggregated information	
	- Aggregated volume	568,720
	- Price	Nil
e)	Date of the transaction	2024-03-28
f)	Place of the transaction	Outside a trading venue

Contact

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