

DECEMBER 2022

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) CORPORATE STATEMENT

Active because active matters



OUR APPROACH

Being a global asset management organisation comes with important responsibilities. As an active manager, this means that integrating Environmental, Social and Governance (ESG) factors into our investment decision-making and ownership practices is fundamental to delivering the results clients seek. An issue as pressing as ESG investing demands active and ongoing engagement and we are committed to maintaining focus on ESG as a foundation for long-term returns. We also recognise that the ESG investment world is evolving and we seek to partner with clients and act as a guide on that journey.

- ▶ At a corporate level, ESG principles influence our people, our culture, and our choices, helping to make us a better company.
- ▶ At an investment level, we have integrated ESG factors into our analysis and processes as appropriate, helping us identify opportunities and risks, and influence positive change as we engage with companies.
- ▶ Recognising that there is a lack of consistency in ESG implementation and articulation across the industry, we seek to be clear in our communication as well as providing insight and education for our clients.

“ Uncovering differentiated insights that drive disciplined investments is our calling card at Janus Henderson. ESG is both an input into that process and an output, as we deliver on our clients’ varied needs.”

Ali Dibadj, Chief Executive Officer

Corporate ESG

We value and engage with our employees, communities and the wider world.

Both the ethical and practical values of ESG have always been at the heart of what Janus Henderson stands for. The biggest change we have seen, and welcome, is the increased appetite of clients, and the industry in general, to talk about and act on ESG considerations. The drive to assess more than just financial returns reflects a broad, cultural change within the industry, and perhaps a generational shift within society. We welcome this change and support the increased demand for corporate commitment to ESG standards.

Our corporate commitment extends to our people, the environment, climate risk, the communities we are part of and our governance structure.

Our People

Diversity, Equity and Inclusion (DEI) is imperative to our development. Our core offering to clients is our intellectual capital, and this offering is strengthened by diversity of thought and varied perspectives. To that end, we foster an environment that values the unique talents and contributions of every individual within a culture of inclusivity.

While we and the industry still have much progress to make related to DEI, we have a strong foundation on which to build. We believe in organic evolution to cultivate and empower

change by bringing in the right people at the right time, and have set DEI targets to encourage continued progress.

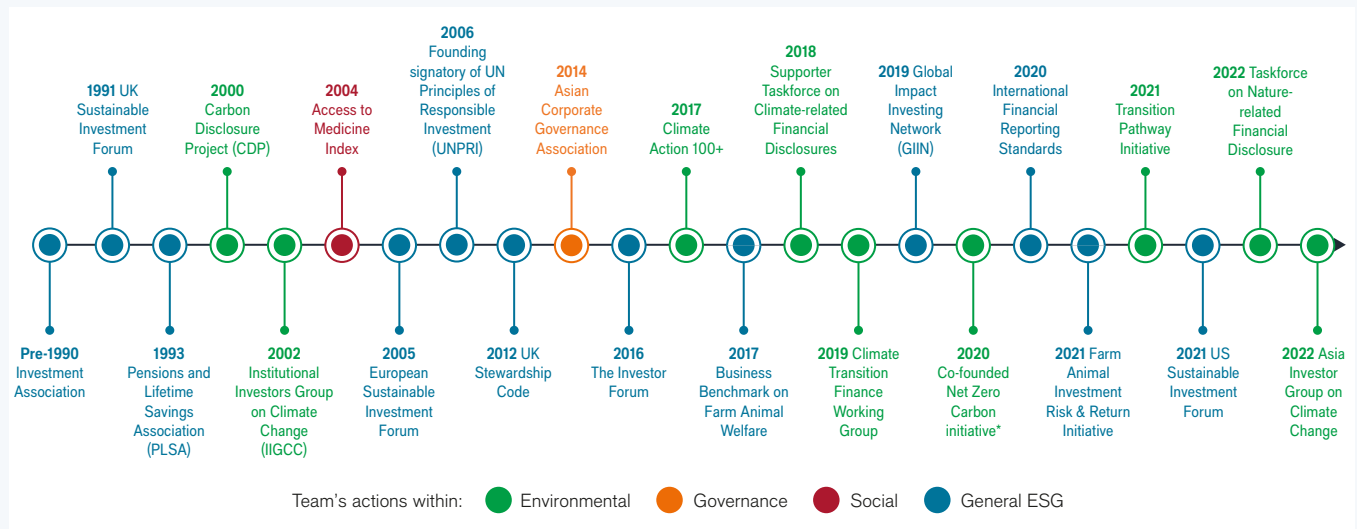
- We scored 100% in the Human Rights Campaign Corporate Equality Index 2022, for our transparent and inclusive practises. We were also proud to be recognised in this assessment as a best place to work for LGBT+ equality.
- We were named among 418 firms across 45 countries and regions on Bloomberg's 2022 Gender-Equality Index for transparency in gender reporting and advancing equality for women.
- We are a signatory of the Women in Finance Charter for the UK workforce. This is a commitment by the UK government and signatory firms to work together for gender balance across the financial services industry. Our 2023 goal is aligned with the charter.
- Implemented global DEI demographic goals for race/ethnicity and gender diversity for 2023.
- Introduced a DEI performance objective for all employees.

We seek to maintain an inclusive workplace that respects, supports and encourages the development and retention of all our colleagues. This includes a wide range of Employee Resource Groups including: Diversity, Equity & Inclusion Committee, Ethnic & Cultural Diversity Network, Janus Henderson 50+, Janus Henderson Veterans Network, Janus Henderson Pride, Gender Diversity Alliance and Working Parents.

Environment

Environmental sustainability is an ethical and a commercial imperative. Managing our environmental footprint often goes hand in hand with our strategic priority to operate efficiently. We are proud to have a strong heritage of involvement with carefully selected sustainability-related organisations and initiatives. These relationships allow us to advance broader industry-wide initiatives and help set related public policy. As such we will continue to engage and collaborate in ways that we consider most meaningful.

- We serve as a member or in an advisory capacity with carefully selected ESG-related organisations and initiatives.



* The Net Zero Carbon (NZC) 10 and 20 initiatives only apply to specific products, which are assessed by NZC.

Environmental Impact

Janus Henderson recognises that urgent action is imperative to prevent irreversible consequences to the planet. We are committed to reducing our environmental impact and embedding sustainable practices throughout our business.

In 2021 we met our three-year environmental targets to reduce our carbon footprint by 15% per full-time employee. In 2022 we set new five-year targets, in line with guidance from the Science Based Targets Initiative, for Scope 1 (fuel) and Scope 2 (electricity) emissions, and Scope 3 (business travel, hotel stays, freight, paper consumption, water, waste) emissions, which seek to reduce our operational emissions. To measure our progress, we collect carbon data on a quarterly basis and review our performance in line with our targets.

In addition, we have maintained a CarbonNeutral® certification since 2007* and offset all our operational emissions yearly. Through this process, we have invested in a variety of offset projects around the world, delivering financial support to essential renewable energy, forestry and resource conservation projects that support reductions in greenhouse gas emissions. All projects we support have been classified as 'additional' by an independent third party, meaning that they would not happen without the sale of carbon credits.

*CarbonNeutral® certification applies to Janus Henderson Investors since 2017 and Henderson Global Investors prior to this date.

Community

By contributing to the communities where we live and work through local initiatives, as well as through our investment activity and corporate engagement, we are fulfilling what we view as our civic responsibility to set a positive example.

Education has long been a pillar of our community engagement and support. The Janus Henderson Foundation, our primary charitable giving arm, has a major focus on helping young people achieve their full potential through access to better educational opportunities, as well as supporting local communities and organisations, including:

- A partnership with Junior Achievement to support financial literacy and empower the global JA Titan Programme through a US\$1.6 million commitment. Young people deserve to achieve in business, worldwide.
- A number of education programmes focused on developing fundamental math and literacy skills in children from less well-served communities and teacher development and talent pipeline initiatives. Improved education is an important step towards increased diversity in the investment community.
- A partnership with the Greenwood Project, which is focused on creating career pathways in the financial services industry for Black and Latinx students. Greenwood Project partners with companies to find equitable and inclusive solutions for recruitment, retention and advancement by providing college students internships that lead to career pathways into the industry.

Governance at Janus Henderson

As an organisation dedicated to the management of risk, Janus Henderson embraces all relevant aspects of governance and overall risk management. Our commitment to good corporate governance is evident in our policies and practices and held to the highest standards by our Board of Directors and our stakeholders. The Janus Henderson Group Board comprises a Non-Executive Chair, a Non-Executive Deputy Chair, an Executive Director and ten other Non-Executive Directors. The Board has delegated specific responsibilities to four standing committees of the Board: Audit, Compensation, Nominating and Corporate Governance, and Risk. The Board receives regular updates on ESG matters during board meetings throughout the year.

Governance of ESG at Janus Henderson

To help ensure that strategic issues relating to ESG are appropriately identified and managed across the firm in the best interest of our clients, Janus Henderson established an ESG Programme Steering Committee. This body, which is chaired by Ali Dibadj our Chief Executive Officer, contains several members of our Executive Committee and senior representatives responsible for ESG activities within our Distribution and Investment teams.

Under this ESG Programme Steering Committee, individual initiatives have been created to ensure that the ESG operating model within Investments continues to evolve, our funds and mandates respect emerging regulation pertaining to ESG, and there is sufficient awareness of the firm's activities relating to corporate social responsibility.

In addition to this governance structure, regular management meetings are organised around various topics relating to ESG. Janus Henderson's approach to incorporating ESG-related risks and opportunities into its management structure has broadly been to integrate with existing frameworks, rather than creating a parallel structure specifically for ESG.

An exception to this has been decided for Investments, where a committee has been set up to provide oversight of ESG investment matters. This sub-committee, chaired by Paul LaCoursiere, our Global Head of ESG Investments, is responsible for ensuring that the Investments framework for managing ESG-related risks is adequate and effective, and reports into the Front Office Governance & Risk Committee. Other management committees with ESG-related responsibilities include the Proxy Voting Committee, reporting into the Operations Technology Oversight Committee, the Diversity, Equity & Inclusion Committee, and the Ethics & Conflicts Committee, as shown in the diagram on the following page.

Management committees with ESG-related responsibilities



Dedicated Resources

Our current infrastructure includes an established base of ESG-focused experts. Our Global Head of ESG Investments, Paul LaCoursiere, and our Product Strategy team have been meaningfully strengthening this framework.

ESG client solutions: we have a team of ESG product specialists focused on product strategy and development, market and regulatory research, and distribution support.

ESG investment support: a specialist model is employed with skillsets grouped into the three pillars alongside:

- **Governance & Stewardship** – the long-standing Governance & Stewardship Team supports investment teams on governance, proxy voting advisory, ESG company engagement, and leads on thematic engagement.
- **ESG Investment Research** – this dedicated team implements a consistent methodology for evaluating the ESG performance of issuers across opportunity sets with a focus on financial materiality.
- **ESG Strategy & Development** – a team consisting of specialists focusing on data, content, product design and investment desk support across all asset classes.

Conclusion

We understand that ESG investing continues to evolve and mature. We are committed to maintaining an open dialogue with our clients, shareholders, employees, industry groups and other relevant parties as we seek to meet their expectations and hold true to our values as a steward of our clients' capital. We seek to ensure clients fully understand our approach and objectives. We also seek to share our investment thinking and maintain an open dialogue with clients throughout the investment journey.

FOR MORE INFORMATION, PLEASE VISIT JANUSHENDERSON.COM

Janus Henderson

INVESTORS

Important information:

The views presented are as of the date published. They are for information purposes only and should not be used or construed as investment, legal or tax advice or as an offer to sell, a solicitation of an offer to buy, or a recommendation to buy, sell or hold any security, investment strategy or market sector. Nothing in this material shall be deemed to be a direct or indirect provision of investment management services specific to any client requirements. Opinions and examples are meant as an illustration of broader themes, are not an indication of trading intent, are subject to change and may not reflect the views of others in the organization. It is not intended to indicate or imply that any illustration/example mentioned is now or was ever held in any portfolio. No forecasts can be guaranteed and there is no guarantee that the information supplied is complete or timely, nor are there any warranties with regard to the results obtained from its use. Janus Henderson Investors is the source of data unless otherwise indicated, and has reasonable belief to rely on information and data sourced from third parties. **Past performance does not predict future returns. Investing involves risk, including the possible loss of principal and fluctuation of value.**

Not all products or services are available in all jurisdictions. This material or information contained in it may be restricted by law, may not be reproduced or referred to without express written permission or used in any jurisdiction or circumstance in which its use would be unlawful. Janus Henderson is not responsible for any unlawful distribution of this material to any third parties, in whole or in part. The contents of this material have not been approved or endorsed by any regulatory agency.

Janus Henderson Investors is the name under which investment products and services are provided by the entities identified in the following jurisdictions: (a) **Europe** by Janus Henderson Investors International Limited (reg. no. 3594615), Janus Henderson Investors UK Limited (reg. no. 906355), Janus Henderson Fund Management UK Limited (reg. no. 2678531), Henderson Equity Partners Limited (reg. no. 2606646), (each registered in England and Wales at 201 Bishopsgate, London EC2M 3AE and regulated by the Financial Conduct Authority) and Janus Henderson Investors Europe S.A. (reg. no. B22848 at 2 Rue de Bitbourg, L-1273, Luxembourg and regulated by the Commission de Surveillance du Secteur Financier); (b) the **U.S.** by SEC registered investment advisers that are subsidiaries of Janus Henderson Group plc; (c) **Canada** through Janus Henderson Investors US LLC only to institutional investors in certain jurisdictions; (d) **Singapore** by Janus Henderson Investors (Singapore) Limited (Co. registration no. 199700782N). This advertisement or publication has not been reviewed by Monetary Authority of Singapore; (e) **Hong Kong** by Janus Henderson Investors Hong Kong Limited. This material has not been reviewed by the Securities and Futures Commission of Hong Kong; (f) **South Korea** by Janus Henderson Investors (Singapore) Limited only to Qualified Professional Investors (as defined in the Financial Investment Services and Capital Market Act and its sub-regulations); (g) **Japan** by Janus Henderson Investors (Japan) Limited, regulated by Financial Services Agency and registered as a Financial Instruments Firm conducting Investment Management Business, Investment Advisory and Agency Business and Type II Financial Instruments Business; (h) **Australia and New Zealand** by Janus Henderson Investors (Australia) Limited (ABN 47 124 279 518) and its related bodies corporate including Janus Henderson Investors (Australia) Institutional Funds Management Limited (ABN 16 165 119 531, AFSL 444266) and Janus Henderson Investors (Australia) Funds Management Limited (ABN 43 164 177 244, AFSL 444268); (i) the **Middle East** by Janus Henderson Investors International Limited, regulated by the Dubai Financial Services Authority as a Representative Office. This document relates to a financial product which is not subject to any form of regulation or approval by the Dubai Financial Services Authority ("DFSA"). The DFSA has no responsibility for reviewing or verifying any prospectus or other documents in connection with this financial product. Accordingly, the DFSA has not approved this document or any other associated documents nor taken any steps to verify the information set out in this document, and has no responsibility for it. The financial product to which this document relates may be illiquid and/or subject to restrictions on its resale. Prospective purchasers should conduct their own due diligence on the financial product. If you do not understand the contents of this document you should consult an authorised financial adviser. No transactions will be concluded in the Middle East and any enquiries should be made to Janus Henderson. We may record telephone calls for our mutual protection, to improve customer service and for regulatory record keeping purposes.

Outside of the U.S., Australia, Singapore, Taiwan, Hong Kong, Europe and UK: For use only by institutional, professional, qualified and sophisticated investors, qualified distributors, wholesale investors and wholesale clients as defined by the applicable jurisdiction. Not for public viewing or distribution. Marketing Communication.

Janus Henderson, Knowledge Shared and Knowledge Labs are trademarks of Janus Henderson Group plc or one of its subsidiaries. © Janus Henderson Group plc.