

Appendix 3X

Initial 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 30/9/2001.

| | |
|-----------------------|----------------------------------|
| Name of entity | JANUS HENDERSON GROUP PLC |
| ABN | 67 133 992 766 |

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

| | |
|----------------------------|------------------------|
| Name of Director | EDWARD P GARDEN |
| Date of appointment | 1 FEBRUARY 2022 |

Part 1 - Director's relevant interests in securities of which the director is the registered holder

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.

| |
|---|
| Number & class of securities |
| NIL. |

+ See chapter 19 for defined terms.

Appendix 3X

Initial Director's Interest Notice

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

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

| Name of holder & nature of interest <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | Number & class of Securities |
|--|-----------------------------------|
| DEEMED INDIRECT INTEREST Trian Partners AM Holdco II, Ltd. (Trian AM Holdco) is the registered holder. Trian Fund Management, L.P. (Trian Management) serves as the management company for Trian AM Holdco and as such determines the investment and voting decisions of Trian AM Holdco with respect to the shares of Janus Henderson Group Plc held by it. Mr. Garden is a member of Trian Fund Management GP, LLC, which is the general partner of Trian Management, and therefore is in a position to determine the investment and voting decisions made by Trian Management on behalf of Trian AM Holdco. Accordingly, Mr. Garden and Trian Management may be deemed to indirectly beneficially own (as that term is defined in Rule 13d-3 under the Securities Exchange Act of 1934) the shares beneficially owned by Trian AM Holdco. Mr Garden disclaims beneficial ownership of such shares except to the extent of his pecuniary interests therein and this document shall not be deemed an admission that Mr Garden is the beneficial owner of such securities. | 28,272,648 ORDINARY SHARES |

Part 3 – 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.

+ See chapter 19 for defined terms.

| | |
|--|-------------|
| Detail of contract | NIL. |
| Nature of interest | NIL. |
| Name of registered holder (if issued securities) | NIL. |
| No. and class of securities to which interest relates | NIL. |

+ See chapter 19 for defined terms.