IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO
Senior Judge Raymond P. Moore

Civil Action No. 22-cv-02326-RM-SBP

SANDRA SCHISSLER,
KARLY SISSEL, and
DERRICK HITTSON, individually and as representatives of a class of similarly situated persons, and on behalf of the Janus 401(k) and Employee Stock Ownership Plan,

Plaintiffs,

v.

JANUS HENDERSON US (HOLDINGS) INC.,
JANUS HENDERSON ADVISORY COMMITTEE, and
JOHN AND JANE DOES 1-30,

Defendants.

ORDER GRANTING PLAINTIFFS' UNOPPOSED MOTION FOR PRELIMINARY APPROVAL OF CLASS ACTION SETTLEMENT

This litigation arose out of claims involving alleged breaches of fiduciary duties in violation of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended, 29 U.S.C. § 1001 et seq., against Janus Henderson US (Holdings) Inc., and the Janus Henderson Advisory Committee ("Defendants").

Presented to the Court for preliminary approval is a settlement of the litigation as against all Defendants. The terms of the Settlement are set out in a Class Action Settlement Agreement (the "Settlement Agreement"), executed by counsel for Sandra Schissler, Karly Sissel, and Derek Hittson (the "Named Plaintiffs") and counsel for Defendants. Except as otherwise defined herein, all capitalized terms used herein shall have the same meaning as ascribed to them in the Settlement Agreement.

Upon reviewing the Settlement Agreement and the motion papers submitted in connection with the motion for preliminary approval, and good cause appearing therefor,

It is hereby ORDERED, ADJUDGED AND DECREED as follows:

1. Preliminary Findings Regarding Proposed Settlement: The Court preliminarily finds that:

A. The Settlement was negotiated after the completion of discovery and briefing of dispositive motions;

B. The Settlement has been negotiated in good faith at arm's-length by experienced and competent counsel familiar with the legal and factual issues of this case, with the assistance of an experienced mediator;

C. Class Counsel and the Named Plaintiffs support the Settlement; and

D. The Settlement is sufficiently fair, reasonable, adequate, and within the range of possible approval to warrant sending notice of the Settlement to the Settlement Class.

2. Fairness Hearing: A hearing (the "Fairness Hearing") will be held on September 4, 2026, at 11 a.m., in Courtroom A201 of the United States District Court for the District of Colorado, Alfred A. Arraj Courthouse, 901 19th Street, Denver, CO, before the undersigned Senior District Court Judge, to determine, among other issues:

A. Whether the Settlement Agreement should be approved as fair, reasonable, and adequate;

B. Whether the Court should enter the Final Approval Order, and

C. Whether the Court should approve any motion for Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards.

3. Settlement Administrator: The Court approves and orders that Atticus Administration, LLC shall be the Settlement Administrator responsible for carrying out the responsibilities set forth in the Settlement Agreement.

4. Class Certification: The following Settlement Class is preliminarily certified for settlement purposes pursuant to Fed. R. Civ. P. 23(b)(1):

> All participants and beneficiaries of the Janus 401(k) and Employee Stock Ownership Plan ("Plan") who were invested in any of the Janus Funds at any time from September 9, 2016, through May 4, 2026, excluding Defendants and their directors.

For settlement purposes, the Court appoints Brock Specht, Matthew Morgan, and Ben Bauer of Nichols Kaster, PLLP as counsel for the Settlement Class. Further, the Court appoints Sandra Schissler, Karly Sissel, and Derek Hittson class representatives for the Settlement Class.

5. Class Notice: The Settling Parties have presented to the Court proposed forms of notice regarding the settlement for mailing to Class Members ("Settlement Notices") and the proposed Former Participant Rollover Form to Former Participants.

A. The Court finds that the proposed forms and content therein fairly and adequately:

i. Summarize the claims asserted;

ii. Describe the terms and effect of the Settlement;

iii. Notify the Settlement Class that Class Counsel will seek compensation from the Qualified Settlement Fund for Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards;

iv. Notify the Settlement Class of the time and place of the Fairness Hearing, and Class Members' right to appear; and

v. Describe how the recipients of the Class Notice may object to the Settlement, or any requested Attorneys' Fees, Costs, Administrative Expenses, or Named Plaintiffs' Service Awards.

B. The Settlement Administrator shall send by email or first class mail the appropriate Settlement Notice to each Class Member and the Former Participant Rollover Form to each Former Participant within sixty (60) days of the date of this Order, as specified in the Settlement Agreement. Former participants must submit a Former Participant Rollover Form to the Settlement Administrator by August 20, 2026, in order to receive their share of the Net Settlement Amount via rollover.

C. On or before the date that notice is sent to the Settlement Class, the Settlement Administrator shall establish a Settlement Website and telephone line as provided by the Settlement Agreement.

D. Pursuant to Rules 23(c)(2) and (e) of the Federal Rules of Civil Procedure, the contents of the Settlement Notices and distribution of the Settlement Notices constitute the best notice practicable under the circumstances, provide due and sufficient notice of the Fairness Hearing and of the rights of all Class Members, and comply fully with the requirements of Fed. R. Civ. P. 23, the Constitution of the United States, and any other applicable law.

6. Preliminary Injunction: Each Class Member and their respective heirs, beneficiaries, executors, administrators, estates, past and present partners, officers, directors, agents, attorneys, predecessors, successors, and assigns, is preliminarily enjoined from suing Defendants, the Plan, or the Released Parties in any action or proceeding alleging any of the Released Claims, even if any Class Member may thereafter discover facts in addition to or different from those which the

Class Members or Class Counsel now know or believe to be true with respect to the Action and the Released Claims. Further, pending final determination of whether the Settlement Agreement should be approved, no Class Member may directly, through representatives, or in any other capacity, commence any action or proceeding in any court or tribunal asserting any of the Released Claims against the Defendants, the Released Parties, or the Plan.

7. Objections to Settlement: Any objections to any aspect of the Settlement Agreement, or to the proposed Attorneys' Fees, Costs, Administrative Expenses, or Named Plaintiffs' Service Awards, shall be considered by the Court at the Fairness Hearing, if they have been timely sent to Class Counsel and Defendants' counsel. To be timely, the objection and any supporting documents must be sent to Class Counsel and Defendants' counsel at least twenty-eight (28) days prior to the scheduled Fairness Hearing.

8. Responses to Objections and Final Approval Motion: Any party may file a response to an objection by a Class Member at least fourteen (14) days before the Fairness Hearing, and Plaintiffs shall file their Final Approval Motion at least fourteen (14) days before the Fairness Hearing.

9. Continuance of Hearing: The Court may adjourn, modify, or continue the Fairness Hearing without further direct notice to the Class Members, other than by notice to Class Counsel.

IT IS SO ORDERED.

DATED this 4th day of May, 2026.

BY THE COURT:

RAYMOND P. MOORE
Senior United States District Judge