**GOVERNANCE**
Discover our ESG (environmental, social and governance) identity and governance structure that reflects our commitment to Corporate Social Responsibility

**OUR ENVIRONMENT**
Learn more about how environmentalism and sustainability are at the heart of our business

**RESPONSIBLE INVESTING**
Explore how we utilise environmental, social and governance integration in our investment process and how we share those insights with our clients

**OUR CLIENTS**
Get to know our client-centric approach and how we are reacting to the accelerating changes in the market to meet the needs of our clients

**OUR PEOPLE**
Take a deep dive in how we live out our Employee Value Proposition and our commitment to our culture focused on diversity, inclusion and creating equitable opportunities for our people to thrive

**OUR COMMUNITY**
**Employee-Led Giving**
Discover how Janus Henderson employees serve as community advocates in the areas where they live and work

**The Janus Henderson Foundation**
Uncover our innovative approach to philanthropic giving and its impact on education
The Year in Review

As a global, active asset manager, our mission is focused on helping our clients achieve their long-term financial goals. As our culture and identity continues to mature, one element we are proud to see demonstrated across all regions and areas of the business is a strong commitment to Corporate Social Responsibility (CSR). This is a deep-rooted aspect of ‘who we are’ and a central component of our practices, perspectives and priorities. Through our corporate social responsibility pillars of Environment, Responsible Investing, Clients, People and Community, we deliver value to our clients, employees, shareholders and the wider community in which we operate.

Environment – Environmental sustainability is imperative. Climate change has become a major investment issue, and we are aware of the risks and opportunities that this presents to the asset management industry. We have set goals, measured our impact and invested in projects indicative of our commitment. We are proud to have been Carbon Neutral since 2007. We achieve this by measuring unavoidable emissions from our buildings and business travel, purchasing renewable energy, investing in technology and recycling all waste where possible. As a result of our procurement of carbon credits for independently certified carbon emission reduction projects, we supported initiatives like truck stop electrification and solar water heating as a way to invest in sustainable development that have a long-term positive effect on our environment.

Responsible Investing – We believe that environmental, social and governance (ESG) integration can help protect and enhance value. We implemented a new ESG Governance Structure and recognise the importance of partnering with other investors and other asset management companies to promote higher ESG standards around the world. We also understand the need to empower our investment teams to develop their own distinct approach to ESG for their asset class and client base. By taking this agile approach, we are integrating ESG into our investment methodology effectively and to the benefit of our clients.

Clients – Our mission focuses on delivering excellent performance and service to our clients. As a trusted partner, we put clients first to ensure their needs are at the heart of everything we do. We continued to embed a client-centric mindset across our global business in a virtual environment to reinforce our commitment. Through close relationships and a structured client feedback loop, we adapt accordingly to operate as stewards of their values. Examples of this include increased third party oversight, expanded content distribution and taking tactical steps to bring our ESG commitment to life. Through our work on the client experience, we have implemented a quarterly ESG report, which provides both our current and prospective clients with a better understanding of the work we are doing on sustainability.

People – Our employees are empowered to grow and evolve along with our organisation. We foster a culture of diversity, equality and inclusion that attracts and retains a high-quality workforce. Our focus on employees promotes collaboration, innovation and equal opportunities for all. We will continue to measure our progress year over year, while also implementing new strategies that reflect the diversity of our communities.

Community – We believe it’s important for our employees to stay actively engaged in the global society in which we operate through volunteering, but we also understand the impact the pandemic had on our community partners. Through innovative campaigns, we were able to support charities through donations and virtual volunteering. The Janus Henderson Foundation continued to invest in educational programmes that positively impact future generations around the world while allowing those organisations the flexibility to address the needs of remote learning.

Thank you for taking time to learn about our efforts and how the collective power of our people and other resources make a meaningful impact for our clients and our communities. We know that the best way to deliver value is by looking beyond the numbers and evaluating how our decisions impact the world. We understand this will continue to evolve but we are committed to staying the course to deliver simple excellence.
GOVERNANCE

Governance of ESG at Janus Henderson

During 2020, we implemented a new governance structure for ESG, which better reflects our commitment to corporate social responsibility as being critical to our long-term sustainable success and focuses our approach to positively addressing environmental, social and governance (ESG) challenges.

Within the firm, ESG governance now resides with a ESG Executive Committee (ExCo) Group, comprised of senior business leaders from across the organisation, with ultimate oversight by our CEO, Dick Weil. This demonstrates our executive leadership’s commitment to ESG. The ESG ExCo Group drives strategy and provides oversight of all corporate ESG activities and issues, delivered through a multi-disciplinary ESG Advisory Group and an ESG Investment Oversight Group. The latter group oversees the integration of ESG into the firm’s investment activities, and is responsible for monitoring, reporting and evaluating aspects of ESG implementation within the investment processes.

Collaboration is one of our core organisational values, and we recognise the importance of partnering with other investors to promote higher ESG standards across the globe. Janus Henderson has a long history of active involvement in leading ESG initiatives on a diverse range of topics including corporate governance, sustainable investing, and climate change. Further, we have a foundational belief in the sharing of expert insight for better investment and business decisions. We call this ethos Knowledge Shared. This is our commitment to transparency and sharing of insights integral to our execution of responsible investing.

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 nine Non-Executive Directors, including a Non-Executive Chair and a Deputy Chair and one Executive Director. The Board has delegated specific responsibilities to four standing committees of the Board: Audit, Compensation, Nominating and Corporate Governance, and Risk.
ENVIRONMENTAL PERFORMANCE

Our Approach

A fundamental component of Janus Henderson’s commitment towards tackling climate change is to maintain a net zero carbon emissions footprint for all our global operations. We achieve this by a combination of measures including minimising consumption, purchasing renewable energy or energy offset certificates and, more widely, carbon credits from independently certified carbon emission reduction projects. We are proud to be CarbonNeutral® since 2007.

Janus Henderson recognises that its environmental impacts need to be managed with the same rigour as any other business opportunity or risk. We have developed proactive processes to manage our carbon footprint to ensure we minimise the impact our operations have on the environment.

As part of this we have identified three strategic areas of focus which we formally committed to in 2019

- Reduce greenhouse gas (GHG) emissions per FTE by 15% (by region) over a three-year period from our 2018 baseline
- Offset any unavoidable CO₂ emissions, for the operations of our global office network and business travel. We will continue to maintain our status as a certified CarbonNeutral® company (which we have achieved consistently since 2007).
- Maintain a CDP (previously known as Carbon Disclose Project) score of B

2020 An Unusual Year

Our environmental performance principally relates to the operations of our global offices and the domestic and international travel for the conduct of our business. As the global pandemic took hold early in 2020, we closed many of our offices and operated from others on a much-reduced basis. Some essential domestic travel took place, but all international travel was embargoed for more than 9 months; as a consequence, our overall emissions footprint was reduced significantly. However this was outside our control Programmes to reduce building emissions and manage travel effectively; these programmes were paused and are unlikely to commence before the second half of 2021 when we hope normal business activities will resume. Due to the events of the pandemic, we have been unable to finalise our emissions footprint for 2020 but have estimated as follows:

<table>
<thead>
<tr>
<th>EMISSIONS CO₂E TONNES</th>
<th>2020</th>
<th>2019</th>
<th>2018 (BASE LINE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1: Fuel</td>
<td>50</td>
<td>57</td>
<td>42</td>
</tr>
<tr>
<td>Scope 2: Electricity</td>
<td>3,000</td>
<td>4,046</td>
<td>4,728</td>
</tr>
<tr>
<td>Scope 3: Business travel, hotel stays, freight</td>
<td>2,000</td>
<td>7,824</td>
<td>8,383</td>
</tr>
<tr>
<td>Total</td>
<td>5,050*</td>
<td>11,927</td>
<td>13,153</td>
</tr>
</tbody>
</table>

*Estimate which will be validated and verified for offset purposes in the first half of 2021. For the purpose of measuring performance against our 3-year reduction target, we intend to exclude any pandemic related reductions.
Maintain CarbonNeutral® Status

Janus Henderson has made a commitment to maintain carbon neutrality through CarbonNeutral® Company certification. This is achieved by investing in accredited offset projects around the world delivering finance to essential renewable energy, forestry and resource conservation projects which generate 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. In addition, all projects meet globally recognised standards.

Our 2020 Current Offset Portfolio

**Seneca Meadows Landfill Gas, USA**

This award-winning project has created almost 420 acres of new wetlands, established an environmental education centre and generates electricity from the landfill gas (LFG) to power 18,000 homes. The electricity is generated by capturing methane from LFG emitted by the 178-acre expansion to the Seneca Meadows landfill site – New York’s largest non-hazardous solid waste facility. The project demonstrates that it is possible to make significant reductions in the greenhouse gas impact of landfill projects, while showcasing how carbon finance can be used to extend environmental stewardship.

**Truck Stop Electrification, USA**

Drivers of long-haul trucks are required to rest after a certain amount of driving time and often idle their engines in order to maintain a comfortable temperature and to sustain the vehicle battery. This produces harmful emissions including nitrogen dioxide (NOx), volatile organic compounds (VOCs), particulate matter (PM), and carbon monoxide (CO). Annually 11 million tonnes of carbon dioxide are emitted by idling long-haul trucks in the United States.

Truck Stop Electrification (TSE) technology enables drivers to be more mindful of the environment while enjoying better sleep without the noise, vibration, and exhaust fumes from idling.

**Solar Water Heating, India**

The project distributes solar water heaters to the domestic household segment, specifically smaller apartments and flats. The project contributes to sustainable development in these areas:

- Affordable and clean energy
- Decent work and economic growth
- Industry, innovation and infrastructure good health and well-being
Maintain a CDP (Formally Carbon Disclosure Project) Score of B

CDP runs a global environmental disclosure system. Each year CDP supports thousands of companies, cities, states and regions to measure and manage their risks and opportunities on climate change, water security and deforestation.

Category Score Benchmarking

Janus Henderson has participated in CDP climate change disclosure since 2010. In 2020 Janus Henderson maintained a score of ‘B’, which is in the management band.

The CDP Score Report allows the company to understand our score and indicate which categories require attention to reach higher scoring levels. This enables us to progress towards environmental stewardship through benchmarking and comparison with peers, in order to continuously improve our climate governance. Investors can receive a copy of the CDP Score Report upon request.

Source: CDP Published results for 2020.

Khalladi Wind Power, Morocco

ACWA Power inaugurated its 120 MW Khalladi wind farm in Melloussa, Tangier. The 370 GWh of energy that the plant will produce and supply annually is equivalent to a yearly average consumption of a city of 400,000 people and will contribute to the reduction of more than 144,000 tons of CO$_2$ emissions per year. With renewable energy playing an important role in the overall development of countries in Africa, the Khalladi project will contribute to Morocco achieving the 2020 target of increasing renewable energy.
Areas for Further Development

Our Supply Chain
In 2019 the CDP introduced Supplier Engagement Ratings (SER). The CDP evaluates organisations’ engagement with their suppliers on climate change. The aim of SER is to accelerate global action on supply chain emissions. To date we have not adopted a formal environmental framework to apply to our supply partners. We intend to focus on this in 2021.

Adopting Science Based Targets
The Science Based Targets initiative (SBTi) assess sustainability claims by companies in their efforts to meet their commitment towards a lower carbon economy. Our intention is to align our current target with formal Science Based Targets within the next two years.
OUR COMMITMENT TO RESPONSIBLE INVESTING

Janus Henderson Investors is focused on delivering market-leading, risk-adjusted long-term investment results to our clients. We believe that integrating ESG factors into our investment decision-making and ownership practices is fundamental to delivering the results clients seek. We measure our success based on the outcomes we deliver, and we understand that for many clients, the holdings of their portfolio are an important consideration in combination with their investment results.

2020 Progress

Over the course of the year we made significant progress in implementing our ESG strategy and developing our future plans. Key milestones included:

- Publication of the Janus Henderson ESG Investment Principles
- Establishment of the ESG Investment Oversight Group to oversee the integration of ESG into the firm’s investment activities. The group is led by our Global Chief Investment Officer.
- Launch of our ‘flagship’ Global Sustainability Fund in the US
- Common format rolled out for investment team specific ESG content
- Appointment of the Head of ESG Investing to lead ESG integration across Investments
- Appointed the Head of ESG for Distribution to lead corporate and distribution efforts related to ESG and sustainability

OUR ESG INVESTMENT PRINCIPLES FOR LONG-TERM INVESTMENT SUCCESS:

1. Investment portfolios are built to maximise long-term risk-adjusted returns for our clients.
2. Evaluation of ESG factors is a material component to achieving investment success.
3. Corporate engagement is vital to understanding and promoting sustainable business practices.
4. Investment teams should have the freedom to interpret and implement ESG factors in the way best suited to their asset class and investment strategy objective.
“We believe there is a strong link between sustainability issues and the companies that will grow and succeed going forward. This applies to us as an organisation and to the companies our investment teams actively engage with in their pursuit of long-term returns for our clients.”

ESG Oversight and Implementation

In keeping with our belief that our investment teams should structure their processes in ways that can best deliver expected client outcomes, we do not apply top-down rules or an exclusionary approach to ESG integration. Rather, each team defines the ESG considerations they believe are material to their investment approach and the long-term, sustainable growth of the companies in which they invest. Within the overall corporate framework and guidelines that have been established by the firm, we believe strongly that commitments and accountability for the execution of ESG considerations must rest within the hands of portfolio managers and their teams. Rather than pursue a one-size-fits-all approach, teams are responsible for articulating their specific objectives as part of their Investment Policy Statement. This means that the evaluation of our implementation of ESG criteria is carried out at the strategy level and we encourage and support each team to stand on its own ESG vision.

Janus Henderson’s investment teams manage portfolios that reflect different ESG factors. We also have strategies that have a unilateral focus on sustainability. On a corporate level, we support the investment teams in embedding ESG considerations in their work. This support includes centralised functions, such as data management, research, investment platforms and risk management tools:

- **Internal Research Platform**: Investment teams share relevant ESG research produced in-house by our analysts across a centralised research platform.

- **Governance & Responsible Investment Team**: A specialised group focused on ESG analysis, company engagement and voting that serves as a resource for all our investment teams. The team’s mission is to promote ESG integration across the business. They play a leading role internally in working with investment teams to enhance their ESG integration processes and externally leading our active participation in numerous ESG initiatives.

- **ESG Risk Reporting**: ESG data is incorporated into our risk reporting tools, covering issues such as exposure to companies with low ESG ratings, controversies, weak corporate governance, and climate risk.

- **ESG Research, Data, and Ratings**: We subscribe to a broad range of external ESG information providers and make this information available directly to the investment teams.

Our investment teams define and regularly review their ESG priorities. These are included in reviews by our centralised risk management and performance oversight processes.
Stewardship and Company Engagement

Stewardship is an integral and natural part of Janus Henderson’s long-term, active approach to investment management. Strong ownership practices, such as management engagement and proxy voting, can help protect and enhance long-term shareholder value. Janus Henderson entities support a number of stewardship codes, such as the UK and Japanese stewardship codes, and broader initiatives around the world including the UN Principles for Responsible Investment.

Our active investment management teams take a long-term view and seek out companies that have a comparable, long-term orientation. The intensive research of our analysts and portfolio managers takes them around the world, with thousands of company visits and management interviews conducted on an annual basis. These teams naturally develop long-term relationships with the management of firms in which they invest. Should concerns arise over a firm’s practices or performance, we seek to leverage these constructive relationships by engaging with company management or express our views through our voting on management or shareholder proposals. Escalation of our engagement activities depends upon a company’s individual circumstances.

Meetings incorporate a wide range of topics including strategy, capital allocation, company performance, risk, management succession, board composition, environmental and social issues. Key ESG issues addressed in our company engagement work in 2020 included COVID-19 related health & safety, climate change strategy and diversity. For the year as a whole we recorded in excess of 1,100 company engagements where environmental, social or governance topics formed part of the engagement.

COLLABORATIVE INITIATIVES CASE STUDY: MINING AND DAM TAILINGS SAFETY

Early in 2019 Janus Henderson joined a collaborative investor engagement on mining and dam tailings (by-products left over from mining and extracting resources) safety. The initiative was set up following the Brumadinho dam disaster in Brazil, which itself followed the 2015 Mariana dam disaster. Both disasters had negative impacts on the environment but also had significant social consequences, with the loss of many lives and thousands of people being left homeless. Safety was the primary objective of the engagement, with the aim to transform the quality of company reporting on exposure to tailing dam risks, and thereby facilitate investor dialogue to ensure companies are managing these risks appropriately. Janus Henderson has been represented on the steering group of the initiative and has been involved in both the initial investor request for information and follow-up engagements with companies throughout 2019 and 2020. The initiative has made good progress with a significant number of detailed responses from mining companies to the initial information request, and substantial improvements in company reporting.
CLIENT EXPERIENCE

How are we reacting to accelerating changes in market context to respond to our clients?

- Strengthening our strategic viewpoints: as ESG becomes more important to our clients, we are thinking ahead to bring our ESG commitments to life in all our markets
- Adapting our virtual presence: finding new ways to meet our clients where they are across different channels, creating a shared virtual experience of collaboration
- Regulatory oversight: increasing our third-party oversight to ensure the vendors we partner with are in alignment with our values
- Expanding our content distribution: amplifying our content to reach new audiences, increasing our timeliness and information relevance across multiple platforms

How did we support our clients during COVID-19?

Being able to respond effectively to clients is only possible because we have adapted so quickly to the new normal. Nothing ground to a halt as we shifted to working from home, and our use of technology and the systems the business provides have enabled us to maintain our productivity. Despite the pandemic, we still had over 75,000 client interactions during the year.

We have delivered a higher level of communication and transparency to respond to client needs. We ensured our clients have access to the expert views of our portfolio managers and senior leaders, which was met with much positive feedback. Our focus has pivoted to offering solutions to clients, many of whom were urgently revisiting the balance of their equity and fixed income allocations after the pronounced market volatility in early 2020.

Our Portfolio Construction & Strategy group’s award-winning proprietary technology in the US is designed to help our clients with this process by offering detailed custom comparisons to benchmarks, peers and Morningstar allocations, and our 2020 run rate is currently double 2019’s record activity levels.

We were recognised by Savvy Investor, a leading content platform for institutional investors, for our client focus in relation to COVID-19 related content delivery through 2020. The judges cited how we evolved with the needs of our audience, the blend of real time, quick-hit insight and longer form white papers, and the collaboration between investment, distribution and marketing/PR teams globally.

Put simply, we are elevating the value Janus Henderson can add in the minds of clients as we provide much-needed support in these turbulent times.
Creating a Client-Focused Culture at Janus Henderson

What is Simple Excellence?

Simple Excellence means keeping our clients in mind in every decision we make, every deliverable we produce, every outcome we strive for, and working smarter to ensure our clients describe every interaction with us as ‘Simply Excellent’.

With that definition of Simple Excellence in mind, we brought it to life through an employee recognition programme, making it meaningful and relevant to all of us. This new programme, the Simple Excellence Programme, defines Simple Excellence and rewards colleagues who are bringing it to life by going above and beyond to positively impact our clients, our business and our fellow colleagues, ultimately aligning our employee performance with the best interests of our clients.

The programme has been live since October and has brought in dozens of tangible examples where at Janus Henderson we are doing all that we can to produce and be there for our clients. We look forward to continuing this programme throughout 2021, recognising colleagues who are truly putting the client first.

Simple Excellence in Action – CX Essentials

In 2020 we continued our organisation-wide rollout of a training programme on Client Experience Essentials, with an emphasis on how each employee at our firm has a connection to clients. As part of this workshop, we shared skills with our employees to help them understand how each of their roles relates to our clients, provided frameworks and exercises for how to enhance the client experience from their department, and empowered each person to identify small changes that could have a big impact on how our clients experience Janus Henderson.

Knowledge Labs

Our Knowledge Labs offerings in North America have been highly effective in adding value over and above our investment views. We have run sessions including Managing Stress for Success, Physical Wellness, Movement and Meditation, Spread some Kindness and Advice on Home Schooling for both our clients and our employees, and we have received very positive feedback directly from our clients on these types of sessions. Much of our curriculum, under The Art of WOW, is even more important today as it is often the little things that build lasting relationships and set us apart from the competition.

“...the more we all know & share, the more we can improve the processes ... and it all spawned from the CX training.”

CX Essentials attendee
ESG Quarterly Reports

Clients are asking to hear more about ESG in their investments with us, so we have embarked on a discovery process to help our business define what our clients want to see in a periodic, strategy level ESG report. We are currently in the process of innovating a report concept that captures our clients’ most pressing needs for information about ESG factors in their portfolios. This concept will be just one part of the larger effort company-wide to tell our ESG story at Janus Henderson that will be taking shape in 2021.

Providing our Clients Information and Tools

Resources for Clients

- Janus Henderson Blog
- Digital Newsletter Subscriptions
- Portfolio Manager Thought Leadership
- Knowledge Shared Faster Videos
- Podcasts

Since the pandemic began we have published numerous articles, recorded frequent portfolio manager videos (often from home) and hosted many webinars. Our willingness to connect with clients in a timely manner has resulted in a huge uptick in positive engagement. We have seen more than 80,000 article page views on our websites globally, record open rates for the emails we’ve sent, exceptionally high engagement on social media, and had a strong uptake in the press (an increase in Janus Henderson coverage of circa 50% in broadcast and print). We hear from our clients how we are going above and beyond the majority of our competitors in being able to help. This approach, aligned with Knowledge Shared, only works because of the collaboration and dedication across our entire firm.
OUR PEOPLE – COMMITMENT TO WHAT MATTERS

Who We Are

As we reflect on 2020, we must first acknowledge our global community of more than 2,000 passionate and inspired individuals who put clients first, act as owners and work to succeed as a team. Our people-focused culture is driven by a shared commitment to our mission, creating opportunities and a caring environment for all people, as well as investing time and resources in the communities where we live and work.

By gathering input through focus groups, employee interviews and survey data across our global organisation, 2020 was the year where we honed our Employee Value Proposition. Through that process, colleagues told us that working at Janus Henderson is more than just a job – it is a way for them to connect to what matters most in their personal and professional lives. The work provided a platform to clearly define the aspects of our organisation that make that possible: Purpose, People, Opportunity and our Way of Life.

OUR COMMITMENT TO OUR PEOPLE

PURPOSE
Roles where you can make a real impact

PEOPLE
Trust, communication and collaboration

OPPORTUNITY
Supporting your ambitions and investing in you

WAY OF LIFE
Reflecting the values and priorities of our people and communities

CONNECTING EMPLOYEES TO WHAT MATTERS
Supporting Our People Through a Pandemic

While 2020 dealt plenty of challenges, we met them head-on by taking action to enhance COVID-19 related benefit coverage, including reducing out-of-pocket insurance premiums for eligible part-time US employees and covering COVID-19 care, as well as telemedicine services at 100%. We brought in regional physicians to provide insight and answer employee questions, as well as mental health experts to help people navigate the uncertainty of the global pandemic. We developed online learning and skill building sessions to help managers support their teams and helped employees successfully work remotely while balancing the needs of family caregiving, home schooling and career progression.

JHI provided a wide range of support measures to employees across the globe during the pandemic.

**Leave Options**
- COVID-19 leave programmes
- Paid Time Off / Holiday rollover extension
- Regular reminders to take Paid Time Off / Holiday

**Employee Well-Being**
- Well-being Series
- Regular webinars on well-being topics
- Online yoga and other fitness classes

- A free Headspace app membership
- Employee Assistance Programme
- Access to counselling services
- Employee and Manager Development
- Virtual Development Centre
- Leadership Exchange / Leader to Leader sessions
- Digital Mental Health training for managers

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**EMPLOYEE ENGAGEMENT SCORE**

We believe listening to our employees is critical to foster a culture of inclusion. We conduct an annual employee engagement survey and we are encouraged by the strong trend of both increasing participation and engagement scores we have seen over the past two years. We listened and we heard that our employees would like more opportunities to develop their career at Janus Henderson and we have incorporated their feedback into our strategy. We also analyzed the data based on the dimensions of diversity in the workplace and noticed some interesting trends that needed to be addressed such as career pathing. We are pleased to be launching additional career development tools to support managers and employees as well as professional development courses. We have provided managers with the tools needed to discuss career progression and development among their teams.

**PARTICIPATION RATE**
- 88% | 2020
- 80% | 2019
- 66% | 2018

**OVERALL ENGAGEMENT SCORE**
- 76% | 2020
- 68% | 2019
- 72% | 2018
Our Total Rewards

Janus Henderson is committed to offering employees a comprehensive total rewards package:

Financial Well-Being

- Janus Henderson believes that planning and preparing for retirement is a shared responsibility between the employee and the Company. That’s why we provide employees with opportunities to help them invest and save for their future and provide income during their retirement years.
- Janus Henderson provides employee share plans to enable employees to share in the wealth creation of the business.
- Janus Henderson provides risk benefits such as Life Assurance which gives employees protection against the financial impact of catastrophic life events.

Holiday and Absence Policies

- It’s important to take a break and spend time away from the office, and Janus Henderson’s Holiday and Absence policies support employee work/life balance through a generous allotment of paid time off. In addition, employees receive 1 day of paid Community Investment Time (CIT) per year to be used for volunteer opportunities.

Overall Well-Being

- We offer a wide range of benefits, resources and tools to support employee well-being, such as the Headspace (mindfulness App) and flu vaccinations.
- We run a variety of campaigns and events throughout the year to support employee overall well-being. These events have included well-being Wednesdays and mental health awareness and support.

Mental Well-Being

- Coverage for mental health services is included in our medical plans where possible. Where it isn’t possible, we have identified other means to support the mental health of our employees.
- The Employee Assistance Programme (EAP) is a free and confidential service delivered by a network of professionals who are equipped to help with a broad range of issues such as managing stress or change, navigating through trauma or major life events, relationship challenges, addressing addiction, legal matters, and tax issues.
- Employees are also encouraged to contact a Mental Health Champion in complete confidence. These volunteers are trained to listen impartially and connect employees with resources that provide support and guidance.
Our Way of Life

Diversifying Diversity

We are committed to promoting cultural awareness and respect by implementing equitable policies, benefits, training, recruiting, and recognition practices that support our colleagues and our diversity and inclusion goals. We started the year focused on diversifying diversity. Diversification in our people is just as important as diversification of our investment portfolios. We pay attention to and embrace differences that go beyond demographics to grow and differentiate the company globally. We continue to build upon our promise of creating and maintaining a workplace that is inclusive and values authenticity and the uniqueness of our people.

2020 Key Accomplishments

- Shared our insight with clients by highlighting our mentoring programme as a case study for The Investment Association Gender Pay Gap Report.
- Partnered with the business to highlight our diversity and inclusion role models in the LGBT Great Role Model and Top 100 Executives campaigns.
- Recognised by Bloomberg Gender Equality Index and Human Rights Campaign Index for our transparent and inclusive practices.
- Met our 2022 Women in Finance Charter target goal of 25% senior management women representation in the UK.
- Implemented a global voluntary questionnaire to capture employees’ demographic information including gender identity and sexual orientation for our global employee population.
- Created the #StrongerTogether initiative to educate employees on racial injustice, privilege, allyship and racism.
- Sponsored an external Leadership Programme designed for under-represented employees.
- Integrated diversity & inclusion content into our learning curriculum.
- Hosted 20 diversity & inclusion information sessions to promote inclusion, authenticity and diversity.
- Piloted a returnship programme in our UK office to create pathways for career leavers to re-enter the workforce.
- Partnered with new recruitment agencies and expanded our entry-level talent programmes.
- Committed to the #100Black Interns programmes.

MATERNITY AND PATERNITY LEAVE

4.0% OF WOMEN UTILISED MATERNITY/SHARED LEAVE IN 2020

2.4% OF MEN UTILISED PATERNITY/SHARED LEAVE IN 2020

Source: Janus Henderson
Besides the start of a global pandemic, 2020 was a year of global racial and social injustice that impacted many of our communities. This presented the opportunity to reflect on our historical proactive approach to supporting behaviours and systems that build an equitable workplace, community and advance educational equity through our philanthropic giving. We also identified gaps and launched the #StrongerTogether Campaign to educate employees on topics such as systemic racism, social injustice, allyship, privilege and microaggressions. This campaign brought awareness and improved our employees’ cultural intelligence through books, conversations and information sessions. We also launched a new conscious inclusion curriculum.

We understood that some of our people were more negatively impacted by the injustice because they personally experienced or witnessed it in their lifetime. We facilitated roundtable discussions and offered mental health support to help them deal with the emotions as a result of the unrest. We also used this moment in history to explore uncovered opportunities such as expanding our sponsorship of external leadership programmes for our employees, reviewing our external Knowledge Labs curriculum to ensure it was culturally relevant and creating financial education materials that will be shared with community organisations identified by our Employee Resource Groups. This new curriculum will be implemented in 2021.

Whilst we do not claim to have all of the answers and solutions, we do believe that we are #StrongerTogether, and collectively, we can continue to influence changes that impact our company and community.
DIVERSITY IN THE WORKPLACE

- Average Age: 42
- Average Tenure: 7.6 yrs
- 4% LGBT+
- 5% Disabilities
- 1% Military*

WOMEN IN THE WORKPLACE

- 39% Total Population
- 39% New Joiners
- 8% Voluntary Turnover
- 35% People Managers
- 25% Senior Management
- 17% Investments
- 37% Distribution

ETHNIC DIVERSITY IN THE WORKPLACE

- 22% Total Population
- 10% New Joiners
- 5% Voluntary turnover
- 16% People Managers
- 11% Senior Management
- 19% Investments
- 19% Distribution

*US only
1 Senior Management is defined as Executive Committee and their direct reports (excluding Personal Assistants)
2 Investments excludes personal assistants & support staff
Janus Henderson, as of 31 December 2020

Total Headcount by Region

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<thead>
<tr>
<th></th>
<th>EMEA</th>
<th>North America</th>
<th>APAC</th>
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<tbody>
<tr>
<td>2017</td>
<td>2,103</td>
<td>1,072</td>
<td>172</td>
</tr>
<tr>
<td>2018</td>
<td>2,038</td>
<td>1,047</td>
<td>172</td>
</tr>
<tr>
<td>2019</td>
<td>2,039</td>
<td>1,069</td>
<td>181</td>
</tr>
<tr>
<td>2020</td>
<td>2,053</td>
<td>1,040</td>
<td>189</td>
</tr>
</tbody>
</table>

Ethnic Diversity in Workplace

Note: This data was only captured in the US prior to 2020.

Gender Diversity in Workplace
Closing the Gender Pay Gap

Pay and Bonus Gaps Show Slow but Steady Improvement

Our gender pay gap has improved year over year, albeit slightly, as we continue to be challenged by a gender imbalance in our highest-paying positions. We are focused and determined to create a diverse, inclusive and supportive workplace that values difference and the uniqueness in each of us. We are confident this commitment will help us to address some of the issues underlying our gender imbalance.

The year-on-year improvement in our pay and bonus gaps can be attributed to, respectively:

- Increased representation of women in our higher-paid positions, with success in replacement hiring for senior roles. This has led to both a lower average rate of pay for men and increased average rate for women.
- More women in our higher-paid positions, coupled with changes in variable compensation for our portfolio manager population reduced our bonus gap. The compensation for this mostly male population is closely linked to the performance of the funds they manage and is particularly variable year on year.

UK Gender Pay Gap

1) Pay gap and bonus gap – both mean and median:

<table>
<thead>
<tr>
<th></th>
<th>2020 MEAN</th>
<th>2020 MEDIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay</td>
<td>22.6%</td>
<td>24.6%</td>
</tr>
<tr>
<td>Bonus</td>
<td>73.9%</td>
<td>35.6%</td>
</tr>
</tbody>
</table>

2) Proportion of men and women receiving bonuses:

<table>
<thead>
<tr>
<th></th>
<th>ALL EMPLOYEES</th>
<th>ELIGIBLE* EMPLOYEES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>88.6%</td>
<td>95.6%</td>
</tr>
<tr>
<td>Men</td>
<td>85.4%</td>
<td>94.0%</td>
</tr>
</tbody>
</table>

*Per JHI policy, permanent employees and fixed term contractors hired before 1st October 2019 are regarded as bonus eligible.

3) Proportion of men and women by pay quartile:

<table>
<thead>
<tr>
<th></th>
<th>LOW QUARTILE</th>
<th>3RD QUARTILE</th>
<th>2ND QUARTILE</th>
<th>HIGH QUARTILE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>47%</td>
<td>49%</td>
<td>41%</td>
<td>22%</td>
</tr>
<tr>
<td>Men</td>
<td>53%</td>
<td>51%</td>
<td>59%</td>
<td>78%</td>
</tr>
</tbody>
</table>

Note: Annual gender pay gap reporting for UK-based employees is a regulatory requirement.

Key Messaging

- We make a genuine effort to ensure our managers identify and mitigate their own biases and provide high-quality data and information when the most important pay decisions are made: such as time of hire, when career progression or promotions occur, and each year during the annual pay round.
- All hiring managers are provided with a diversity scorecard to ensure they understand the gender and cultural diversity within their organisation.
- We ensure competitive offers to new joiners based on their unique skills and experience, specific qualifications required for the position and market data.
- We benchmark positions annually to stay abreast of changing market information and carefully evaluate compensation as careers progress and when promotions occur to keep pay competitive over time.
- Pay is reviewed within an overall framework of meritocracy, which is central to our performance-driven firm; gender analytics also are integral to this process. We review these in advance of the annual pay round and again during calibration to create awareness and discover any unintended results in real time.
- At this time, men and women are similarly positioned relative to market benchmarks, and in some cases, the market position for women exceeds their male counterparts.
Global Gender Pay Gap

<table>
<thead>
<tr>
<th></th>
<th>MEAN</th>
<th>MEDIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay Gap</td>
<td>26.3%</td>
<td>28.6%</td>
</tr>
<tr>
<td>Bonus Gap</td>
<td>76.3%</td>
<td>35.7%</td>
</tr>
</tbody>
</table>

UK Year-Over-Year Comparison

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay Gap</td>
<td>2018: 30.6%</td>
<td>2019: 34.0%</td>
</tr>
<tr>
<td>Bonus Gap</td>
<td>2018: 84.6%</td>
<td>2019: 76.9%</td>
</tr>
</tbody>
</table>

Definitions

The gender pay gap is a measure of the difference in the average pay of women and men regardless of the nature of their work. It is different from an equal pay comparison, which would involve directly comparing the pay of two or more people who do the same, similar or equivalent work.

- ‘Pay Gap’ is the difference in ‘ordinary earnings’ (e.g. base salary) between men and women, expressed as a percentage of men’s earnings. This is measured during a single pay period covering April 2020.
- ‘Bonus Gap’ is the difference in annual variable pay (e.g. cash bonuses) between men and women, expressed as a percentage of men’s variable pay, including the cash element of annual variable pay, share vesting, and commissions. This is measured over a full year (April 2019 – March 2020).
Health & Well-Being

We strive to promote the health and well-being of our employees and their families by focusing on five interconnected elements within a well-being framework: Career, Financial, Mental, Physical and Social.

Our mission is to improve the well-being of our employees by raising awareness and providing various resources and programmes that enable employees to consider adopting a healthier lifestyle.

2020 Accomplishments

- Every Wednesday in July was dedicated to employee well-being where colleagues globally were invited to attend virtual webinars and explore a host of resources being offered in support of social, physical and mental health, with more than 1,000 employees taking part.
- launched the Well-Being Hub with resources from our supplier partners to support employee well-being during challenging times.
- Rolled out a global mental health training programme for managers to provide a framework for having safe, supportive conversations whilst at work.
- Enhanced the UK Medical Plan which included mental health treatment covered in full, a complimentary family mental health help line and telemedicine service.
- Introduced a COVID-19 life event under the UK Bupa Dental Plan which has enabled employees to reduce their premiums during lockdown and increase once dentistry was resumed.
- Enhancements made to the US Medical Plan to cover all testing and treatment of COVID-19 through the end of 2020.
- Committed to cover all costs associated with our US telemedicine provider MDLIVE. This included covering costs for all medical services, as well as mental health services.
- Enhancements made to some of our Asia healthcare plans which include testing for COVID-19 and telemedicine services.

This is Me Mental Health Campaign 2020

The current pandemic is negatively affecting many people’s mental health, and for existing mental health problems, new barriers have been created. Prioritising mental health has never been more critical.

Observing World Mental Health Day (10 October): for the third consecutive year, we launched This is Me – a pioneering campaign which aims to reduce the stigma and dispel myths around mental health in the workplace.

- The campaign provides a platform for employees who have experienced mental health issues to share their stories with others through video storytelling.
- The videos showcased during the year featured high-profile sportspeople and our very own mental health champions who shared their experiences and thoughts about mental health. As part of the campaign, employees globally continue to be trained as Mental Health Champions to serve as impartial listeners and help colleagues connect to mental health support in their area.
- In honour of the This is Me campaign for 2020, we built a ‘Be Kind to Your Mind’ Library where employees were invited to take part in activities with things to do, read, watch and listen to, including live webinars on resilience, cultivating positive thinking and mental health training. Employees were also invited to wear a green ribbon as a sign of solidarity and support for mental health.
Providing Opportunities that Matter

Talent Acquisition

Building upon our 2020 theme of Diversifying Diversity and living true to our Employee Value Proposition, our Talent Acquisition team is committed to broadening the talent pools at all levels. In 2020, they focused on creating more opportunities in the investment management industry for young people from different backgrounds, sourcing talents through new partners, creating hiring manager curriculum and actively communicating new career opportunities to our existing employees.

Entry-Level Talent Programmes

As we reflect on 2020, it was a unique year for our entry-level programmes, yet we continued to invest in them. Rather than assessing academic qualifications, candidates were recruited based on their drive to succeed, desire to learn and willingness to take on a new challenge in a remote working environment.

Internships

- 15 virtual internships were offered globally
- 33% of interns were converted to long-term roles

In addition to our existing programmes we also created a new partnership with #100Black Interns. As an early adopter of this programme, we are committed to joining forces with other UK investment management companies to give meaningful opportunities to young, university-educated Black people trying to break into careers in investment management.

Trainee Programme

The Janus Henderson Trainee Programme focuses on lifting barriers to employment opportunities by providing individuals access to career paths within asset management. Traditional barriers relating to previous experience, subjects studied, grades achieved, school/university attended are removed and we work diligently to hire trainees who are school leavers and encourage graduates with any degree from any university to apply for the career opportunities through the programme. The scheme focuses on what individuals can achieve going forward, rather than what they achieved in their past and as a way to attract a diverse group of young professionals into the industry.

We did not offer the trainee programme in 2020 but focused our efforts on converting the 2019 trainees into long-term roles.
- 88% of the 2019 UK trainees have been converted to fixed term contractors or made permanent employees.
- 66% of the 2019 US trainees have been converted to permanent employees.
Promoting From Within

We also used the year to identify new ways to promote our open roles internally. We actively posted open roles in our company newsletter and internal and external social media channels. As a result, in 2020, 20% of our open roles were filled with an internal candidate.

Talent Development

Our Talent Development Team is committed to creating an environment that enables everyone to maximise their potential. Their dedication aligns with our Employee Value of Opportunity. As the team monitored the COVID-19 outbreak, they worked diligently to support the ambitions of our employees by offering online resources through the Virtual Development Centre. The resources included online trainings, pre-recorded webinars, and virtual development materials. Courses included: Leadership Academy, Mentoring Schemes, Presence and Impact in a Virtual World and many more.

Staying Connected

Physical distancing and remote working couldn’t stop Janus Henderson colleagues from connecting in meaningful ways. While events as we once knew them were put on hold, employees engaged in other ways to share a cup of coffee, compete in a friendly trivia competition or check in on each other virtually.

Coffee with Colleagues

One of the new programmes that came out of the pandemic was Coffee with Colleagues. In response to the lack of social events and desire to have a casual conversation with others, Coffee with Colleagues was developed. Each week, participants from around the globe are randomly matched for a 30-minute casual conversation. Participants have connected over morning coffee, afternoon tea or happy hour!

Virtual Trivia

Just in time for the December holidays, employees gathered virtually for a fun competition to test their knowledge on a variety of topics from global holiday traditions and customs to pop culture.

“\nsaid, "I thought I knew lots of folks in the organisation given my role and tenure, however, I’ve made so many new acquaintances through the Coffee with Colleagues programme! Really appreciate it!"

NANCY WHITE
GLOBAL HEAD OF INTERNAL AUDIT

2020 Impact Report | 25
Community Relations

We believe it’s important for our employees to be actively engaged in the global community in which we operate. Such service builds an employee culture that attracts and retains the best talent, serves the communities most in need and extends the Janus Henderson brand. Community involvement is deeply rooted in our company’s values. Through financial donations, service projects and paid volunteer hours, employees are able to positively engage in the areas where we work and live, strengthening our communities and cultivating meaningful partnerships. A recurring theme of 2020 was, ‘How can we help?’ and, ‘What can we do?’ Most of our traditional philanthropic efforts – bike builds, community projects, serving meals at the soup kitchen, teaching students financial literacy in the classroom – were paused, but that didn’t stop employees from thinking about others and getting creative to make a big impact for individuals and charities so deeply impacted by COVID-19. Although our employee volunteer hours decreased compared to previous years, we saw an increase in financial contributions to charities, with the help of The Janus Henderson Foundation. Those words, ‘How can we help?’ turned into action and made a difference in ways we had never imagined.

2.6 Challenge and COVID-19 Matching Programme

Since the Foundation’s inception in 2017, hundreds of thousands of dollars have been raised for worthy causes in the communities. In May, a Foundation milestone was reached when the 2.6 Challenge and COVID-19 Matching Programme raised $160,000 for charities across the world with just over $106,000 of that coming from the Foundation in the form of matched donations. This was the most successful employee giving campaign in its history. This was in addition to the amount the Foundation had given to COVID-19 Relief Efforts.

For 2020, the 40th London Marathon, the world’s biggest one-day annual fundraising event, was cancelled, but Janus Henderson employees jumped in to fill the void through the 2.6 Challenge. Employees were invited to take part in an activity based around the number 26 or 2.6. Any funds raised by employees were matched by the Foundation.
Holiday Giving

Through our Season of Giving campaign, employees helped bring holiday cheer to those in need. While most of the shopping took place online, presents were purchased and delivered to local charities and then distributed to families in need. There was also a unique and unexpected spin on our Season of Giving. The traditional all-employee holiday parties were cancelled, but funds were set aside for smaller virtual celebrations and gifts. Many employees donated their allotted funds to charity. In total, over $61,000 was donated to 52 unique charities around the world.

“Thanks to Janus Henderson’s generous gift we’ve been able to open up our apprenticeships and the learning and development opportunities they bring to more people than ever. This is especially important for us in improving our diversity and inclusion and getting our people ready for the next step in their careers. We’re using the levy funding gift for employees to take part in apprenticeships in project management and in senior leadership. We want to see more people from under-represented groups in senior leadership at Teach First and elsewhere. We’re confident that being able to fund those from under-represented groups to take on an MSc in Senior Leadership through a renowned provider like Cranfield University not only means we’ll see more diversity in our future leadership, but more immediately in our actions and decisions as we also learn from those on the apprenticeships.”

Kate Wiggins, Head of Employee Experience and Development, Teach First
Through the Janus Henderson Foundation we are able to invest in educational programmes that will make a positive impact on future generations around the world as well as support the passions of our people. Janus Henderson is committed to being a responsible partner and will continue to explore ways in which we can better our communities through responsible social investing practices. The year was challenging but our support remained the same – we continued to invest in children and educational programmes that will help them reach their full potential. We proactively provided grants for local school food security programmes and continued to fulfill our multi-year grant commitments by allowing charities to repurpose restricted funding to deal with the impacts of COVID-19. We addressed the long-term impact by making donations to organisations working to find a vaccine. We are determined to make life and lives better through our philanthropic efforts.

Denver Scholarship Foundation

The Denver Scholarship Foundation (DSF) inspires and empowers Denver Public Schools (DPS) students to enroll in and graduate from postsecondary institutions of higher education, by providing the tools, knowledge, and financial resource essentials for success.

Founded in 2006 to address the wide recognition that DPS students face multiple barriers to enrolling into postsecondary education and completing a degree or certificate, DSF began with a pilot programme in three Denver high schools, and by 2009, expanded throughout the school district. Today, DSF serves 22 DPS schools through 14 on-site DSF Future Centres, and partners with 31 post-secondary education institutions in Colorado. The demographics of the DSF Scholars are among the most under-represented in college, with 88% first in their families to pursue a postsecondary education. All are from low-income households, and 90.5% are racial or ethnically diverse students. In 2020, we partnered with DSF to create the Janus Henderson Scholarship. The needs-based scholarship established by Janus Henderson was awarded to seven Denver Public Schools students that met the following criteria:

- First-generation college student
- Pursuing a degree or certification in STEM, Business, Economics, Accounting, Marketing, Communication and/or Journalism
In partnership with 31 Colorado colleges and universities, the scholarship recipients are receiving additional academic, financial, and social support to help them persist and graduate while preparing for the workforce. Denver Scholarship Foundation is committed to ensuring students can access these necessary resources and maintain forward momentum. They are also collaborating with their college partners to provide caring support and flexible solutions for the scholars as they adjust during this time of unprecedented disruption. Last year, DSF provided direct support to 3,249 high school seniors (74% of all DPS seniors) and awarded 1,779 scholarships to esteemed and deserving Scholars in Denver. We will continue to support DSF and the DSF scholars in 2021 to ensure students have access to pursue their dreams and aspirations at a postsecondary institution.

**Junior Achievement**

Janus Henderson has made a multi-year commitment to Junior Achievement to redesign the JA Titan Programme. JA Titan is a simulation-based programme in which high school students compete as business CEOs in the telecomm industry, experiencing firsthand how an organisation evaluates alternatives, makes decisions, analyses the outcomes of those decisions, and then strategises what to do next. With a focus on financial literacy and insights into the workforce, JA Titan brings business economics to life. As students work in teams, or on their own, to make financial decisions about production, marketing, research and development (R&D), and corporate social responsibility (CSR), they begin to see how every choice made in an organisation relates to its future success.

‘JA Titan has been a popular JA educational offering for many years, but this is a newly reimagined version,’ said Jack E. Kosakowski, President and CEO of Junior Achievement USA. ‘We anticipate the new design-based approach made possible with the support of Janus Henderson will make JA Titan especially compelling to today’s ‘digital natives’ who we had in mind when we redeveloped it.’

JA Titan is offered in a variety of delivery models to accommodate different learning formats being used by educators this school year. The launch of the programme in 2020 and the flexibility of the design has allowed teachers and opportunity to utilize the curriculum to enhance the current alternative learning environment.

In 2020, we reached 4,869 students in 389 classrooms in the US, but we look forward to sharing the results of the global implementation in the coming years.

“I’ve been doing the Titan for the last six years and JA has really outdone themselves with the new platform this year. The changes they’ve made have been outstanding and that is an understatement! My students have done the simulation this year numerous times and are really excited to compete with other schools. Any time students are excited is a good thing! We have practiced as individuals and are waiting for the option to have teams. The kids enjoy it immensely and are always asking to play if we have free time. It’s a great team-building activity and can also be integrated into many curriculums such as math, business, accounting and even history. I cannot recommend this enough.”

Messalonskee High School Educator (Oakland, ME)
Charity Challenge

Our annual Charity Challenge went virtual in 2020. This global competition that enables employees to seek funding from the Janus Henderson Foundation for a charity of their choice channeled more than $204,000 to employee-sponsored nonprofit organisations. Here’s the impact the top three winners made in 2020.

Food For Thought – Grand Prize Winner – USD $75,000

As a winner of the 2020 Charity Challenge, Food for Thought strives to eliminate weekend hunger for children in the Denver Metro Area by providing food PowerSacks for the weekend. They believe that no child should go hungry. Each PowerSack has 10-15 items, enough to feed a family of four two meals. Each week, hundreds of volunteers help pack and deliver PowerSacks to the schools served across Denver. Because every student is given a PowerSack, many of the barriers that traditionally interfere with distribution are removed. Food For Thought started in 2012 in two schools. Now, more than 53 schools are provided PowerSacks every weekend during the school year.

“I’m also happy to report that we’ve been able to successfully create a completely volunteer-driven model with no overhead draw from our donor funds. As a result, we can promise you that we will mobilize every single dollar of your award toward food purchases and food purchases only. At $5.00 per PowerSack you have enabled 15,000 bags containing over 120,000 meals to be enjoyed by food insecure kids and their families.

A company like Janus Henderson, who not only provides financial backing but a boots on the ground volunteer commitment, is the perfect example of compassionate community-based corporate responsibility. We are grateful beyond words.”

Robert Bell, Founder, Food for Thought Denver
Children’s Cancer Foundation – First Runner Up
$40,000 (USD)

Children’s Cancer Foundation (CCF) is a social service agency with a mission to improve the quality of life of children with cancer and their families and children impacted by cancer through enhancing their emotional, social and medical well-being. The Foundation helps doctors improve the survival rate of children with cancer through sponsorship of drugs, research and clinical/diagnostic tests.

Amid the COVID-19 pandemic, the Charity Challenge funding came at the most opportune time. Their team did not stop their services but took extra precautions when providing necessary services at the patients’ home and relied more on video chats to stay in touch with bereaved parents. They also held an online symposium advocating the importance of children’s palliative care with over 1,000 global participants. The team served 89 cases in 2020 and more than 450 persons benefited from their specialised palliative home care service. Over the years, CCF has helped more than 3,100 children and their families at different stages of the illness and recovery.

British Lung Foundation – Second Runner Up
$25,000 (USD)

British Lung Foundation is dedicated to ensuring that one day everyone breathes clean air with healthy lungs. With over 30 years of experience, research is at the heart of what they do. Thanks to the Janus Henderson Foundation, British Lung Foundation is supporting research into a devastating lung condition: Idiopathic Pulmonary Fibrosis (IPF). IPF causes build-up of thick scar tissue in the lungs which makes breathing increasingly difficult. Idiopathic means ‘of causes unknown’.

The British Lung Foundation launched their IPF research grant round in December 2020. They support and work with some of the best scientists and healthcare professionals in the world who work to solve the challenges posed by all lung conditions including COVID-19 and IPF.

The pandemic has highlighted the importance of lung health. COVID-19 can cause respiratory problems for anyone, but people with existing lung conditions such as IPF are at a higher risk of developing critical symptoms of coronavirus.
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