UNITED STATES DISTRICT COURT FOR THE DISTRICT OF COLORADO

If you were a participant in the Janus 401(k) and Employee Stock Ownership Plan (the "Plan") who invested in Janus Funds at any time from September 9, 2016, to May 4, 2026, you are part of a class action settlement.

IMPORTANT - PLEASE READ THIS NOTICE CAREFULLY
THIS NOTICE RELATES TO A CLASS ACTION LAWSUIT AND, IF YOU ARE A SETTLEMENT CLASS MEMBER, CONTAINS IMPORTANT INFORMATION ABOUT YOUR RIGHTS TO OBJECT TO THE SETTLEMENT

A Federal Court authorized this Notice. You are not being sued.
This is not a solicitation from a lawyer.

- A Settlement has been reached in a class action lawsuit against Janus Henderson US (Holdings) Inc., and the Janus Henderson Advisory Committee (together, "Defendants"). The class action lawsuit involves whether Defendants violated their fiduciary duties under the Employee Retirement Income Security Act of 1974 ("ERISA") in managing the Plan. Defendants deny all claims, and nothing in the Settlement is an admission or concession on Defendants' part of any fault or liability whatsoever.

- You are included as a Class Member if you were a participant in the Plan who invested in Janus Funds at any time from September 9, 2016, to May 4, 2026 (the "Class Period").

- The terms and conditions of the Settlement are set forth in the Settlement Agreement dated April 28, 2026. Capitalized terms not defined in this Settlement Notice have the meanings assigned to them in the Settlement Agreement. The Settlement Agreement is available at www.jhuserisasettlement.com. Certain other documents also will be posted on that website. You should visit that website if you would like more information about the Settlement or the lawsuit. All papers filed in this lawsuit are also available for review via the Public Access to Court Electronic Records System (PACER), at https://www.pacer.gov.

- The Settlement provides, among other things, for a payment of $6,500,000 into a settlement fund. Class Members will receive a pro rata share of the amount of the settlement fund remaining after payment of Administrative Expenses, any Attorneys' Fees and Costs that the Court awards to Class Counsel, and any Service Awards that the Court awards to the Named Plaintiffs. The amount of each Class member's payment is based on a Plan of Allocation that takes into account each Class Member's investment in the Janus Funds over the period of September 9, 2016, through May 4, 2026. Class Members with a positive balance (an "Active Account") in the Plan on May 4, 2026 (referred to herein as "Current Participants") will automatically receive allocations directly to their Plan accounts so long as they maintain a positive balance through the time Settlement monies are distributed. Current Participants who had an Active Account as of May 4, 2026 but who are determined to no longer have an Active Account at the time Settlement monies are distributed, will receive a check. Class Members who did not have an Active Account as of May 4, 2026 (referred to herein as "Former Participants") may submit a Former Participant Rollover Form to receive their allocation in the form of a rollover to another retirement account. A Former Participant who does not submit a rollover form will receive their distribution via check.

- Your rights and options — and the deadlines to exercise them — are explained in this Settlement Notice.

- The Court still has to decide whether to give its final approval to the Settlement. Payments under the Settlement will be made only if the Court finally approves the Settlement and that final approval is upheld in the event of any appeal.

- A Fairness Hearing will take place on September 4, 2026, at 11:00 a.m., before the Honorable Raymond P. Moore at the Alfred A. Arraj Courthouse, 901 19th Street, Denver, CO 80294, in Courtroom A201, to determine whether to grant final approval of the Settlement and approve the requested Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards.

- Any objections to the Settlement, or to the requested Attorneys' Fees, Costs, Administrative Expenses, or Named Plaintiffs' Service Awards, must be served in writing on Class Counsel and Defendants' counsel, as identified on pages 6-7 of this Settlement Notice.

YOUR LEGAL RIGHTS AND OPTIONS UNDER THE SETTLEMENT:	
OUR RECORDS INDICATE YOU ARE A CURRENT PARTICIPANT. YOU WILL NEED TO CONTACT THE SETTLEMENT ADMINISTRATOR IF THIS IS NOT CORRECT.	<u>Our records indicate that you are a Current Participant.</u> You do not need to do anything to receive your share of the Net Settlement Amount. If, however, you are a "Former Participant" who did not have an Active Account in the Plan as of May 4, 2026, or are the beneficiary or alternate payee of a Former Participant, then you should contact the Settlement Administrator to update your information and, if you choose, to submit a Former Participant Rollover Form to have your share of the settlement deposited in a rollover account. If you are a Former Participant and you do not submit a Former Participant Rollover Form, you will receive your distribution via check. If you believe you are a Former Participant, a rollover form may be obtained by calling the Settlement Administrator at 1-800-577-5039 or by accessing www.jhuserisasettlement.com .
YOU CAN OBJECT (NO LATER THAN AUGUST 7, 2026)	If you wish to object to any part of the Settlement, or to the requested Attorneys' Fees, Costs, Administrative Expenses, or Named Plaintiffs' Service Awards, you must write to Class Counsel and Defendants' counsel (as identified on page 7 below) about why you object.
YOU CAN ATTEND A HEARING ON SEPTEMBER 4, 2026	You may also attend the Fairness Hearing and speak at the Fairness Hearing on September 4, 2026. You may attend the hearing and speak at the hearing without filing a notice of your intention to appear, but you will not be permitted to make an objection if you do not comply with the requirements for making objections.

<u>The Class Action</u>

The case is called *Schissler, et al. v. Janus Henderson US (Holdings) Inc., et al.,* Case No. 1:22-cv-02326-RM-SBP (D. Colo.) (the "Class Action" or "lawsuit"). The lawsuit was filed on September 9, 2022. The Court supervising the case is the U.S. District Court for the District of Colorado. The individuals who brought this lawsuit are called Named Plaintiffs, and the persons they sued are called Defendants. The Named Plaintiffs, Sandra Schissler, Karly Sissel, and Derek Hittson, were participants in the Plan. The Defendants are Janus Henderson US (Holdings) Inc. ("Janus"), and the Janus Henderson Advisory Committee ("Committee"). The Named Plaintiffs' claims are described below, and additional information about them is available at www.jhuserisasettlement.com.

The Settlement
Following negotiations between Parties, a Settlement has been reached. As part of the Settlement, a Qualified Settlement Fund of $6,500,000 will be established to resolve the Class Action. The Net Settlement Amount is $6,500,000 minus any Administrative Expenses (including taxes and tax expenses), Court-approved Attorneys' Fees and Costs, and Named Plaintiffs' Service Awards. The Net Settlement Amount will be allocated to Class Members according to a Plan of Allocation to be approved by the Court. The proposed Plan of Allocation is described in the Settlement Agreement.

Statement Of Attorneys' Fees, Costs, and Named Plaintiffs' Service Awards Sought in the Class Action
Class Counsel has devoted many hours to investigating the facts, prosecuting the lawsuit, reviewing documents obtained from Defendants, and negotiating the Settlement. During that time, they also have advanced costs necessary to pursue the case. Class Counsel took the risk of litigation and have not been paid for any of their time or costs while this case has been pending.

Class Counsel will apply to the Court for payment of Attorneys' Fees for their work in the case. The amount of fees that Class Counsel will request will not exceed one-third of the Qualified Settlement Fund ($6,500,000). In addition, Class Counsel will also seek to recover the costs and administrative expenses associated with the settlement. Any Attorneys' Fees, Costs, and Administrative Expenses awarded by the Court will be paid from the Qualified Settlement Fund.

Class Counsel also will ask the Court to approve payments, not to exceed $15,000, for each of the Named Plaintiffs who took on the risk of litigation and committed to spend the time necessary to bring the case to conclusion. Their activities also included assisting in the factual investigation of the case by Class Counsel, producing documents, being deposed under oath, and giving overall support to the case. Any Named Plaintiffs' Service Awards awarded by the Court will be paid from the Qualified Settlement Fund.

A full and formal application for Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards will be filed with the Court on or before July 17, 2026. This application will be made available atwww.jhuserisasettlement.com. You may also obtain a copy of this application through the Public Access to Court Electronic Records System (PACER) at https://www.pacer.gov.

BASIC INFORMATION

1. Why Did I Receive This Settlement Notice?

The Court caused this Settlement Notice to be sent to you because our records indicate that you may be a Class Member. If you fall within the definition of the Class, you have a right to know about the Settlement and about all of the options available to you before the Court decides whether to give its final approval to the Settlement. If the Court approves the Settlement, and after any objections and appeals are resolved, the Net Settlement Amount will be allocated among Class Members according to a Court-approved Plan of Allocation.

2. What Is The Class Action About?

In the Class Action, the Named Plaintiffs claim that Defendants failed to prudently manage the Plan's investment lineup in the best interest of participants and beneficiaries in connection with including Janus Funds as Plan investment options, and gave an improper preference to investment options affiliated with the Plan's sponsor, Janus.

The Defendants deny all claims and assert that they have always acted prudently and in the best interests of participants and beneficiaries.

3. Why Is There A Settlement?

The Court has not reached a final decision as to the claims. Instead, the Named Plaintiffs and Defendants have agreed to the Settlement. The Settlement is the product of negotiations between the Named Plaintiffs and their counsel, and Defendants, and their counsel. The Parties have taken into account the uncertainty and risks of litigation and have concluded that it is desirable to settle on the terms and conditions set forth in the Settlement Agreement. The Named Plaintiffs and Class Counsel believe that the Settlement is best for all Class Members. Nothing in the Settlement Agreement is an admission or concession on Defendants' part of any fault or liability whatsoever, but has been entered into to avoid the uncertainty, expense, and burden of additional litigation.

4. What Does The Settlement Provide?

Under the Settlement, Janus will pay $6,500,000 into a Qualified Settlement Fund to resolve the claims of the Class. The Net Settlement Amount (after deduction of any Court-approved Attorneys' Fees, Costs, Administrative Expenses, or Named Plaintiffs' Service Awards) will be allocated to Class Members according to a Plan of Allocation to be approved by the Court (as explained further on pages 5 and 6 below). Allocations to Current Participants who are entitled to a distribution under the Plan of Allocation will be made into their existing accounts in the Plan. Former Participants who are entitled to a distribution may receive their distribution as a check or, if available and they elect, as a rollover to a qualified retirement account.

In addition, the Settlement provides that Janus will amend the Plan Document to provide an oversight function to review the performance of the Janus Funds in the Plan.

All Class Members and anyone claiming through them will fully release the Plan as well as Defendants and the Released Parties from Released Claims. The Released Parties include Defendants' past, present, and future parent corporation(s), and their past, present, and future affiliates, subsidiaries, divisions, joint ventures, predecessors, successors, successors-in-interest, assigns, directors, officers, employees, agents and other representatives. The Released Claims include all claims that are or could be based on any of the allegations, acts, omissions, purported conflicts, representations, misrepresentations, facts, events, matters, transactions or occurrences that were or could have been asserted in the Action. They also include all claims that arise out of, or are related to, the same nucleus of facts alleged in the Action. The Released Claims additionally include those that relate to the direction to calculate, the calculation of, and/or the method or manner of allocation of the Net Settlement Fund pursuant to the Plan of Allocation and/or that relate to the approval by the Independent Fiduciary of the Settlement Agreement.

Additionally, any Class Member who, prior to the Final Settlement Order in this Action, either (i) signed a separate release agreement with Defendants or (ii) is bound to arbitrate disputes with Defendants, acknowledges and is deemed to agree that his or her participation in this Settlement, and Defendants' agreement that he or she may receive relief in connection with the Action, does not in any way waive, modify, alter, or amend any other release agreement or arbitration obligations that such Class Member signed.

This is only a summary of the Released Parties and Released Claims, and is not a binding description of either. The governing releases are found within the Settlement Agreement at www.jhuserisasettlement.com. Generally, the release means that Class Members will not have the right to sue the Plan, the Defendants, or Released Parties for conduct during the Class Period arising out of or relating to the allegations in the lawsuit. The entire Settlement Agreement is available at www.jhuserisasettlement.com.

5. How Much Will My Distribution Be?

The amount, if any, that will be allocated to you will be based upon records maintained by the Plan's recordkeeper. Calculations regarding the individual distributions will be performed by the Settlement Administrator, whose determinations will be final and binding, pursuant to the Court-approved Plan of Allocation.

To receive a distribution from the Net Settlement Amount, you must either be a (1) Current Participant, (2) a Former Participant, or (3) a Beneficiary or Alternate Payee of persons identified in (1) or (2).

The Net Settlement Amount will be divided among eligible Class Members *pro rata* based on each eligible Class Member's average quarterly Plan account balance invested in Janus Funds during the Class Period. There are approximately 2,125 Class Members. Note that if you are an Alternate Payee pursuant to a Qualified Domestic Relations Order, your portion of the Settlement will be distributed pursuant to the terms of that order.

The Net Settlement Amount will also depend on the amount of any Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards that are awarded by the Court, as these will be paid out of the gross settlement amount of $6,500,000. Class Counsel will file a motion for an award of Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards at least 21 days prior to the objection deadline. This motion will be considered at the Fairness Hearing. Class Counsel will limit their application for Attorneys' Fees to not more than 33% of the Gross Settlement Amount. Class Counsel also will seek to recover all actual and anticipated litigation costs and administrative expenses associated with the Settlement. In addition, Class Counsel will seek service awards for the Named Plaintiffs of no more than $15,000 each. The Court will determine the amount of fees, costs, administrative expenses, and Named Plaintiffs' Service Awards that will be awarded, if any. All papers filed in this Action, including Class Counsel's motion for Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards, will be available for review via the Public Access to Court Electronic Records System (PACER), available online at https://www.pacer.gov.

6. How Can I Receive My Distribution?

Whether you need to submit a rollover form to receive your distribution depends on whether you are considered a "Current Participant" or a "Former Participant." **According to our records, you are a Current Participant. Therefore, you do not need to do anything to receive your share**

of the Settlement. If this is not correct, you need to contact the Settlement Administrator to obtain a Former Participant Rollover Form. The Former Participant Rollover Form will explain the next steps necessary to receive your distribution via rollover. If you are considered a Current Participant because you had an Active Account as of May 4, 2026, but it is determined that you no longer have an Active Account when the Settlement is distributed to Class Members, the Settlement Administrator will mail you a check for your share of the Net Settlement Amount to your last known address. You may contact the Settlement Administrator to confirm or update your mailing address. The Settlement Administrator may be contacted by phone at 1-800-577-5039 or by mail at Janus 401(k) and Employee Stock Ownership Plan c/o Atticus Administration, PO Box 64053, St Paul, MN, 55164.

7. When Will I Receive My Distribution?

The timing of the distribution of the Net Settlement Amount is conditioned on several matters, including the Court's final approval of the Settlement and any approval becoming final and no longer subject to any appeals in any court. An appeal of the final approval order may take several years. If the Settlement is approved by the Court, and there are no appeals, the Settlement distribution will occur within 120 days of the Court's Final Approval Order.

There will be no payments under the Settlement if the Settlement Agreement is terminated.

8. Can I Get Out Of The Settlement?

No. The Settlement Class has been certified under Federal Rule of Civil Procedure 23(b)(1). Therefore, as a Class Member, you are bound by the Settlement (if it receives final Court approval) and any judgments or orders that are entered in the Class Action. If you wish to object to any part of the Settlement, you may write to counsel about why you object to the Settlement, as discussed below.

9. Do I Have A Lawyer In The Case?

The Court has appointed Brock Specht, Matthew Morgan, and Ben Bauer at the law firm Nichols Kaster, PLLP in Minneapolis, Minnesota as Class Counsel for the Settlement Class. If you want to be represented by your own lawyer, you may hire one at your own expense.

10. How will the lawyers be paid?

Class Counsel will file a motion for an award of Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards at least 21 days prior to the objection deadline. This motion will be considered at the Fairness Hearing. Class Counsel will limit their application for Attorneys' Fees to not more than one-third of the Qualified Settlement Fund. Class Counsel also will seek to recover all actual and anticipated litigation costs and administrative expenses associated with the Settlement. In addition, Class Counsel will seek service awards for the Named Plaintiffs of no more than $15,000 each. The Court will determine the amount of fees, costs, Administrative Expenses, and Named Plaintiffs' Service Awards that will be awarded, if any. All papers filed in this Action, including Class Counsel's motion for Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards, will be available for review via the Public Access to Court Electronic Records System (PACER), available online at https://www.pacer.gov.

11. How Do I Tell The Court If I Don't Like The Settlement?

If you are a Class Member, you can object to the Settlement by mailing a written objection to Class Counsel and to Defendants' counsel at the addresses below. Class Counsel will then file your objection with the court in connection with their motion for final approval. In that filing, Class Counsel will also respond to your objection. Your written objection must be mailed to Class Counsel and Defendants' counsel no later than August 7, 2026 to be considered.

CLASS COUNSEL	DEFENDANTS' COUNSEL
NICHOLS KASTER, PLLP Brock Specht Matthew Morgan Ben Bauer 4700 IDS Center 80 South 8th Street Minneapolis, MN 55402	VINSON & ELKINS LLP Jason Halper Sara Brauerman 1114 Avenue of the Americas, 32^{nd} Floor New York, NY 10036

12. When And Where Will The Court Decide Whether To Approve The Settlement?

The Court will hold a Fairness Hearing at **11:00 a.m.** on **September 4, 2026**, at the U.S. District Court for the District of Colorado, Alfred A. Arraj Courthouse, 901 19^{th} Street, Denver, CO 80294, in Courtroom A201. At the Fairness Hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The Court also will consider the motion for Attorneys' Fees, Costs, Administrative Expenses, and Named Plaintiffs' Service Awards. If there are objections, the Court will consider them then.

13. Do I Have To Attend The Fairness Hearing?

No, but you are welcome to come at your own expense. You may also make an appearance through an attorney. If you send an objection, you do not have to come to the Court to talk about it. As long as you mailed your written objection on time, the Court will consider it.

14. May I Speak At The Fairness Hearing?

Yes. You do not need to submit a notice of your intention to appear in order to speak at the hearing, but you must comply with the requirements for making an objection (set forth above) if you wish to object.

15. What Happens If I Do Nothing At All?

If you are a "Current Participant" as defined on page 1, and you do nothing, you will receive your pro rata share of the Net Settlement Amount, if the Settlement is finally approved. If you are a "Former Participant" as defined on pages 1-2, and you do nothing, you will receive your pro rata share of the Net Settlement Amount via check, if the Settlement is finally approved.

16. How Do I Get More Information?

If you have questions regarding the Settlement, you can visit www.jhuserisasettlement.com, email jhuserisasettlement@atticusadmin.com, call 1-800-577-5039, or write to the Settlement Administrator at Janus 401(k) and Employee Stock Ownership Plan, Settlement Administrator [mailing address]c/o Atticus Administration, PO Box 64053, St Paul, MN, 55164. All papers filed in this lawsuit are also available for review via the Public Access to Court Electronic Records System (PACER), at https://www.pacer.gov, and can be reviewed in person during regular business hours at the Clerk's Office, Alfred A. Arraj Courthouse, 901 19th Street, Room A105, Denver, CO 80294.