

For Announcement to the ASX

18 August 2023

Janus Henderson Group plc (NYSE: JHG; ASX: JHG; 'Janus Henderson') today filed a Form 8-K with the US Securities and Exchange Commission regarding the departure of Tiphani Krueger, Global Head of Human Resources, effective 1 November 2023.

A copy of the form as filed is included below.

Authorised for release by:

Michelle Rosenberg, Company Secretary

Investor enquiries

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Investor Relations

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About Janus Henderson

Janus Henderson Group is a leading global active asset manager dedicated to helping clients define and achieve superior financial outcomes through differentiated insights, disciplined investments, and world-class service.

At 30 June 2023, Janus Henderson had approximately US\$322 billion in assets under management, more than 2,000 employees, and offices in 24 cities worldwide. Headquartered in London, the company is listed on the NYSE and the ASX.

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d) of the
Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): **August 18, 2023**



JANUS HENDERSON GROUP PLC

(Exact name of registrant as specified in its charter)

Jersey, Channel Islands
(State or other jurisdiction of
incorporation)

001-38103
(Commission File Number)

98-1376360
(IRS Employer
Identification No.)

201 Bishopsgate
London, United Kingdom
(Address of principal executive offices)

EC2M3AE
(Zip Code)

+44 (0) 20 7818 1818
(Registrant's telephone number, including area code)

N/A
(Former name or former address, if changed since last report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$1.50 Per Share Par Value	JHG	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On August 18, 2023, Janus Henderson Group plc (the “Company”) announced that Tiphani Krueger, Global Head of Human Resources, would be leaving the Company effective as of November 1, 2023 (the “Separation Date”).

In connection with her departure, Janus Henderson Investors US LLC (“JHIUS”), a wholly-owned subsidiary of Janus Henderson, has entered into a Separation and Release Agreement (the “Separation Agreement”) with Ms. Krueger. The Separation Agreement provides that, subject to execution of a release of claims, Ms. Krueger will be entitled to receive certain benefits in accordance with the previously disclosed terms of the Company’s compensation and benefit plans that are payable upon a termination without cause from the Company. Consistent with other employees in like circumstances and in accordance with existing plans and agreements, Ms. Krueger’s outstanding deferred compensation awards will remain outstanding after her departure and will continue to vest on schedule subject to all other provisions in the respective award agreements, including, without limitation, applicable performance criteria and forfeiture (malus) and clawback provisions. Ms. Krueger also will be eligible to receive a pro-rated bonus for the 2023 performance year and continued health care coverage for up to twelve months.

The Separation Agreement includes covenants not to solicit, not to disparage, to maintain confidentiality and to cooperate with the Company and its affiliates.

The foregoing description of the Settlement Agreement is a summary of material terms only and is qualified in its entirety by the full text of the agreement, which will be filed as an exhibit to our Form 10-Q.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

JANUS HENDERSON GROUP PLC

By: /s/ Roger Thompson

Name: Roger Thompson

Title: Chief Financial Officer

Date: August 18, 2023
