

# 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> | 8 March 2021   |

### 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>   |  |
| <b>Nature of indirect interest (including registered holder)</b><br>Note: Provide details of the circumstances giving rise to the relevant interest. |  |
| <b>Date of change</b>  |  |
| <b>No. of securities held prior to change</b>  |  |
| <b>Class</b>   |  |
| <b>Number acquired</b>   |  |
| <b>Number disposed</b>   |  |
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and estimated valuation  |  |

+ See chapter 19 for defined terms.

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|   |  |
|---|--|
| <b>No. of securities held after change</b>  |  |
| <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 |  |

## 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 Capital Group 401(k) and Employee Stock Ownership Plan  |
| <b>Nature of interest</b>  | Company contribution of fully paid ordinary shares into a qualified retirement plan, shares are subject to restriction on distributions or withdrawals. |
| <b>Name of registered holder (if issued securities)</b>  | 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.            |
| <b>Date of change</b>  | 3 March 2021  |
| <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 | 553.741 fully paid ordinary shares  |
| <b>Interest acquired</b>   | 6.935 fully paid ordinary shares  |
| <b>Interest disposed</b>   | Nil   |
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and an estimated valuation   | Dividends paid on plan shares were reinvested by purchasing shares on-market on 3 March 2021 at an average price of US\$28.80 per share.                |
| <b>Interest after change</b>   | 560.676 fully paid ordinary shares  |

+ See chapter 19 for defined terms.

**Part 3 – <sup>+</sup>Closed period**

|   |     |
|---|-----|
| <b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b> | No  |
| <b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>  | N/A |
| <b>If prior written clearance was provided, on what date was this provided?</b>   | N/A |

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<sup>+</sup> See chapter 19 for defined terms.