

# 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>    | Richard M Weil   |
| <b>Date of last notice</b> | 30 November 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>                                                                                                                                  | Indirect                                                                                                                                                                                                              |
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | Registered holder: Fidelity Investments brokerage account, for the benefit of Richard M. Weil.<br><br>Registered holder: Weil Living Trust, for the benefit of Richard M. Weil and Britney B Weil (connected person). |
| <b>Date of change</b>                                                                                                                                               | 31 December 2020                                                                                                                                                                                                      |
| <b>No. of securities held prior to change</b>                                                                                                                       | 894,712 ordinary shares in Fidelity brokerage account.<br><br>31,797 ordinary shares held by the Weil Living Trust.                                                                                                   |
| <b>Class</b>                                                                                                                                                        | Ordinary shares of US\$1.50 each                                                                                                                                                                                      |

+ See chapter 19 for defined terms.

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|                                                                                                                                                                             |                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>Number acquired</b>                                                                                                                                                      | 2016 RSA = 8,130                                                                                                    |
| <b>Number disposed</b>                                                                                                                                                      | Nil                                                                                                                 |
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and estimated valuation                                                                   | Shares acquired on vesting of share plans and at no cost to the Director.                                           |
| <b>No. of securities held after change</b>                                                                                                                                  | 902,842 ordinary shares in Fidelity brokerage account.<br><br>31,797 ordinary shares held by the Weil Living Trust. |
| <b>Nature of change</b><br>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back | On-market trade.                                                                                                    |

## 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.

|                                                                                                                                                                              |                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Detail of contract</b>                                                                                                                                                    | Janus Henderson Group plc Amended and Restated 2010 Long-Term Incentive Plan                                                                                                                                                                                                   |
| <b>Nature of interest</b>                                                                                                                                                    | Restricted Stock Awards (RSA) vesting in four equal and consecutive annual instalments for awards granted prior to 2018, three equal and consecutive annual instalments for awards granted 2018 and after, with the first instalment vesting one year after the date of grant. |
| <b>Name of registered holder (if issued securities)</b>                                                                                                                      | Unvested RSAs are held directly by Richard M. Weil. Upon vesting, the shares are moved to a brokerage account at Fidelity Investments and held beneficially for Richard M. Weil.                                                                                               |
| <b>Date of change</b>                                                                                                                                                        | 31 December 2020                                                                                                                                                                                                                                                               |
| <b>No. and class of securities to which interest related prior to change</b><br>Note: Details are only required for a contract in relation to which the interest has changed | 2016 RSA: 15,678 fully paid ordinary shares vesting on 31 December 2020.<br><br>2018 RSA: 4,571 fully paid ordinary shares vesting on 1 March 2021 with a 6-month hold after each tranche vests.                                                                               |

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|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| <b>Interest acquired</b>                                                                                                    | Nil                                                                                                              |
| <b>Interest disposed</b>                                                                                                    | 7,548 fully paid ordinary shares in the 2016 RSA sold for tax.                                                   |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and an estimated valuation</small> | Shares were sold for taxes on 4 January 2021 at a price of US\$31.998 per share.                                 |
| <b>Interest after change</b>                                                                                                | 2018 RSA: 4,571 fully paid ordinary shares vesting on 1 March 2021 with a 6-month hold after each tranche vests. |

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