

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	Ali Dibadj
Date of appointment	21 June 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	Number & class of Securities
Note: Provide details of the circumstances giving rise to the relevant interest.	Nil.

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.

Detail of contract	Janus Henderson Group plc 2022 Deferred Incentive Plan.
Nature of interest	Restricted Stock Units (RSU) award vesting in three substantially equal annual instalments.
Name of registered holder (if issued securities)	Undistributed RSUs are held directly by Ali Dibadj. Upon vesting, the shares are moved to a brokerage account at Fidelity Investments and held beneficially for Ali Dibadj.
No. and class of securities to which interest relates	2022 RSU: 209,031 fully paid ordinary shares vesting as follows: 68,980 shares on 21 June 2023; 68,980 shares on 21 June 2024 and 71,071 on 21 June 2025.

+ See chapter 19 for defined terms.