

# Appendix 3Y

## Change of Director's Interest Notice

*Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.*

Introduced 30/09/01 Amended 01/01/11

|                       |                                  |
|-----------------------|----------------------------------|
| <b>Name of entity</b> | <b>JANUS HENDERSON GROUP PLC</b> |
| <b>ABN</b>            | <b>67 133 992 766</b>            |

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                  |
|----------------------------|------------------|
| <b>Name of Director</b>    | Glenn Schafer    |
| <b>Date of last notice</b> | 1 September 2020 |

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

|                                                                                                                                                                                            |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>Direct or indirect interest</b>                                                                                                                                                         |  |
| <b>Nature of indirect interest<br/>(including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>                    |  |
| <b>Date of change</b>                                                                                                                                                                      |  |
| <b>No. of securities held prior to change</b>                                                                                                                                              |  |
| <b>Class</b>                                                                                                                                                                               |  |
| <b>Number acquired</b>                                                                                                                                                                     |  |
| <b>Number disposed</b>                                                                                                                                                                     |  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>                                                                   |  |
| <b>No. of securities held after change</b>                                                                                                                                                 |  |
| <b>Nature of change</b><br><small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small> |  |

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+ See chapter 19 for defined terms.

## Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Detail of contract</b>                                                                                                                                                                   | Janus Henderson Group plc Third Amended and Restated 2010 Deferred Incentive Plan                                                                                                               |
| <b>Nature of interest</b>                                                                                                                                                                   | Restricted Stock Units (RSUs) deferred until separation of service.                                                                                                                             |
| <b>Name of registered holder (if issued securities)</b>                                                                                                                                     | Undistributed RSUs are held directly by Glenn Schafer. Upon separation of service, the shares are moved to a brokerage account at Fidelity Investments and held beneficially for Glenn Schafer. |
| <b>Date of change</b>                                                                                                                                                                       | 23 November 2020                                                                                                                                                                                |
| <b>No. and class of securities to which interest related prior to change</b><br><small>Note: Details are only required for a contract in relation to which the interest has changed</small> | 7,803 fully paid ordinary shares distributed upon separation of service.                                                                                                                        |
| <b>Interest acquired</b>                                                                                                                                                                    | 223 fully paid ordinary shares.                                                                                                                                                                 |
| <b>Interest disposed</b>                                                                                                                                                                    | Nil                                                                                                                                                                                             |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and an estimated valuation</small>                                                                 | Dividends paid on RSUs were reinvested by granting additional RSUs, calculated at the fair market value on 23 November 2020, at an average price of US\$ 27.68 per share.                       |
| <b>Interest after change</b>                                                                                                                                                                | 8,026 fully paid ordinary shares.                                                                                                                                                               |

## Part 3 – <sup>+</sup>Closed period

|                                                                                                                                                               |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b> | No  |
| <b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>                                                          | N/A |
| <b>If prior written clearance was provided, on what date was this provided?</b>                                                                               | N/A |

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<sup>+</sup> See chapter 19 for defined terms.