

Appendix 3Z

Final 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.3 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of director	Richard M Weil
Date of last notice	4 March 2022
Date that director ceased to be director	31 March 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

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

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.

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 Note: Provide details of the circumstances giving rise to the relevant interest	Number & class of securities
Registered holder: Fidelity Investments brokerage account, for the benefit of Richard M Weil.	267,774 ordinary shares in Fidelity brokerage account.

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Registered holder: Weil Living Trust, for the benefit of Richard M Weil and Britney B Weil (connected person).	31,797 ordinary shares held by the Weil Living Trust.
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Part 3 – Director's interests in contracts

Detail of contract	Janus Capital Group 401(k) and Employee Stock Ownership Plan (ESOP)
Nature of interest	Company contribution of fully paid ordinary shares into a qualified retirement plan, shares are subject to restriction on distributions or withdrawals.
Name of registered holder (if issued securities)	Shares are held by Fidelity Management Trust Company Inc., the Trustee of the Janus 401(k) and ESOP, for the benefit of Mr. Richard M Weil.
No. and class of securities to which interest relates	582.922 fully paid ordinary shares

Detail of contract	Janus Henderson Group plc Amended and Restated 2010 Deferred Incentive Plan
Nature of interest	Performance Share Units (PSUs) are capable of vesting after three years subject to certain performance conditions. The PSUs have a one-year holding period following vesting, and dividends are not paid on unvested PSUs. The vesting criteria for PSUs granted in 2017 through 2021 are based on the company's 3-year Total Shareholder Return (TSR) percentile ranking relative to peer group companies.
Name of registered holder (if issued securities)	N/A
No. and class of securities to which interest relates	2020 PSU: 96,933 PSUs capable of vesting in December 2022 into fully paid ordinary shares of Janus Henderson Group plc. 2021 PSU: 77,228 PSUs capable of vesting in December 2023 into fully paid ordinary shares of Janus Henderson Group plc.

Detail of contract	Janus Henderson Group plc Third Amended and Restated 2010 Deferred Incentive Plan
Nature of interest	Restricted Stock Units (RSUs) capable of vesting over three years with the first instalment vesting one year after the date of grant.

+ See chapter 19 for defined terms.

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Name of registered holder (if issued securities)	N/A
No. and class of securities to which interest relates	2022 RSU: 29,648 RSUs capable of vesting into fully paid ordinary shares of Janus Henderson Group plc.

+ See chapter 19 for defined terms.