

JANUS HENDERSON INVESTORS US LLC

Brochure

March 29, 2022

151 Detroit Street
Denver, CO 80206
800.624.5906
www.janushenderson.com

This Brochure provides information about Janus Henderson Investors US LLC (“JHIUS”) qualifications and business practices for JHIUS’s advisory clients. The information in this Brochure has not been approved or verified by the United States Securities and Exchange Commission (“SEC”), any state securities authority or any non-U.S. regulatory authority. If you have any questions about the contents of this Brochure, please contact us at 303.333.3863. Additional information about JHIUS is also available on the SEC’s website at www.adviserinfo.sec.gov.

Throughout this Brochure and related materials, JHIUS may refer to itself as “registered” or a “registered investment adviser.” These references do not imply, and are not intended to imply, JHIUS possesses a certain level of skill or training.

Item 2 – Material Changes

This Brochure replaces the brochures dated March 31, 2021 and January 3, 2022. We updated, corrected and expanded certain information to help you better understand our firm, our industry affiliations, our investment strategies and their material risks, our fees and account expenses, our brokerage practices, our limited offering allocation practices and our proxy voting practices, as well as the conflicts of interest they may present and the controls we've implemented to mitigate those conflicts. Although there have been clarifying, simplifying and updating edits throughout the Brochure, the edits primarily have occurred in the following sections:

Item 4 – Advisory Business has been updated to reflect our name change from Janus Capital Management LLC to Janus Henderson Investors US LLC as well as provide additional details regarding our participation in “Model Programs.”

Item 6 – Performance-Based Fees and Side-by-Side Management has been updated to provide more details on controls in place to mitigating conflicts of interest arising from use of performance-based fees.

Item 8 – Methods of Analysis, Investment Strategies and Risk of Loss has been updated to align with current methods of analysis and strategy offerings, including material risks related to certain strategies.

Item 10 – Other Financial Industry Activities and Affiliations has been updated to align with relevant affiliation and organizational changes, including the the renaming of certain advisory affiliates. In addition, it has been updated to reflect Janus Henderson Group plc's strategic decision to sell Intech Investment Management LLC.

Item 12 – Brokerage Practices has been updated to provide updated information regarding the process for allocating limited offerings among eligible accounts, including the use of a dual book indication process.

Item 17 – Voting Client Securities has been updated to provide more information on how and when pre-populated and/or automatic voting is used by JHIUS as well as how voting in certain accounts occurs, including those which do not conduct fundamental research.

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¹ The SEC requires advisers to use a certain format and include certain items in their brochure. We have therefore included those items and indicated where they are not applicable.

Item 4 – Advisory Business

JHIUS² is an indirect, wholly-owned subsidiary of Janus Henderson Group plc (“Janus Henderson Group”). Janus Henderson Group is a dually-listed, publicly-traded company (NYSE:JHG and ASX:JHG) conducting business as Janus Henderson Investors. Janus Henderson Group is responsible for the strategic direction of its subsidiaries. More information about certain financial industry affiliations of JHIUS is described in *Item 10 – Other Financial Industry Activities and Affiliations*.

JHIUS offers equity, fixed income, sustainable, multi-asset and alternative investment strategies. JHIUS believes its depth of research, knowledgeable portfolio managers and analysts, willingness to make concentrated investments based on its insights and innovations, and commitment to delivering strong, long-term results for its investors are what differentiate it from its competitors. As of December 31, 2021, JHIUS had \$269,270,176,628 in regulatory assets under management on a discretionary basis and \$0 in assets under management on a non-discretionary basis.

JHIUS, through its predecessors, has provided investment management services since 1969 and has been registered with the SEC since 1978. Over the last several years, JHIUS has expanded its business to become a more diversified manager with increased investment product offerings and distribution capabilities. Investment products are distributed through three primary channels: retail intermediary, institutional and international. Each distribution channel focuses on specific investor groups and the unique requirements of each group.

JHIUS has offices in Denver, Colorado; Newport Beach, California; Darien, Connecticut; Chicago, Illinois and Boston, Massachusetts. Janus Henderson Group has a broader global footprint with additional offices in Amsterdam, Brisbane, Dubai, Edinburgh, Frankfurt, Geneva, Hong Kong, London, Luxembourg, Madrid, Melbourne, Milan, Paris, Singapore, Sydney, Taipei, Tokyo and Zurich. In addition to offering its own proprietary investment strategies, JHIUS offers investment strategies through other affiliates within the Janus Henderson Group, including using participating affiliate arrangements. As described in greater detail under *Item 10 – Other Financial Industry Activities and Affiliations*, affiliates of JHIUS may provide services to clients of JHIUS through participating affiliate arrangements, delegations, and cross-services agreements.

JHIUS provides investment management services, as an investment adviser or sub-adviser, to U.S. and non-U.S. institutional and individual clients and investors through the following types of products:

- U.S. mutual funds and exchange-traded funds (“ETFs”), registered under the Investment Company Act of 1940, as amended (the “1940 Act”) (“Investment Companies”),
- non-U.S. domiciled mutual funds, trusts or similar entities (“non-U.S. Funds”),
- private investment funds, including hedge funds, offered pursuant to Regulation D of the Securities Act of 1933, as amended (the “Securities Act”), and excluded from the investment company definition under either Section 3(c)(1) or 3(c)(7) of the 1940 Act (“Private Investment Funds”),
- individual and institutional separate accounts (“Separate Accounts”),
- separately-managed account wrap programs (“Wrap Fee Programs”) offered by unaffiliated investment advisers or broker-dealers (“Sponsors”),
- collective investment trusts (“CITs”), and
- other proprietary accounts.

In this Brochure, we refer to Investment Companies, non-U.S. Funds, Private Investment Funds and CITs collectively as “Funds”, to our proprietary Funds as “Sponsored Funds” and to our non-proprietary Funds as “non-Sponsored Funds”. Except for certain Wrap Fee Programs discussed below, when JHIUS serves as investment adviser, it enters into a written investment management agreement with each of its advisory clients. Investors in Funds do not generally enter into investment management agreements with JHIUS and are not considered advisory clients. With respect to any Fund, this Brochure is qualified in its entirety by the Fund’s

² As part of a broader alignment and branding exercise, JHIUS changed its legal name from Janus Capital Management LLC to Janus Henderson Investors US LLC, effective January 3, 2022. There are no accompanying changes in structure, ownership or management for JHIUS.

offering memorandum, operating or limited partnership agreement, prospectus, statement of additional information or similar disclosure and governing documents (collectively, the “offering documents”).

Investment management agreements include provisions related to each client’s management fees, investment strategy, investment guidelines, termination rights, proxy voting and sub-adviser, if applicable. If a client chooses a strategy offered through a participating affiliate arrangement, the affiliate will generally be responsible for the day-to-day management of the client’s investment portfolio, proxy voting and other related activities. JHIUS’s standard investment management contract generally permits either party to terminate the contract at the end of any month following 30 days written notice or 60 days for non-Sponsored Funds. Upon termination, clients are billed only for the pro-rata portion of the management period. Clients do not pay a termination fee.

When JHIUS serves as sub-adviser, including to its affiliates, it enters into a sub-advisory agreement with the investment adviser and/or the client. Sub-advisory agreements typically include information related to JHIUS’s sub-advisory fee, investment strategy, investment guidelines, termination rights and proxy voting. The investment adviser also separately enters into an investment management agreement with the end client.

JHIUS partners with Separate Account clients, non-Sponsored Funds and, in limited circumstances, Wrap Fee Program clients, to tailor investment services to clients’ specific needs. Generally, clients may impose restrictions on investing in certain issuers or industries (e.g., excluding tobacco companies from a portfolio), sectors, geographic regions, asset classes, instrument types or concentrations. JHIUS works with clients to determine the feasibility of monitoring proposed requirements, restrictions and limitations. For example, JHIUS will assess proposed sustainable and/or socially responsible investment guidelines to determine if a third-party provider can provide acceptable permitted and restricted lists or data to generate such lists. Investors who participate in pooled investment vehicles such as the Funds may not generally tailor investment guidelines. Clients who restrict their investment portfolios may experience potentially worse or better performance results than clients with unrestricted portfolios even for clients with similar objectives. JHIUS reserves the right to reject or terminate any account that seeks restrictions which JHIUS is unable to implement or which may fundamentally alter the investment objective of the strategy selected by the client.

JHIUS does not offer traditional financial planning services; however, JHIUS does provide a range of free, interactive tools and calculators online at www.janushenderson.com. These tools and calculators are designed to educate and assist a user in making financial decisions.

Wrap Fee Programs

JHIUS offers certain of its investment strategies through its participation in three different types of Wrap Fee Programs:

“Single Contract Programs” in which JHIUS enters into a contract with a Sponsor to provide discretionary advisory services to the Sponsor’s clients,

“Dual Contract Programs” in which JHIUS enters into a contract directly with the client to provide discretionary advisory services to the client, and the client enters into a separate contract with the Sponsor, custodian and other service providers, and

“Model Programs” in which JHIUS generally enters into a contract with the Sponsor to provide non-discretionary advisory services to the Sponsor or overlay manager who retains the ultimate authority to execute investment transactions on behalf of plan participants. In most Model Programs, JHIUS treats the Sponsor or overlay manager as its client rather than the plan participants.³ As of December 31,

³ In certain instances, JHIUS may be contractually deemed to have investment discretion under the Model Program. In those circumstances, JHIUS treats the plan participants as clients and counts assets attributable to those plan participants in its regulatory assets under management. Nonetheless, JHIUS still relies on the Sponsor or overlay manager to execute trades or achieve best execution on behalf of plan participants.

2021, JHIUS provided model portfolios to Sponsors or overlay managers with respect to approximately \$4,258,235,709 billion in assets.⁴

In Single and Dual Contract Programs, Sponsors introduce clients to JHIUS and generally provide clients a package of services which may include any or all of the following: discretionary investment management, trade execution, account custody, performance monitoring and manager evaluation. Sponsors receive a fee (“Wrap Fee”) from clients for providing this package of services, and JHIUS receives a portion of the Wrap Fee from the Sponsor for its investment management services. Sponsors typically:

- assist clients in defining their investment objectives based on information provided by the clients,
- determine whether the given Wrap Fee Program is suitable for each client,
- aid in the selection and monitoring of investment advisers (whether JHIUS or another adviser) to manage accounts (or a portion of account assets), and
- periodically contact clients to ascertain whether there have been any changes in clients’ financial circumstances or objectives that warrant changes in the arrangement or the manner in which clients’ assets are managed.

JHIUS generally receives client information through Sponsors and relies on Sponsors to forward current and accurate client information on a timely basis to assist in JHIUS’s day-to-day management of clients’ accounts. Single and Dual Contract Program clients may also contact JHIUS directly concerning their accounts.

In Model Programs, JHIUS generally provides Sponsors or overlay managers with initial model portfolios at the inception of the arrangement and then provides updates of the model portfolio on a regular basis as part of JHIUS’s trade rotation procedures or at such other intervals agreed to by JHIUS and the Sponsor. See *Item 12 – Brokerage Practices* for more information on trade rotation. In these programs, Sponsors or overlay managers have investment discretion to accept, reject or modify JHIUS’s trade recommendations and apply them to their clients’ accounts. Generally, investors in Model Programs do not have direct access to JHIUS.

JHIUS typically pays Sponsors fees or charges related to the setup and maintenance of a model portfolio on a Sponsor’s platform and, in certain circumstances, for the provision of data package(s) from the Sponsor. JHIUS also pays certain Sponsors fees based on assets invested in a JHIUS model portfolio, offsetting certain fees and charges otherwise payable by third party advisers utilizing the model portfolio.

Clients investing in Wrap Fee Programs generally may invest in JHIUS strategies with lower account minimums than other account types; however, Wrap Fee Programs may not be suitable for every client. Suitability depends on a number of factors, including the applicable Wrap Fee, account size, anticipated account trading activity, objectives, needs and circumstances, and the value of the various services provided. Clients should consult with their Sponsor to determine whether investing through a Wrap Fee Program is suitable for them. JHIUS’s suitability responsibility is limited to ensuring that investments chosen for an account are appropriate in light of the investment strategy selected by a client or the Sponsor. Smaller Wrap Fee Program accounts may not receive or be able to fully implement all of JHIUS’s investment recommendations for a particular strategy depending on the price of securities and the size of the account. JHIUS may also be restricted from investing in certain securities due to operational constraints or limitations set by the Sponsor.

Clients investing in Wrap Fee Programs should receive a brochure from the Sponsor detailing all aspects of the Wrap Fee Program prior to selecting JHIUS as an investment manager. Clients should review program documentation carefully and discuss with their financial adviser whether these programs, and JHIUS’s strategies, are appropriate for their investment needs and circumstances.

Item 5 – Fees and Compensation

JHIUS typically charges fees based on the market value of a client’s assets under management; although, JHIUS may instead charge fees based on the notional value of the client’s portfolio when appropriate to the

⁴ Since JHIUS generally does not have investment discretion or trading responsibility for these assets, they are not included in JHIUS’s regulatory assets under management provided above and in its Form ADV Part 1A.

strategy. Fee breakpoints may be available for certain strategies and product types. Subject to client agreement, JHIUS may also charge fees or receive allocations based on the performance achieved by a Fund or Separate Account over a specific time period. Clients who negotiate performance-based fees typically pay a lower base management fee. See *Item 6 – Performance-Based Fees and Side-By-Side Management* for more information about performance-based fees.

JHIUS's standard fee schedules vary based on a number of factors, including but not limited to, the portfolio manager, investment vehicle, strategy, degree of servicing required and marketplace conditions. JHIUS's standard fee schedules, which are subject to change and may be negotiated, are described in Appendix A. Existing clients may have different fee arrangements from those described in Appendix A. The specific fee schedule and structure will be set out in the investment management agreement and agreed between JHIUS and the client. As investment management fees are generally negotiable, certain clients may pay more or less than other clients for the same or similar services.

JHIUS, in its sole discretion, may charge management and/or performance fees lower than those outlined in Appendix A and/or waive the account minimums specified in Item 7 based on any factors JHIUS deems relevant, including but not limited to the account type, account size, account complexity, client type, client domicile, services provided and/or required, entirety of client relationship and any related accounts, anticipated future earning capacity, stage of investment and marketplace considerations. JHIUS, in its sole discretion, may also charge lower management and/or performance fees and/or waive account minimums for its affiliated persons and employees, including portfolio managers, and relatives of such persons. JHIUS may also charge lower management fees for accounts managed through Wrap Fee Programs or pursuant to other consulting or referral arrangements in which broker-dealers, investment advisers, trust companies and other providers of financial services typically provide clients with services that complement or supplement JHIUS's services. Assets from related accounts may be aggregated for fee calculation purposes where agreed in the investment management agreement and authorized by JHIUS's policies and procedures.

Subject to certain limitations and regulatory requirements, JHIUS or an affiliate may also enter into "side letter" agreements with certain investors in Private Investment Funds to provide more favorable investment terms to these investors than those described in a Fund's offering documents. These terms may include waiver or reduction in management fees and/or performance fees or allocations, special rights to make future investments or withdrawals and supplemental reporting.

JHIUS may be limited in its ability to negotiate fees due, in part, to provisions in certain client contracts that require that the client receives the same or more favorable pricing provided to another client if they are similarly situated ("Most Favored Nation Provisions"). JHIUS generally considers clients to be similarly situated if, among other things, they are domiciled in the same country, are in the same investment vehicle managed as a component of the same investment composite, are of the same client type, require a similar level of client servicing and have a similar account size.

In addition to an investment management fee, clients generally incur operating and transaction fees, costs and expenses associated with maintaining their accounts imposed by custodians, brokers, futures commission merchants, prime brokers and other third parties. Examples of these charges include but are not limited to custodial fees, margin, deferred sales charges, "mark-ups" and "mark-downs" on trades, odd-lot differentials, transfer taxes, handling charges, exchange fees (including foreign currency exchange fees), interest to cover short positions, wire transfer fees, electronic fund fees, conversion fees for American Depository Receipts ("ADRs") and other fees and taxes on brokerage accounts and securities transactions. JHIUS does not generally receive any portion of these commissions, charges, fees or costs.⁵ JHIUS may, in its discretion, reimburse certain accounts for certain third-party fees, charges or costs, including but not limited to overdraft fees, in specified circumstances.

In Single Contract and Model Programs, clients receive and pay for a package of services through a Wrap Fee which generally covers one or more of the following fees: program fee, custodial fee, trading expenses and an investment management fee. The Wrap Fee, which is agreed between the client and the Sponsor, varies by

⁵ See, however, *Item 12 – Brokerage Practices* for more information about commission credits and conversion fees for ADRs.

program and Sponsor and may be 3.0% or more. In Single Contract Programs, clients pay program fees to the Sponsor, and the Sponsor pays an investment management fee to JHIUS. In Dual Contract Programs, Clients pay the investment management fee to JHIUS and the remainder of the program fees to their Sponsors. Clients who participate in Wrap Fee Programs should be aware that services similar or comparable to those provided to them as a participant in a Wrap Fee Program may be available at a lower aggregate cost elsewhere separately or on an unbundled basis.

In certain circumstances, Single and Dual Contract Program clients may be charged fees, commissions or expenses in addition to their bundled fee. For example, if a Sponsor or another broker-dealer executes a trade as a principal, the client will pay “mark-ups” and “mark-downs” on these trades. Sponsors typically receive no commissions from trades effected on an agency basis and, as a result, may have an incentive to effect trades as a principal in order to obtain “mark-ups” and “mark-downs.” Single and Dual Contract Program clients also may pay other fees and/or commissions if JHIUS “trades away” or uses “step-out” transactions in trading on behalf of the client’s account and for offering concessions and related fees for purchases of unit investment trusts, mutual funds and other public offerings of securities. See *Item 12 – Brokerage Practices* for more information about Wrap Fee Program trading issues and a discussion of trade away practices and step-out transactions.

Investors in the Funds pay expenses in addition to investment management fees and incentive allocations, if applicable. These expenses generally include administration, organizational, research and investment expenses, such as brokerage commissions, legal, line of credit, director, accounting, audit and other professional fees and expenses. These expenses are typically incorporated in the Fund’s share price or are allocated based on an investor’s pro-rata portion of the investment vehicle. For additional detail on these fees and expenses, please refer to a Fund’s offering documents. See *Item 10 – Other Financial Industry Activities and Affiliations* for information about compensation JHIUS may receive from the Funds.

Except as described below, JHIUS generally invoices clients on a monthly, quarterly or semi-annual basis in arrears for its investment management fees. In any partial billing period, JHIUS prorates fees based on the number of days an account is open. If a client requests that JHIUS automatically deduct management fees from its accounts, JHIUS will bill the client’s custodian directly in accordance with Rule 206(4)-2 (the “Custody Rule”) under the Investment Advisers Act of 1940, as amended (the “Advisers Act”). Where JHIUS acts as a sub-adviser, JHIUS will receive a portion of the management fee the end clients pay to the adviser; these clients do not pay any fees, commissions or expenses directly to JHIUS. Where JHIUS engages a sub-adviser, JHIUS will pay the sub-adviser a portion of the management fee that clients pay to JHIUS; these clients do not pay any fees, commissions or expenses directly to sub-advisers.

Clients invested in Dual Contract Programs typically pay JHIUS’s investment management fees in advance on a quarterly basis. JHIUS generally also receives payment in advance on a monthly, quarterly or other agreed upon basis with respect to certain Single Contract and Model Programs. To the extent JHIUS receives fees in advance, all accounts that terminate before the end of a billing period receive a refund for the pro-rata portion of the fee attributable to the remaining time in the billing period after the effective date of the termination of the account. JHIUS calculates and refunds the unearned, prepaid fee directly to the client or to the Sponsor on the client’s behalf for Dual Contract Program clients. Sponsors calculate and administer refunds of the unearned, prepaid amount to Single Contract Program clients and Model Programs.

Management fees for certain Private Investment Funds are also paid quarterly in advance based on the value of each investor’s capital account after the close of business on the last day of the preceding quarter, adjusted for distributions and contributions. Management fees paid in advance will be refunded or rebated back to the investor if, during any quarter, an investor withdraws, JHIUS’s relationship terminates with the Fund or the Fund dissolves. Incentive allocations or performance fees for Private Investment Funds, if applicable, are generally paid annually in arrears, at the time an investor withdraws from the Fund or upon dissolution of the Fund.

JHIUS may invest client assets in Funds that charge fees described in the Funds’ offering documents. Client assets invested in these Funds may pay both the JHIUS investment management fee and the Funds’ fees and expenses. To the extent JHIUS invests client assets in Sponsored Funds, these assets generally will not be included as client assets for purposes of calculating or charging the client’s management fee. Neither JHIUS nor any of its related persons generally receives additional compensation on client assets that are invested in Sponsored Funds.

Item 6 – Performance-Based Fees and Side-by-Side Management

JHIUS has in place performance-based fee arrangements for certain products, such as Separate Accounts and certain Funds, including accounts subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). When another entity serves as general partner to Private Investment Funds and JHIUS is the investment adviser, that general partner accepts the performance-based fee from the Fund.

Performance-based fees are structured to comply with Rule 205-3 under the Advisers Act and, for ERISA accounts, relevant Department of Labor advisory opinions regarding the circumstances in which an investment manager may receive performance-based compensation. Accordingly, performance-based fees are charged only to “qualified clients” as that term is defined under Rule 205-3 of the Advisers Act. Performance-based fees for Separate Accounts typically consist of a base management fee plus an adjustment based on investment performance compared to an established benchmark index over a specified period. Performance-based fees paid by JHIUS’s Sponsored Funds typically consist of a base management fee plus or minus a performance fee adjustment as determined by the relative investment performance of the Fund to a specified benchmark index over a specified period.

The use of performance-based fees gives rise to certain conflicts of interest. JHIUS manages accounts with performance-based fees in the same locations, using the same systems and staffed with the same investment and support personnel, as accounts which do not have performance-based fees. Depending on the performance of accounts with performance-based fees, JHIUS or the general partner may obtain significantly higher fees from accounts with performance-based fee structures than from other accounts without performance-based fee structures. JHIUS, the general partner, portfolio managers and other investment personnel may therefore have incentives to favor the performance-based fee accounts over others. Further, a performance fee may create an incentive for JHIUS to make investments or undertake strategies in those accounts which are riskier than would be the case in the absence of a fee based on performance.

JHIUS believes that it has reasonable controls in place to mitigate these potential conflicts of interest. Janus Henderson has adopted Portfolio Management Procedures and a Trade Execution and Allocation Policy which prohibit front-running, trade sequencing and warehousing and otherwise require fair treatment of all accounts. Other controls include strategy assignments, trade rationales, allocation rationales, limited offering rationales, cross-trade rationales, reallocation rationales, trade aggregation and average pricing of aggregated trades, performance dispersion testing, risk and holdings dispersion testing, sequential trade testing, consistency of investment sentiment testing, trade and allocation rationale testing and periodic account reviews with portfolio managers, as well as monitoring of competing orders and securities held long and short.

JHIUS monitors side-by-side conflicts through its Side-by-Side Risk Committee, which includes representatives of Investment Risk, Financial Risk, Compliance and Operations. The Side-by-Side Risk Committee may take or require further action to investigate and resolve any potential unfair treatment of clients and investors. See *Item 12 – Brokerage Practices* for additional information about potential conflicts of interest and our brokerage, allocation and valuation policies and procedures. See also *Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading* for more information about JHIUS’s side-by-side management practices.

Item 7 – Types of Clients

JHIUS provides investment management services, as an investment adviser or sub-adviser, to pooled investment vehicles, such as Investment Companies, non-U.S. Funds, Undertakings for Collective Investments in Transferable Securities (“UCITS”) funds, Open End Investment Companies (“OEICs”), CITs and Private Investment Funds; Sponsors; pension, profit-sharing and Taft-Hartley plans; foundations; charitable organizations; endowments; individuals; guardians and custodians for individuals; high-net worth individuals; trusts; estates; individual retirement accounts; retirement plans for self-employed persons (e.g., Keogh plans); U.S. and non-U.S. federal, state or local government entities; sovereign-wealth funds; and other U.S. and non-U.S. institutions.

For new accounts, JHIUS generally requires:

- \$100,000 to establish a Single Contract Program account,
- \$1 million to establish a Dual Contract Program account,
- \$100,000 to \$20 million to invest in a Private Investment Fund,
- \$10 to \$100 million to establish a new Separate Account depending on the strategy, and
- \$50 million to establish a non-Sponsored Fund relationship.

As described in *Item 5 – Fees and Compensation*, JHIUS, in its sole discretion, may waive or reduce these requirements and reserves the right to decline any account which meets these requirements. JHIUS also reserves the right to close any account which falls below the minimum requirements to establish an account due to client activity or market movement. Smaller-sized accounts may not receive or be able to fully implement JHIUS's investment recommendations for a particular strategy depending on the price of securities and the size of the accounts.

Item 8 – Methods of Analysis, Investment Strategies and Risk of Loss

JHIUS, together with its participating affiliates, offers equity, fixed income, sustainable, multi-asset and alternative investment strategies, including but not limited to long-short portfolios. This section briefly summarizes JHIUS's significant investment strategies and methods of analysis. Investors in Funds will find additional information about strategies in the Funds' offering documents.

General Methods of Fundamental Analysis – Equity and Fixed Income

For its fundamental investment strategies, JHIUS seeks to add value versus benchmarks by actively pursuing alpha generation through its own intensive fundamental research. JHIUS strives to find companies possessing key investment criteria (as described below) through proprietary research that emphasizes contact with a company's management team, competitors, suppliers and consumers, as well as in-depth and ongoing financial modeling. This process is intended to help the firm uncover companies possessing misunderstood fundamentals and price dislocations, as well as rapidly growing companies for certain equity strategies.

Holdings are generally selected one at a time. Factors such as industry, sector, country and cash allocations are typically a residual of the investment process, unless particular allocations are specified as part of the principal investment strategy. For its equity strategies, JHIUS favors businesses that its research reveals have sustainable, above-average earnings growth potential and outstanding free cash flow generation, recurring revenue, profit margins and return on invested capital. JHIUS's fixed income research focuses on businesses that have strong or improving balance sheets, improving free-cash flow generation and recurring revenue. In addition, fundamental credit research is used to build a mosaic of information in an effort to identify macro trends and inform allocations across fixed income sectors. Additionally, JHIUS looks for companies that it believes have exceptional management teams and dominant industry franchises that possess various catalysts for growth. A higher weighting in a given portfolio indicates confidence that the research has suggested there is a significant value in a company that others may have overlooked, or the company is believed to have a high potential for long-term value creation.

Additional Methods of Analysis – Equity

JHIUS utilizes a proprietary equity risk management tool, eQuantum, which equips portfolio managers with portfolio construction tools to better inform decision making on a real-time and pro-forma basis. eQuantum enhances collaboration and communication between portfolio managers and analysts and creates greater risk awareness in portfolio construction and on a pre-trade basis. The tool provides portfolio managers with the ability to construct custom and dynamic views of their portfolios incorporating portfolio, security and index level data points such as BarraOne risk factors, JHIUS analyst estimates, security level ownership and performance detail, characteristics and relative performance. Additionally, the pro-forma trade scenario component of the tool enables portfolio managers to understand the multi-faceted impact of an individual or series of trades, providing a better understanding of the impacts from a risk and Morningstar style box perspective.

Certain teams may also incorporate a top-down approach involving a macro analysis of factors that include an issuer's economic growth profile, the stages of a country's development, and trends in a country's governance and regulatory framework. In considering investments' geographic profile, investment teams may determine a security is economically tied to a country or region based on factors outside of principal trading market, such as an issuer's country of domicile or where the majority of an issuer's revenues or assets are generated and located. As a result, a security may be economically tied to more than one country.

Additional Methods of Analysis – Fixed Income

JHIUS's fixed income investment teams may consider both "top-down" and "bottom-up" factors to identify and manage exposure to risks across sectors, industries and individual investments. Expected risk-adjusted returns are evaluated on a portfolio and position level by analyzing fundamentals, valuations and market technical indicators.

JHIUS's fundamental, bottom-up approach uses a proprietary fixed income risk management tool, Quantum Global. The system is integral to JHIUS's investment process as it provides the ability to view relative value, risk and returns at the portfolio level, individual credit level and across the investable credit universe globally. The system also delivers capabilities such as real-time portfolio analytics (intra-day attribution, expected default frequency ("EDF"), value at risk ("VaR") and risk scenarios), quantitative analysis to screen fixed income securities for investment with an emphasis on avoiding default, and preservation of capital. JHIUS also focuses on in-depth fundamental credit research and risk management to seek the best total return ideas within the spectrum of fixed income securities and across capitalization structures of individual companies.

JHIUS's fixed income teams may also employ a macroeconomic, top-down, thematic investing approach. Macroeconomic factors to be considered may include, but are not limited to, interest rates, inflation, monetary and/or fiscal policy, currency movements, demographic trends, the regulatory environment, country- or region-specific risks and the global competitive landscape.

Certain fixed income strategies may employ significant use of derivatives to gain desired exposures and may include strategies that can invest all of their assets in derivatives.

Additional Methods of Analysis – Alternatives

JHIUS offers strategies which seek to deliver specific outcomes tailored to meet client needs and constraints. These often include a focus on absolute returns with low correlation to traditional asset classes. JHIUS's alternative strategies invest in a diverse group of return drivers and apply a variety of principal techniques, including risk premium, convertible arbitrage, event-driven, price pressure, risk transfer and protection. Risk premia strategies employ proprietary multi-factor processes to allocate assets across various risk premia within equity, fixed income, commodity, and currency asset classes. Risk premia strategies may include, but are not limited to, value, carry, liquidity, momentum, volatility, and quality, and weightings are determined based on contribution to risk profile and expected returns. Convertible arbitrage aims to capitalize on relative misvaluation opportunities between convertible bonds, equities and options. Event-driven techniques aim to explore event-driven opportunities which are created when particular catalysts cause anomalies in security pricing, including effects of corporate transactions, such as takeovers, mergers and other restructuring activities. Price pressure techniques aim to earn an excess return through the provision of liquidity, and opportunities may be sought in general market trading, corporate transactions, such as issuance of new securities and buy-backs of existing securities and government auctions of debt securities. Risk transfer strategies seeks to benefit from risk premia created by mispricings in derivatives markets caused by supply-demand imbalances, such as the mismatch between structured product risk and the market's ability to absorb that risk. Finally, protection strategies aim to generate positive returns in periods of sustained risk premium widening to which the rest of the portfolio is normally negatively exposed by offsetting any performance drag and allowing the other strategies and techniques to remain exposed to positive long-term opportunities.

These strategies' portfolio managers generally rebalance these techniques and their allocations within a portfolio monthly, but may rebalance such allocations more often from time to time to adjust the strategies' relative exposures. The rebalancing techniques used by the strategies' portfolio managers may result in a higher portfolio turnover rate and related expenses compared to a "buy and hold" strategy. The strategies may not

utilize all identified techniques in their investment processes at all times. JHIUS believes that this allocation process may provide better risk adjusted returns than a traditional asset allocation strategy that employs fixed weights for asset classes.

Additional Methods of Analysis – Multi-Asset, Asset Allocation

JHIUS offers asset allocation strategies that include allocations to multiple asset classes, such as equities and fixed income. Such strategies typically operate within a target allocation range for different asset classes, and exposures are further determined based on a consideration of opportunities within each asset class.

JHIUS also offers adaptive asset allocation strategies that attempt to reduce the risk of loss or a drop in the value of invested capital that is unlikely to be regained over a full market cycle (i.e., a time period representing a significant market decline and recovery). At the same time, these strategies seek to participate in the upside growth of the capital markets. “Tail managed” strategies are intended to tactically shift away from assets where their downside tail risks are perceived to be increasing and toward assets where their expected tail gains are increasing. As it relates to investing, “tails” are the end portions of a distribution curve (bell curve) that shows the statistical likelihood of achieving different investment returns over a specified period. The tails on the left and right of the bell shape represent the least likely, but most extreme, expected outcomes. To implement the strategy, JHIUS utilizes two complementary processes: a “top-down” macro analysis and a “bottom-up” risk/reward analysis. These processes both employ a proprietary options implied information model that monitors day-to-day movements in options prices for indicators of risk and reward between asset classes, sectors, and regions. Using this model, JHIUS adjusts allocations and underlying security exposures.

Additional Methods of Analysis – Sustainable Strategies

JHIUS’s sustainable strategies give special consideration to certain environmental, social and governance (“ESG”) factors as part of their investment process. Portfolio managers will seek to identify securities aligned with positive environmental or social change themes and sustainable economic development. They will also use screening processes to seek to avoid securities significantly tied to activities or assets that have a negative impact on society or the environment.

Additional Methods of Analysis and Investment Strategies – Indexed Portfolios

JHIUS offers certain strategies that seek investment results that correspond generally, before fees and expenses, to the performance of an underlying index. JHIUS serves as the investment adviser to multiple indexed strategies. JHIUS may commission index providers to create an index that has certain characteristics or may license an existing index. The indexes themselves are generated and maintained by the index providers, including JHIUS’s affiliate Janus Henderson Indices LLC (“Janus Henderson Indices”). JHIUS generally uses a replication methodology, meaning it will invest in the securities composing the underlying index in proportion to the weightings in the underlying index. JHIUS may, however, also invest in a sample of securities included in the underlying index in circumstances in which it may not be possible or practicable to purchase all of the securities in the underlying index. In addition, JHIUS may invest in securities that are not included in the underlying index in circumstances in which such securities may help the portfolio track the underlying index.

General Risks

This section summarizes the material risks for each of JHIUS’s significant investment strategies and significant methods of analysis. This is not intended to address every potential risk of every strategy JHIUS offers and certain risks described below may only apply to certain strategies. Investors in Funds will find additional information about risks in the Funds’ offering documents.

Investing in securities involves risk of loss that clients should be prepared to bear. There are inherent risks associated with investing in financial markets. For JHIUS’s clients, these risks include that returns may vary and clients could lose the entire amount of their investments or recover only a small portion of their investments if their portfolio suffers substantial losses.

JHIUS primarily employs active strategies, and clients thus face the risk that the investment strategies employed for their portfolio may fail to produce the intended results. For example, the value of a client's portfolio may decrease if the value of one or more companies in the portfolio decreases or if a portfolio manager's belief about a company's intrinsic worth is incorrect. Further, regardless of how well individual companies perform, the value of a client's portfolio could also decrease if there are deteriorating economic or market conditions.

Clients are also subject to industry risk which is the possibility that a group of related securities will decline in price due to industry-specific developments. Companies in the same or similar industries may share common characteristics and are more likely to react similarly to industry-specific market or economic developments. A portfolio's investment in multiple companies within a particular industry increases the client's exposure to industry risk.

Certain of JHIUS's equity strategies are concentrated and invest in a limited number of securities or focus on a single sector, industry or geographic region. As a result, the aggregate returns realized by clients could be adversely affected and made materially worse by the unfavorable performance of even one such investment, industry, sector or geographic region and the risk of loss is greater than that which would exist in a more diversified portfolio.

Many of JHIUS's strategies have significant direct or indirect exposure to non-U.S. markets, including emerging markets, which can be more volatile than the U.S. markets. As a result, a client's returns may be affected to a large degree by fluctuations in currency exchange rates or adverse social, political or economic conditions in a particular country. Furthermore, non-U.S. investments may be subject to increased political and economic risks, including the imposition of economic and other sanctions. Sanctions imposed by the United States government on other countries or persons or issuers operating in such countries could restrict JHIUS's strategies' ability to buy affected securities or force a strategy to dispose of any affected securities it has previously purchased at an inopportune time. As a result, a portfolio may experience a greater risk of loss with respect to securities impacted by such sanctions. A market swing in one or more countries or regions where a client has invested a significant amount of its assets may have a greater effect on the portfolio's performance than it would in a more geographically diversified portfolio.

The risks of investing in non-U.S. markets are heightened when investing in emerging markets (including frontier markets). Emerging markets securities involve a number of additional risks, which may result from less government supervision and regulation stock exchanges, brokers, and listed companies, making these investments potentially more volatile in price and less liquid than investments in developed securities markets, resulting in greater risk to investors. Similarly, issuers in such markets may not be subject to regulatory, disclosure, accounting, auditing, and financial reporting and recordkeeping standards comparable to those to which U.S. companies are subject. There is a risk in developing countries that a current or future economic or political crisis could lead to price controls, forced mergers of companies, expropriation or confiscatory taxation, imposition or enforcement of foreign ownership limits, seizure, nationalization, sanctions or imposition of restrictions by various governmental entities on investment and trading, or creation of government monopolies, any of which may have a detrimental effect on a client's investments. In addition, a client's investments may be denominated in foreign currencies and therefore, changes in the value of a country's currency compared to the U.S. dollar may affect the value of the investments. To the extent a significant portion of a client's portfolio is invested in the securities of emerging markets issuers in or companies of a single country or region, the portfolio is more likely to be impacted by events or conditions affecting that country or region which could have a negative impact on its performance. Some of the risks of investing directly in non-U.S. and emerging market securities may be reduced when a client invests indirectly in non-U.S. securities through various other investment vehicles including derivatives, which also involve other risks. The risks of investing in emerging market countries are magnified in frontier market countries because frontier market countries generally have smaller economies and less developed capital markets than traditional emerging markets.

Federal, state, and foreign governments, regulatory agencies, and self-regulatory organizations may take actions that affect the regulation of JHIUS, its Funds and its Separate Accounts or the instruments in which they invest, or the issuers of such instruments, in ways that are unforeseeable. Future legislation or regulation or other governmental actions could limit or preclude JHIUS's ability to achieve its clients' investment objectives or otherwise adversely impact individual instruments. Furthermore, worsened market conditions, including as a

result of U.S. government shutdowns or the perceived creditworthiness of the United States, could have a negative impact on securities markets.

The value of a portfolio's holdings is also generally subject to the risk of significant future local, national, or global economic disruptions or slowdowns in the markets in which the portfolio invests. In the event of such an occurrence, the issuers of securities held by a portfolio may experience significant declines in the value of their assets and even cease operations, or may require government assistance that is contingent on increased restrictions on their business operations or other government interventions. In addition, it is not certain that the U.S. government or foreign governments will intervene in response to a future market disruption and the effect of any such future intervention cannot be predicted.

Widespread disease, including pandemics and epidemics, and natural or environmental disasters, including those which may be attributable to global climate change, such as earthquakes, fires, floods, hurricanes, tsunamis and weather-related phenomena generally have been and can be highly disruptive to economies and markets, adversely impacting individual companies, sectors, industries, markets, currencies, interest and inflation rates, credit ratings, investor sentiment, and other factors affecting the value of a portfolio's investments. Economies and financial markets throughout the world have become increasingly interconnected, which increases the likelihood that events or conditions in one region or country will adversely affect markets or issuers in other regions or countries, including the U.S. These disruptions could prevent JHIUS from executing advantageous investment decisions in a timely manner and negatively impact JHIUS's ability to achieve investment objectives. Any such event(s) could have a significant adverse impact on the value of a portfolio. In addition, these disruptions could also impair the information technology and other operational systems upon which JHIUS's service providers, and JHIUS, rely, and could otherwise disrupt the ability to perform essential tasks on behalf of clients.

JHIUS may employ investment techniques and instruments, such as trading in futures, commodities, options, swaps (including but not limited to index and single-name credit default swaps and swaptions) and various other derivative instruments (by taking long and/or short positions) for efficient portfolio management (e.g., reduction of risk, reduction of costs, generation of additional capital or income) or for investment purposes. JHIUS may also use a variety of currency hedging techniques, including the use of forward currency contracts, to manage currency risk. Derivatives, which are instruments that have a value derived from an underlying asset, such as stocks, bonds, commodities, currencies, interest rates, or market indices, can be highly volatile and involve risks in addition to the risks of the underlying referenced securities. Gains or losses from a derivative can be substantially greater than the derivative's original cost, and can therefore subject the portfolio to the effects of leverage. If the value of a derivative does not correlate well with the particular market or other asset class to which the derivative is intended to provide exposure, the derivative may not produce the anticipated result. Derivatives can be less liquid and more difficult to value than other types of investments and entail the risk that the counterparty will default on its payment obligations. Certain commodity-linked investments may subject a client's portfolio to leveraged market exposure to commodities. The use of leverage can magnify the effect of any gains or losses, causing a client's portfolio to be more volatile than if it had not been leveraged.

To the extent JHIUS uses short positions, JHIUS will generally maintain prime brokerage arrangements to facilitate these transactions. Prime brokerage accounts may be charged interest until a short position is covered and the account will incur a loss if the market value of the security rises prior to closing out a short position. The potential loss from a short sale is theoretically unlimited. Proceeds of a short sale may be retained by the prime broker, to the extent necessary to meet the margin requirements, until the short position is closed out. It may not always be possible to close out a short position at a particular time or at an acceptable price. A lender may request, or market conditions may dictate, that the borrowed securities be returned to the lender on short notice, and a strategy may have to buy the borrowed securities at an unfavorable price. If this occurs at a time when other short sellers of the same security also want to close out their positions, a "short squeeze" can occur, which means that the demand is greater than the supply for the stock sold short. If a short squeeze occurs, it is more likely that a strategy will have to cover its short sale at an unfavorable price and potentially reduce or eliminate any gain, or cause a loss, as a result of the short sale.

Transactions involving a counterparty are subject to the risk that the counterparty or a third party will not fulfill its obligation because of the counterparty's financial condition, market activities and developments, or other reasons, whether foreseen or not. A counterparty's inability to fulfill its obligation may result in significant

financial loss to a client's account. A client may be unable to recover its investment from the counterparty or may obtain a limited and/or delayed recovery.

Some of JHIUS's strategies may also invest, directly or indirectly, in various commodity-linked investments that provide exposure to the commodities markets. Such exposure may result in greater volatility than investments in traditional securities. The value of a given commodity-linked derivative investment typically is based upon the price movements of a physical commodity (such as heating oil, livestock, or agricultural products), a commodity futures contract or commodity index, or some other readily measurable economic variable. The value of commodity-linked derivative instruments may therefore be affected by changes in overall market movements, volatility of the underlying benchmark, changes in interest rates, or other factors affecting a particular industry or commodity such as drought, floods, weather, livestock disease, embargoes, tariffs, and international economic, political, and regulatory developments.

Clients are also exposed to operational risk. Sources of operational risk are wide-ranging and may arise from inadequate systems, management failure, control inadequacy, fraud, human error and model risk. Potential events which may lead to increased operational risk include management changes, the development of new products, and use of third-party service providers, failures in automated systems used in key business processes, business continuity disruption, human error and changes in the legal or regulatory environment.

Additional Risks Associated with Growth Strategies

JHIUS's growth strategies are designed for long-term investors seeking an equity portfolio that typically invests in common stocks. Common stocks tend to be more volatile than many other investment choices. In addition, securities of companies perceived to be "growth" companies may be more volatile than other stocks and may involve special risks. The price of a "growth" security may be impacted if the company does not realize its anticipated potential or if there is a shift in the market to favor other types of securities.

By concentrating in equity investments, a client's portfolio will be subject to the risks of the equity markets on the particular securities in which its assets are invested, such as sensitivity to regulatory changes, minimal barriers to entry and sensitivity to overall market swings, and may be more susceptible to risks associated with a single economic, political or regulatory circumstance or event than a more diversified portfolio might be. The overall negative impact of adverse movements in the value of the securities in the equity markets on a client will be considerably greater than if the portfolio did not concentrate its investments to such an extent.

Additional Risks Associated with Value Strategies

JHIUS's value-oriented strategies are based on the belief that investing in a diversified portfolio of high-quality, yet undervalued stocks can lead to outperformance of a benchmark over time. JHIUS believes that by analyzing both downside and upside potential, JHIUS will identify companies with favorable reward-to-risk trade-offs over a full market cycle. Because different types of stocks tend to shift in and out of favor depending on market and economic conditions, "value" stocks may perform differently than other types of stocks and from the market as a whole, and can continue to be undervalued by the market for long periods of time. It is also possible that a value stock will never appreciate to the extent expected.

Additional Risks Associated with Fixed Income Strategies

Fixed income products' returns and yields will vary. JHIUS's fixed income strategies invest in a variety of instruments, including but not limited to corporate and high yield bonds, mezzanine loans, mortgage- and asset-backed securities, bank loans, bridge loans, debtor-in-possession ("DIP") loans, collateralized loan obligations ("CLOs"), money market instruments (which may include reverse repurchase agreements), foreign debt securities (including those associated with emerging markets), sovereign debt securities and derivatives, such as forwards (including forward currency contracts), swap agreements (including but not limited to equity, interest rate, currency, total return, index and single-name credit default swaps and swaptions), futures contracts and options that provide exposure to various fixed income instruments. Certain fixed income strategies may use short sales, and/or invest significant assets in derivatives.

Typically, the values of fixed income securities change inversely with prevailing interest rates. Therefore, a fundamental risk of fixed income securities is interest rate risk, which is the risk that their value will generally decline as prevailing interest rates rise, which may cause a portfolio's value to likewise decrease. Recent and potential future changes in government monetary policy may also affect the level of interest rates. These changes could cause a portfolio's value to fluctuate or make it more difficult for the portfolio's securities to be accurately valued. How specific fixed income securities may react to changes in interest rates will depend on the specific characteristics of each security.

As further described below, fixed income securities also are subject to credit risk, prepayment risk, valuation risk, extension risk and liquidity risk, in addition but not limited to other general risks as mentioned above such as risks related to non-U.S. investments. Credit risk is the risk that the credit strength of an issuer of a fixed income security will weaken and/or that the issuer will be unable to make timely principal and interest payments and that the security may go into default. Prepayment risk is the risk that during periods of falling interest rates, certain fixed income securities with higher interest rates, such as mortgage- and asset-backed securities, may be prepaid by their issuers which may result in the portfolio reinvesting its assets at lower interest rates. Valuation risk is the risk that one or more of the fixed income securities in which the portfolio invests are priced differently than the value realized upon such security's sale. In times of market instability, valuation may be more difficult. Extension risk is the risk that borrowers may pay off their debt obligations more slowly in times of rising interest rates, which will lengthen the duration of the portfolio. Liquidity risk is the risk that fixed income securities may be difficult or impossible to sell at the time that the portfolio managers would like or at the price the portfolio managers believe the security is currently worth.

In addition to the general risks mentioned above, corporate bonds, asset-and mortgage-backed securities, high yield bonds and bank loans may be subject to additional risk and can be more sensitive to certain market conditions that may reduce a client's returns. More specifically, corporate bonds may be more sensitive than other types of bonds to economic changes, political changes, or adverse developments specific to the company that issued the bond, which may adversely affect their value.

Securities underlying mortgage and asset-backed securities, which may include subprime mortgages, tend to be more sensitive to changes in interest rates than other types of securities and may be subject to a higher degree of credit risk, valuation risk, and liquidity risk than various other types of fixed income securities. Asset-backed securities may be backed by automobile loans, equipment leases, credit card receivables or other collateral. In the event the underlying assets fail to perform, these investment vehicles could be forced to sell assets and recognize losses, which could impact a client's return.

The value of high-yield bonds, or "junk" bonds, generally is more dependent on credit risk than investment grade bonds. Issuers of high yield bonds may not be as strong financially as those issuing bonds with higher credit ratings and are more vulnerable to real or perceived economic changes, political changes or adverse developments specific to the issuer.

Bank loan investments may be generally considered speculative and risks arising from investments in bank loans may be similar to those of investments in "junk bonds." Bridge loans involve certain risks in addition to those associated with bank loans including the risk that the borrower may be unable to locate permanent financing to replace the bridge loan, which may impair the borrower's perceived creditworthiness. DIP loans are subject to the risk that the entity will not emerge from bankruptcy and will be forced to liquidate its assets. Mezzanine loans generally are rated below investment grade, and frequently are unrated. Investment in mezzanine loans is a specialized practice that depends more heavily on independent credit analysis than investments in other fixed income strategies.

Investments in non-U.S. sovereign debt can involve a high degree of risk, including the risk that the governmental entity that controls the repayment of sovereign debt may not be willing or able to repay the principal and/or to pay the interest on its sovereign debt in a timely manner. In the event of default, there may be limited or no legal remedies for collecting sovereign debt and there may be no bankruptcy proceedings through which a client and/or JHIUS may collect all or part of the sovereign debt that a governmental entity has not repaid.

Additional Risks Associated with International, Emerging Markets, and Global Strategies

JHIUS's international, emerging markets and global strategies may invest in non-U.S. debt and equity securities, either directly or indirectly in non-U.S. markets, including emerging and frontier markets. As noted above, investments in non-U.S. markets may be more volatile than in the U.S. markets. Investments in non-U.S. securities, including those of non-U.S. governments, may involve greater risks than investing in domestic securities because a strategy's performance may depend on factors other than the performance of a particular company. These factors include currency risk, a heightened risk of adverse political and economic developments and, with respect to certain countries, the possibility of expropriation, nationalization or confiscatory taxation or limitations on the removal of a client's funds or other assets. Securities of some non-U.S. companies are less liquid and more volatile than securities of comparable U.S. companies. Delays may be encountered in settling securities transactions in certain non-U.S. markets and a client invested in these strategies will incur costs in converting non-U.S. currencies into U.S. dollars or other non-U.S. currencies. Custody charges are generally higher for non-U.S. securities. In addition, in transactions on non-U.S. stock exchanges, brokers' commissions are frequently fixed and are often higher than in the United States, where commissions are negotiated.

Certain emerging markets strategies will concentrate their investments in emerging market equities. This may lead to an adverse impact on the strategy, whereby adverse movements in the value of the securities in the equity markets could have a considerably greater impact than if the strategy were not permitted to concentrate its investments to such an extent. By concentrating in emerging market equity investments, these strategies will be subject to the risks of the equity markets of the particular securities in which the strategy has invested, such as sensitivity to regulatory changes, minimal barriers to entry and sensitivity to overall market swings, and may be more susceptible to risks associated with a single economic, political or regulatory circumstance or event than a more diversified portfolio might be.

Additional Risks Associated with Sustainable Strategies

Since ESG strategies follow a sustainable investment approach, they may have a significant portion of their assets invested in securities of companies conducting similar business or business within the same economic sector which may make the Fund more vulnerable to unfavorable developments in a particular sector than funds that invest more broadly. Additionally, due to its exclusionary criteria, the Fund may not be invested in certain industries or sectors, and therefore may have lower performance than portfolios that do not apply this criteria. In addition, since ESG investing takes into consideration factors beyond traditional financial analysis and seeks to avoid investment in securities considered to be tied to negative impacts on society or the environment, the investment opportunities for the strategies may be limited at times. Further, the regulatory landscape for ESG investing in the United States is still developing and future rules and regulations may require these strategies to modify or alter their investment process. There is also a risk that the companies identified through the investment process may fail to adhere to sustainable and/or ESG-related business practices, which may result in selling a security when it might otherwise be disadvantageous to do so.

Additional Risks Associated with Alternatives Strategies

JHIUS's alternatives strategies' ability to achieve their investment objectives depend largely upon the portfolio managers' successful evaluation of the risks, potential returns, and correlation properties with respect to the various alternative investments and alternative asset classes. There is a risk that the returns provided by an individual investment strategy or technique may be subject to high volatility and that the portfolio managers' beliefs about the risk, expected returns and correlation properties of one or more individual techniques may be incorrect. Further, the strategies' ability to achieve their investment objective depends on the successful allocation of assets among various alternative techniques and alternative asset classes. There is also a risk that the investments will correlate with the performance of stocks and bonds to a greater degree than anticipated. In addition, to the extent the portfolio managers implement an alternative strategy primarily or solely with futures, as may be the case in a strategy with an allocation to a single technique, the previously discussed risks associated with futures will apply. There is no guarantee that the investment techniques and analysis used by the strategies' portfolio managers will produce the desired results.

Additional Risks Associated with Multi-Asset/Asset Allocation Strategies

The ability of JHIUS's asset allocation strategies to achieve their investment objectives is largely dependent upon the allocation of assets among underlying asset classes, funds and/or securities. Allocations are subject to the judgment of the portfolio manager(s), considering a number of factors such as historical risk, performance, and relationship among investment options. There is a risk of underperformance or capital loss if portfolio allocations are not optimized.

The models employed in implementing adaptive asset allocation strategies may not be successful in identifying how allocations and underlying security exposures should be adjusted in order to reduce the risk of loss while participating in the upside growth of capital markets. As a result, there is a risk of underperformance of a client's portfolio if a model does not correctly use options prices to identify indicators of risk and reward between asset classes, sectors, and regions. Further, the techniques could in certain cases have a detrimental effect, including increasing portfolio turnover (and related transactions costs) and incurring taxable gains.

Additional Risks Associated with Indexed Portfolios

JHIUS cannot offer assurances that tracking the underlying index will maximize returns or minimize risk, or be appropriate for every investor seeking a particular risk profile. Due to the use of a sampling approach or substitute securities, JHIUS may not be able to match or achieve a high degree of correlation with the return of the underlying index. In addition, as the objective is to track the underlying index, JHIUS might not sell shares of a security due to current or projected underperformance of a security, industry or sector, unless that security is removed from the underlying index or the selling of shares is otherwise required upon a rebalancing of the underlying index.

Certain Risks Associated with the Use of Technology

JHIUS has adopted a business continuation program to maintain critical functions in the event of a partial or total building outage affecting our offices or a technical problem affecting applications, data centers or networks. The recovery strategies are designed to limit the impact on clients from any business interruption or disaster. Nevertheless, JHIUS's ability to conduct business may be curtailed by a disruption in the infrastructure that supports operations and the regions in which offices are located. In addition, our asset management activities may be adversely impacted if certain service providers to JHIUS or our clients fail to perform.

JHIUS, like other investment advisers, relies on digital and network technologies to conduct many aspects of its business. Such cyber networks might at times be at risk of cyberattacks that could potentially seek unauthorized access for purposes such as misappropriating sensitive information, corrupting data, or causing operational disruption. Cyberattacks could include efforts to electronically circumvent network security or overwhelm websites or intelligence gathering functions aimed at obtaining information necessary to gain unauthorized access. JHIUS maintains an information technology security policy and certain technical and physical safeguards intended to protect its operations and the confidentiality of its internal data. Nevertheless, cyberattacks could occur, and might result in disruption of operations or unauthorized access to sensitive information about JHIUS or its clients.

Item 9 – Disciplinary Information

Not applicable. JHIUS is not aware of any legal or disciplinary events that would be material to a client's or a prospective client's evaluation of JHIUS or the integrity of JHIUS's management.

Item 10 – Other Financial Activities and Affiliations

JHIUS is a member of Janus Henderson Group, a global asset management company doing business as Janus Henderson Investors and serving clients and investors through diversified sponsored and non-sponsored financial products, including Investment Companies, non-U.S. Funds, Private Investment Funds and Separate

Accounts. Although JHIUS is under common control with each member of Janus Henderson Group, JHIUS only has ongoing, significant relationships with the following financial industry affiliates: ⁶

- Janus Henderson Advisers US LLC (“JHAUS”),
- Janus Henderson Distributors US LLC (“JHDUS”),
- Janus Henderson Fund Management UK Limited (“JHFMUKL”),
- Janus Henderson Investors Europe S.A. (“JHIESA”),
- Janus Henderson Investors (Australia) Institutional Funds Management Limited (“JHIAIFML”),
- Janus Henderson Investors Hong Kong Limited (“JHIHKL”),
- Janus Henderson Investors International Limited (“JHIIL”),
- Janus Henderson Investors (Japan) Limited (“JHIJL”),
- Janus Henderson Investors (Jersey) Limited (“JHIJeL”),
- Janus Henderson Investors (Singapore) Limited (“JHISL”),
- Janus Henderson Investors Taiwan Limited (“JHITL”),
- Janus Henderson Investors UK Limited (“JHIUKL”), and
- Kapstream Capital Pty Limited.

JHIUS may provide services to, receive services from or direct business to these other members of Janus Henderson Group, as well as other entities under its control. These affiliations create potential conflicts of interest as JHIUS may have an incentive to favor its own interests over those of its clients. In addition, certain management persons of JHIUS may serve as directors, officers or employees of other entities within Janus Henderson Group. They may also serve as directors, officers or employees of Sponsored Funds. These relationships also create potential conflicts of interest as those persons may have an incentive to favor one role over another. JHIUS believes these conflicts of interest are mitigated through disclosure and application of our Code of Business Conduct, Personal Code of Ethics and the other policies and procedures discussed here and in *Item 5 – Fees and Compensation, Item 6 – Performance-Based Fees and Side-By-Side Management, Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading* and *Item 12 – Brokerage Practices*.

As noted above, JHIUS operates its investment management business through its own personnel and those of its affiliates, including investment advisers registered with non-U.S. regulatory authorities. JHIUS may receive services from other Janus Henderson Group entities, including investment advice, portfolio execution and trading, research, operational support and client servicing in their local or regional markets or their areas of special expertise, except to the extent explicitly restricted by a client, or inconsistent with applicable law. JHIUS may also provide services to other Janus Henderson Group entities, including portfolio management, administrative, compliance, legal, trading, marketing and accounting services, and may receive compensation for providing these services.

Arrangements among affiliates take a variety of forms. JHIUS is a party to a global cross services agreement with other Janus Henderson Group entities. The agreement allows entities within the group to provide services to each other and for employees, including portfolio managers, of one company to act on behalf of another entity within the group. Employees who provide services pursuant to the cross services agreement are considered “dual-hatted” between relevant entities.

In addition, JHIUS maintains a formal “participating affiliate” arrangement (as that term is used in formal guidance issued by the staff of the SEC) with each of JHIAIFML, JHIIL, JHIJL, JHIJeL, JHISL, JHIUKL and Kapstream (each a “Participating Affiliate”). A participating affiliate arrangement allows U.S. registered investment advisers to use portfolio management or research resources of advisory affiliates subject to the regulatory supervision of the registered investment adviser. Under the participating affiliate arrangement, each of the Participating Affiliates and their employees are considered “associated persons” of JHIUS (as that term is defined in the Advisers Act), and investment professionals from the Participating Affiliates may render portfolio

⁶ The names reflected here are those following the alignment and branding exercise mentioned at footnote 2. Henderson Global Investors Limited changed its name to Janus Henderson Investors UK Limited, Janus Capital International Limited changed its name to Janus Henderson Investors International Limited, and Henderson Investment Funds Limited changed its name to Janus Henderson Fund Management UK Limited in March 2022. Henderson Management S.A. will change its name to Janus Henderson Investors Europe S.A. later in 2022.

management, research, and other services to JHIUS's clients, subject to the supervision of JHIUS. As such, they must comply with certain of JHIUS's compliance policies and procedures, including its Personal Code of Ethics. See *Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading* for more information. The responsibilities of JHIUS and the Participating Affiliates under the participating affiliate arrangement are documented in a memorandum of understanding between the entities.

Employees of affiliated entities providing services to JHIUS's clients through participating affiliate, sub-advisory, cross services or other arrangements may have conflicts of interest in allocating their time and services between JHIUS's clients and their other responsibilities. JHIUS has adopted compliance and trading procedures intended to mitigate such conflicts and to ensure that investment decisions made by all personnel are consistent with the interests of clients.

JHAUS is a U.S. company which serves as general partner to certain Private Investment Funds and receives a performance allocation from those Funds. See *Item 6 – Performance-Based Fees and Side-By-Side Management* for more information about the conflicts this type of fee arrangement may raise. JHIUS is the Funds' investment adviser and also provides trade execution and certain administrative, legal, compliance and accounting services to the Funds.

JHIAIFML is an Australian company, registered with the Australian Securities & Investments Commission, which serves as investment adviser to certain Australian pooled funds, including Australian Unit Trusts, and separate account clients. JHIUS may act as a sub-adviser to JHIAIFML, and JHIUS and its employees may provide services to JHIAIFML through cross services, delegation, or other arrangements, as well as the reverse.

JHIESA is a Luxembourgish company, registered with the Luxembourg Commission de Surveillance du Secteur Financier, which serves as the management company for the Janus Henderson Fund, the Janus Henderson Horizon Fund and the Janus Henderson Capital Funds. It also serves as the alternative investment fund manager for Janus Selection. The Janus Henderson Fund and the Janus Henderson Horizon Fund are open-ended investment companies incorporated in Luxembourg and established as UCITS umbrella funds. The Janus Henderson Fund and the Janus Henderson Horizon Fund have named JHIUKL as the investment manager of the funds which has in turn named JHIUS, JHIAIFML, JHISL, and other affiliates as sub-investment managers to certain funds. Janus Henderson Capital Funds is an open-ended investment company incorporated in Ireland and established as a UCITS umbrella fund. Janus Selection is an open-ended unit trust established in Ireland which invests its assets in corresponding Funds of Janus Henderson Capital Funds. Janus Henderson Capital Funds has named JHILL as the investment manager of the funds which has in turn named JHIUS, JHISL, Kapstream and other affiliates as sub-investment managers to certain funds.

JHIHKL is a Hong Kong company, registered with the Hong Kong Securities and Futures Commission, which conducts various investment-related activities, including advising and dealing in securities in Hong Kong. JHIHKL supports certain sales and marketing activities in China for JHIUS and its affiliates.

JHILL is a UK company, registered with the UK Financial Conduct Authority, which serves as investment adviser to pooled investment vehicles, including UCITS funds and OEICs, and separate accounts. JHILL serves as an investment adviser to Janus Henderson Capital Funds, Janus Selection and certain other non-U.S. clients. JHILL has appointed JHIUS as sub-adviser to certain Janus Henderson Capital Funds, certain non-Sponsored Funds and Separate Accounts.

JHIJL is a Japanese company, registered with the Japanese Financial Services Agency, which serves as investment adviser to certain pooled funds and separate account clients. JHIUS may act as a sub-adviser to JHIJL, and JHIUS and its employees may provide services to JHIJL through cross services, delegation, or other arrangements, as well as the reverse.

JHIJeL is a Jersey company, registered with the Jersey Financial Services Commission, which serves as investment adviser to certain pooled funds and separate account clients. JHIUS may act as a sub-adviser to JHIJeL, and JHIUS and its employees may provide services to JHIJeL through cross services, delegation, or other arrangements, as well as the reverse.

JHISL is a Singapore company, registered with the Monetary Authority of Singapore, which serves as investment adviser to certain pooled funds and separate account clients. JHISL supports certain sales and marketing activities in Singapore for JHIUS and its affiliates. JHIUS may act as a sub-adviser to JHISL, and JHIUS and its employees may provide services to JHISL through cross services, delegation, or other arrangements, as well as the reverse.

JHITL is a Taiwanese company, registered with the Taiwan Financial Supervisory Commission, which conducts various investment-related activities, including advising and dealing in securities in Taiwan. JHITL supports certain sales and marketing activities in Taiwan for JHIUS and acts as the Master Agent for Janus Capital Funds in Taiwan.

JHIUKL is an England and Wales company, registered with the UK Financial Conduct Authority, which serves as investment manager to pooled investment vehicles, including UCITS funds, alternative investment funds and separate accounts. JHIUKL is registered with the Commodity Futures Trading Commission (“CFTC”) as a commodity trading adviser. JHIUS may act as a sub-adviser to JHIUKL, and JHIUS and its employees may provide services to JHIUKL through cross services, delegation, or other arrangements, as well as the reverse. JHFMUL is a UK company, registered with the UK Financial Conduct Authority, which serves as an authorized corporate director and fund manager for Janus Henderson-sponsored OEICs and unit trusts. Those funds have generally named JHIUKL as the investment manager, which in turn has named JHIUS, JHIAIFML, JHISL, and other affiliates as sub-investment manager to certain funds.

Kapstream is an Australian company, registered with the Australian Securities & Investments Commission, which serves as investment adviser to certain Australian pooled funds and separate account clients. JHIUS may act as a sub-adviser to Kapstream, and JHIUS and its employees may provide services to Kapstream through cross services, delegation, or other arrangements, as well as the reverse.

JHDUS is a limited purpose broker-dealer registered with the Financial Industry Regulatory Authority (“FINRA”). JHDUS’s primary function is distributing shares of JHIUS’s Sponsored Funds, including certain Private Investment Funds. JHIUS does not execute transactions for any of its clients through JHDUS.

There are inherent conflicts of interest when a related person provides services to an adviser and its clients, in that such arrangements may not be conducted at “arm’s length” and that JHIUS may have an incentive to favor a related person over an independent third party. JHIUS generally does not recommend non-affiliated investment advisers to clients or prospective clients.

Broker-Dealer Registration

JHIUS is not registered as a broker-dealer. Nonetheless, certain of JHIUS’s employees and management persons are registered with FINRA, or may have an application pending to register with FINRA, as registered representatives of JHIUS’s affiliate JHDUS. Although those employees do not receive any compensation from JHDUS, JHIUS and its affiliates may pay employees involved in the sale of products based on a percentage of revenue which may vary by investment strategy or the distribution channel through which an investment strategy is sold. Receiving (or the prospect of receiving) compensation may provide an incentive for employees to favor sales of strategies that generate a higher rate of revenue and for which they receive a higher compensation rate.

Commodity Pool Operators and Commodity Trading Advisor Registration

JHIUS is registered with the CFTC as a commodity pool operator, commodity trading advisor and an exempt commodity pool operator for certain products. Certain of JHIUS’s employees and management persons are registered with the CFTC, or may have an application pending to register with the CFTC, as an associated person of JHIUS. Those employees do not receive any compensation from JHIUS in connection with these roles other than their regular salary.

Investment Companies and Other Pooled Investment Vehicles

JHIUS acts as investment adviser or sub-adviser to various Investment Companies, including the Janus Investment Fund, the Janus Aspen Series, the Detroit Street Trust and the Clayton Street Trust, and various

pooled investment vehicles, including the Janus Henderson Capital Fund and the other non-U.S. funds mentioned above. JHIUS may also act as the sponsor, managing member, general partner or equivalent of pooled investment vehicles. In addition to furnishing investment advice to its clients and executing trades on their behalf, JHIUS or an affiliate, such as Janus Henderson Services US LLC, may also provide certain administrative, legal, compliance, distribution and accounting services to its Sponsored Funds and other pooled investment vehicles, depending on the vehicle. These investment companies and pooled investment vehicles may reimburse JHIUS or an affiliate for its costs in providing those services. JHIUS's or its affiliates' clients, including Investment Companies, may also be invested in or solicited to invest in these Investment Companies and pooled investment vehicles.

Where JHIUS or an affiliate acts as the managing member, general partner or equivalent of a Private Investment Fund, it generally has the power and responsibility to select vendors and service providers, including any sub-advisers. Although JHIUS does not generally have control over Investment Companies or other externally-governed pooled investment vehicles, where it sponsors those pooled investment vehicles, JHIUS may influence the selection of vendors and service providers. These abilities create potential conflicts of interest as JHIUS may have an incentive to favor its own interests over those of the Private Investment Funds, Investment Companies or other pooled investment vehicle.

Other Financial Industry Affiliations

JHIUS is also affiliated with Janus Henderson Indices. The primary business of Janus Henderson Indices is providing product design, marketing, investor education services, and index calculation services to issuers of exchange-traded products ("ETPs"), including ETFs and exchange-traded notes ("ETNs"), and other financial service companies. It receives compensation in connection with the licensing of indices to third parties, including the provision of any related data. Janus Henderson Indices is also a party to arrangements with third-party sponsors of ETFs and ETNs. Such relationships, among other things, create potential conflicts of interest with respect to business transactions and service provider relationships. See *Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading* for a discussion of JHIUS's policies and procedures, which are designed to minimize conflicts of interest.

In addition, JHIUS is affiliated with Intech Investment Management LLC ("Intech") through a 97% direct ownership interest. On February 2, 2022, Janus Henderson Group announced that it had made the strategic decision to sell its stake in Intech to a consortium led by Intech senior management in partnership with new outside leaders in quantitative asset management and certain non-executive directors. Following the completion of the transaction, Intech will be privately owned and no longer affiliated with JHIUS or Janus Henderson Group. The transaction is expected to close on or around March 31, 2022. Although it will not be an affiliate, Intech will continue to temporarily receive certain support services from JHIUS under a Transition Services Agreement.

Although it is not considered an affiliate, JHIUS holds a non-controlling equity position as a strategic investor in LongTail Alpha LLC ("LongTail"), a Delaware limited liability company registered as an investment adviser with the SEC and as a commodity pool operator and commodity trading adviser with the CFTC. LongTail provides investment management services and discretionary investment advice to private investment funds sponsored by LongTail. It may also provide such services to clients through separately-managed accounts, and may also provide non-discretionary investment consulting services to certain institutions and high net worth individuals.

JHIUS's equity interest in LongTail entitles JHIUS to receive a portion of the gross revenue of LongTail. JHIUS also has certain responsibilities and governance rights with respect to the operations and management of LongTail; although, JHIUS does not have any obligations or responsibilities in connection with the investment program of funds advised by LongTail. JHIUS has not made, and does not expect to make, any investment in such funds.

Conflicts Related to Our Affiliations and Other Legal Restrictions

JHIUS may be limited by law, regulation, or contract as to how much of a particular security it may invest in on behalf of a client, and as to the timing of a purchase or sale. For example, holdings of a security on behalf of JHIUS's clients may, under some SEC or state regulations, be aggregated with the holdings of that security by JHIUS, its affiliates and their clients. These holdings on an aggregate basis could exceed certain regulatory

reporting thresholds unless JHIUS, as well as its affiliates, monitor and restrict additional purchases. JHIUS is also generally restricted by policy from investing in securities of Janus Henderson Group and any other publicly-traded affiliates. These restrictions and limitations could adversely impact the performance an account would otherwise be able to achieve.

Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

Code of Ethics and Personal Trading

JHIUS is committed to the highest standards of legal and ethical conduct. As part of that commitment, JHIUS has adopted a Code of Business Conduct and Personal Code of Ethics, the latter of which includes its personal account dealing, outside business activities, gifts and entertainment received and political activities and contributions rules. The Code of Business Conduct and Personal Code of Ethics apply to all JHIUS employees, as well as certain contractors performing extended services for JHIUS (“JHIUS Personnel”). In addition, certain provisions of the Personal Code of Ethics apply to sponsored Investment Company independent trustees. The Code of Business Conduct and Personal Code of Ethics are designed to ensure JHIUS Personnel:

- act with honesty, integrity, competence and skill,
- place the interests of clients first,
- avoid or, where applicable, disclose actual, potential or apparent conflicts of interest,
- safeguard company and client assets,
- maintain confidentiality of company and client information,
- deal fairly with clients, vendors and service providers, and
- comply with applicable laws, regulations and rules.

In addition to setting out basic principles to guide JHIUS Personnel, the Personal Code of Ethics also includes general prohibitions with respect to personal trading by JHIUS Personnel and, in certain cases, their immediate family members. Under the Personal Code of Ethics, JHIUS Personnel may not:

- trade on, or cause others to trade on, material nonpublic information,
- profit, or cause others to profit, based on knowledge of completed or contemplated client transactions, or
- improperly benefit by causing a client to act, or fail to act, in making investment decisions.

JHIUS Personnel are required to conduct their personal investment activities in a manner consistent with their fiduciary duties to the company and its clients, including by avoiding any actual, potential or apparent conflict of interest or any abuse of their position of trust. JHIUS Personnel are required to disclose and provide statements for all brokerage accounts in which they have beneficial ownership and pre-clear personal transactions in covered securities, including but not limited to stocks, bonds, real estate investment trusts (“REITs”) and ETPs. JHIUS Personnel generally may not transact in a covered security if it has been actively traded in a client account within a specified number of days and must hold covered securities for a specified period of time, with more restrictive limits for those JHIUS Personnel deemed to have access to current account holdings or trading activity. In addition, JHIUS Personnel are prohibited from trading in any securities on the restricted list and generally prohibited from participating in any initial public offerings.

Compliance monitors the activities of JHIUS Personnel to identify any violations of the Code of Business Conduct and Personal Code of Ethics. In addition, JHIUS Personnel are required to report any known or suspected violations of the Code of Business Conduct and Personal Code of Ethics. Any identified violations of the Code of Business Conduct and Personal Code of Ethics are presented to the Ethics & Conflicts Committee, which consists of members of Janus Henderson Group senior management. The Ethics & Conflicts Committee may impose any sanctions it deems appropriate, including without limitation any one or combination of the following: a letter of censure, surrender of profits, withholding of compensation, suspension of personal trading privileges or termination of employment. JHIUS Personnel certify annually to their receipt of the Code of Business Conduct and the Personal Code of Ethics and their compliance therewith. The Code of Business Conduct is publicly available at www.janushenderson.com under “Investor Relations”. The Personal Code of Ethics is available to clients and prospective clients upon request.

Participation or Interest in Client Transactions

At times, JHIUS, JHIUS Personnel or other related persons may participate or have an interest in client transactions which gives rise to certain conflicts of interest. JHIUS or its related persons may recommend to clients, or buy or sell for client accounts, securities in which JHIUS or its related persons have a material financial interest. A material financial interest may, among other circumstances, be present where (a) JHIUS or a related person buys securities from or sells securities to a client; (b) JHIUS or a related person acts as a general partner in a partnership for which the investment adviser solicits a client; or (c) JHIUS or a related person acts as the investment adviser for an investment company that is recommended to a client. In these cases, JHIUS or its related persons may have an incentive to recommend or engage in transactions on the client's behalf that might conflict with its fiduciary duties to its client.

JHIUS and its related persons invest on clients' behalf in Funds advised or sub-advised by JHIUS or its related persons, and recommend Funds sub-advised or managed by JHIUS or its related persons to clients. In addition, JHIUS and its related persons may have investments in Funds recommended to clients, or purchased on the client's behalf. JHIUS and its related persons may have an incentive to make such investments and recommendations in order to receive additional fees or to increase the value of their investments rather than to advance the best interests of clients. In order to mitigate these conflicts, JHIUS has adopted a Code of Business Conduct, Personal Code of Ethics and Trade Execution and Allocation Policy which generally require JHIUS and its related persons to act in the best interests of clients in making investment decisions. JHIUS also discloses these relationships to investors and clients to the extent they exist.

JHIUS may also engage in "cross trades" whereby JHIUS causes its clients or accounts to engage in a purchase and sale of a security with each other. JHIUS may engage in cross trades where it determines such transaction is in the best interests of both accounts and consistent with JHIUS's best execution obligations. Although the use of cross trades may be beneficial to clients, it also creates opportunities for conflicts of interest to adversely affect clients. For instance, JHIUS may prefer one account over the other in determining price or otherwise executing a cross trade due to the existence of a more favorable fee structure or proprietary interest in one account. To address these potential conflicts, JHIUS has adopted policies and procedures which require that all cross trades are at a readily available fair market price which may be based on independent dealer bids or quotes or information obtained from recognized pricing services depending on the type of security. In addition, cross trades involving a registered investment company must be consistent with Rule 17a-7 under the 1940 Act. JHIUS may execute cross trades among any eligible funds and accounts managed by JHIUS or its affiliates. JHIUS does not permit cross trades with accounts subject to ERISA or client restrictions.

Other Potential Conflicts

There are potential conflicts of interest inherent in every investment advisory relationship, including the risks that the investment adviser will favor itself over its clients, that the investment adviser will favor one client over another and that the investment adviser's employees will favor themselves over the investment adviser and its clients. As a fiduciary, JHIUS owes its investment advisory clients a duty of loyalty which includes a duty to eliminate, mitigate and/or disclose any material conflicts of interest that may affect our clients. In recognition of this obligation, JHIUS has adopted a Conflicts of Interest Policy which details a process for identifying, monitoring and addressing any conflicts of interest that may affect a client. JHIUS will generally try to avoid any conflicts of interest. For conflicts that cannot be reasonably avoided, JHIUS will attempt to mitigate those conflicts through policies, procedures and controls reasonably designed to eliminate the risk of harm to clients. JHIUS reviews its policies and procedures on an ongoing basis to evaluate their effectiveness and update them as appropriate. This section should be read in conjunction with other conflicts-related disclosures in this Brochure, including those in *Item 6 – Performance-Based Fees and Side-By-Side Management*, *Item 10 – Other Financial Industry Activities and Affiliations* and *Item 12 – Brokerage Practices*, and elsewhere. Although JHIUS will disclose any material conflict that cannot be avoided or mitigated so as to eliminate the risk of harm to clients, the discussion of a conflict in this Brochure or elsewhere is not an admission that such conflict should be considered material to clients.

Outside Business Activities

JHIUS Personnel may engage in outside business activities, including with entities that are eligible investments of client accounts or that are interested in acquiring or maintaining a business relationship with JHIUS or related persons. This could create potential conflicts of interest as JHIUS Personnel may have an incentive to favor those entities at which they are engaged in outside business activities in time management, portfolio management, vendor and service provider engagement, trading, security selection or other activities to the detriment of clients. To address these conflicts, JHIUS has adopted the Personal Code of Ethics which requires JHIUS Personnel obtain approval for any outside business activities. JHIUS may deny any request to participate in an outside business activity which involves investment-related matters or which otherwise presents a potential conflict of interest or other risk. As part of the Personal Code of Ethics, JHIUS generally prohibits JHIUS Personnel from serving on the board of directors of a publicly-traded company.

Gifts and Entertainment Received

JHIUS Personnel may receive gifts and entertainment on behalf of entities that are eligible investments of client accounts or that are interested in acquiring or maintaining a business relationship with JHIUS or related persons. This could create potential conflicts of interest as JHIUS Personnel may have an incentive to favor those persons from whom they have received gifts over others in portfolio management, vendor and service provider engagement, trading, security selection or other activities to the detriment of clients. To address these conflicts, JHIUS has adopted the Personal Code of Ethics which prohibits the solicitation of gifts and entertainment and imposes strict limits on the amount of gifts and entertainment that may be received.

Political Activities

JHIUS Personnel may make political contributions or engage in political activities that create potential or apparent conflicts of interest. To address these conflicts, JHIUS has adopted the Personal Code of Ethics which generally limits the amount of contributions to political candidates or elected officials. JHIUS Personnel, and in certain cases their spouses and minor children, must obtain approval before making political contributions or engaging in political activities. Any contributions or activities which may impact JHIUS's or any of its affiliates' ability to obtain or maintain business will generally not be approved.

Charitable Contributions

From time to time, intermediaries or others may approach JHIUS to request that it make contributions to specified charitable organizations on their behalf. Because this contribution may result in the intermediary or its agents recommending JHIUS or its affiliated investment advisers' products to their clients, the solicitation or contribution raises potential conflicts of interest. As a result, JHIUS maintains policies and procedures that limit the amount and frequency of these types of charitable contributions. In addition, all contributions must be made directly to the charitable organization rather than to the requesting party to help prevent potential abuses of charitable contributions.

Compensation

JHIUS Personnel may advise Funds, Separate Accounts, Wrap Fee Programs or other investment vehicles with strategies or objective that are similar to each other. Certain of these products have a greater impact on their compensation than others. This could create potential conflicts of interest as JHIUS Personnel may have an incentive to favor products with a greater impact on their compensation. In addition, JHIUS Personnel may have more than one role at the company. Certain portfolio managers also serve as research analysts or traders. Further, certain research analysts offer investment ideas for team-managed products. Also, certain JHIUS Personnel, such as those affiliated with JHIUS and Kapstream, have roles at different companies and provide services to JHIUS through participating affiliate agreements. JHIUS Personnel with multiple roles may have an incentive to favor certain accounts or responsibilities over others due to compensation arrangements. JHIUS has adopted various policies and procedures to mitigate these potential conflicts, including but not limited to allocation procedures that govern allocation of securities, including limited offerings, and dual-role trading procedures that govern trades by portfolio managers that are also research analysts. Additional controls include use of aggregated trades and analysis of performance achieved by and overlap between similar accounts. See

Item 6 – Performance-Based Fees and Side-By-Side Management and *Item 12 – Brokerage Practices* for additional information.

Conflicting Transactions and Positions, Including Long and Short

JHIUS Personnel make investment decisions for each account independently from those for any other account. As a result, JHIUS may give advice and take actions in the performance of its duties to some clients or accounts that differ from the advice given, or the actions taken, with respect to other clients or accounts that invest in similar securities or have similar strategies. At times, this may lead to JHIUS taking long and short positions with respect to the same security. The simultaneous maintaining of long and short positions in the same security creates conflicts of interest and risks, including the risk that short sale activity could adversely affect the market value of long positions (and vice versa). JHIUS maintains policies and procedures that it believes are reasonably designed to mitigate these conflicts. Among other things, these policies and procedures generally prohibit a portfolio manager from executing a short sale for a client's account when another client's account managed by the same portfolio manager holds the security long. The policies and procedures also require certain approvals in other situations that raise potential conflicts of interest and periodic monitoring of long and short trading activity.

Seed Capital

JHIUS may provide seed capital to, or otherwise invest in, certain Funds it advises. At times, JHIUS may want to withdraw that investment for legitimate business reasons. This could create potential conflicts of interest as withdrawal of the investment may cause the Funds to sell securities to cover the redemption, which may adversely affect clients or investors. To mitigate this potential conflict, JHIUS has adopted policies and procedures to stagger any drawdowns and minimize any potential disruption to the mutual funds, accounts or pools. JHIUS also only permits withdrawal of seed capital once a certain level of investment or participation by other investors has been met.

Restrictions on Activities

JHIUS may be subject to internal or external restrictions on its ability to transact in certain securities. JHIUS Personnel may come into possession of material nonpublic information through permissible means (e.g., participation in a bondholder group, participation in a private investment in public equity, etc.). In order to mitigate the risk that material nonpublic information will be misused, JHIUS has established a Market Abuse Policy that prohibits JHIUS or JHIUS Personnel from communicating such information to clients or otherwise using such information. Any security about which JHIUS has material nonpublic information may also be placed on the restricted list and trading in the security may be prohibited until that information has been made public. As a result, clients could realize a positive or negative impact to overall performance.

JHIUS may also be prohibited, or discouraged, from transacting in certain securities or acquiring certain securities in excess of a threshold ownership percentage various laws, regulations and rules, including the 1940 Act as discussed in *Item 10 – Other Financial Industry Activities and Affiliations*. JHIUS also does not generally invest client assets in its publicly-traded parent, Janus Henderson Group. This could adversely impact certain JHIUS clients or Funds.

Item 12 – Brokerage Practices

JHIUS is party to a Global Execution Agreement with certain affiliates within the Janus Henderson Group that allow trades in foreign markets to be executed by personnel in the relevant market through one of the Janus Henderson Group affiliates ("Trading Affiliates"). Personnel providing trade execution services within affiliated entities are subject to brokerage policies and procedures and oversight by the Janus Henderson Investors' Front Office Governance and Risk Committee. As used in this Item, the term "JHIUS" also includes its Trading Affiliates.

JHIUS generally selects broker-dealers for clients as part of its discretionary responsibilities. Clients may, in limited circumstances, provide broker preferences pursuant to the Directed Brokerage Policy described below. Broker determination, however, is determined by JHIUS's duty to seek best execution. Janus Henderson

Investors' Best Execution Committee will periodically review the quality of execution that it receives from broker-dealers, and the trading desks will continually evaluate the effectiveness of JHIUS's executing brokers and trading tools. JHIUS does not consider a broker-dealer's sale of shares of its Sponsored Funds or gifts and entertainment received from registered representatives of broker-dealers when choosing a broker-dealer to effect transactions.

JHIUS has a duty to seek to obtain "best execution" for its clients' portfolio transactions by seeking the best outcome based on a number of factors, including but not limited to:

- the clear understanding of prices of securities currently available and commission rates and other costs associated with various trading tools, channels and venues,
- the nature, liquidity, size and type of the security being traded and the character of the markets for which the security will be purchased or sold,
- the activity and impact, existing and expected, in the market for the particular security and the desired timing or urgency of the trade pursuant to the investment decision,
- any client restrictions associated with brokers or asset types,
- the ability of a broker-dealer to maintain confidentiality, including trade anonymity,
- the quality of the execution, clearance, and settlement services of a broker-dealer,
- the financial stability of the broker-dealer and the existence of actual or apparent operational problems of the broker-dealer,
- principal commitment by the broker-dealer to facilitate the transaction, and
- for non-research charge collection agreement ("RCCA") accounts, as described further below, the research services provided by a broker-dealer.

JHIUS may trade foreign securities in foreign countries because the best available market for these securities is often on foreign exchanges. In transactions on foreign stock exchanges, brokers' commissions are frequently fixed and are often higher than in the United States, where commissions are negotiated.

JHIUS generally buys and sells fixed-income securities in principal and agency transactions in which no brokerage commissions are paid. However, JHIUS may engage an agent and pay commissions for such transactions if JHIUS believes that the net result of the transaction to the respective Client account will be no less favorable than that of contemporaneously available principal transactions. The implied cost of executing fixed-income securities transactions for a Client account primarily will consist of bid-offer spreads at which brokers will transact. The spread is the difference between the prices at which the broker is willing to purchase and sell the specific security at the time.

When JHIUS purchases or sells a security in the over-the-counter market, the transaction takes place directly with a principal market-maker, without the use of a broker, except in those circumstances where, in the opinion of JHIUS, better prices and executions will be achieved through the use of a broker.

JHIUS unbundles its commissions globally. More specifically, JHIUS defines an execution commission component ("ECC") and a research commission component ("RCC"). The ECC is standard across all brokers by region and broker class. Generally, the ECC is not negotiated on an order-by-order basis yet determined by an established rate card that is reviewed by the JHIUS Best Execution Committee. Those rates are established to be competitive with industry standards and aligned with the service level we expect from our brokers. With respect to the RCC, consistent with its best execution obligation, and as permitted by Section 28(e) of the Securities Exchange Act of 1934, as amended, and subsequent SEC guidance and no-action relief ("Section 28(e)"), for non-RCCA accounts, JHIUS may execute transactions with a broker-dealer for a higher commission than another broker-dealer would have charged for effecting the same transaction if JHIUS determines, in good faith, that the commission is reasonable in relation to the value of the brokerage and/or research services provided by such broker-dealer or provided by third parties viewed in terms of either that particular transaction or the overall responsibilities of JHIUS with respect to all client accounts. Accounts that utilize RCCAs are prohibited from using charges for brokerage services and are subject to additional restrictions on what constitutes eligible research as provided by the Markets in Financial Instruments Directive II ("MiFID II") and Financial Conduct Authority ("FCA") regulations.

Client Commission and Research Charge Practices

JHIUS receives research and other services (other than execution) from broker-dealers and third parties in connection with client securities transactions. These services may include but are not limited to:

- investment research reports,
- access to analysts,
- trading analytics,
- reports or databases containing corporate, fundamental, and technical analyses,
- access to corporate management (non-UK),
- access to industry experts,
- electronic interfaces and, software,
- portfolio modeling strategies,
- economic research services, such as publications, chart services, and advice from economists concerning macroeconomics information, and analytical investment information about particular corporations, and
- brokerage services, including brokerage to effect securities transactions (except for RCCA accounts).

JHIUS may obtain the above research and services in the following manners, all of which are subject to JHIUS's duty to seek best execution:

Client Commission Agreements and RCCAs

JHIUS has client commission agreements and, for certain clients, RCCAs with certain broker-dealers. These agreements allow JHIUS to instruct broker-dealers to pool commissions or research charges, respectively, generated from equity security orders executed at that broker-dealer. RCCAs are utilized for accounts that are subject to MiFID II and instead of using a portion of the commission for research, an additional research charge is added to the execution commission for equity transaction. Pursuant to these agreements, the broker-dealer retains the execution component of the brokerage commission as compensation for execution services and segregates the other portion of the commission (or additional research charge for RCCAs) for research services. Such commissions (and charges) are then used, upon JHIUS's direction, to pay such broker-dealers for proprietary research or third parties for research created or developed by those third parties and provided to JHIUS as permitted under Section 28(e) and for RCCAs, as also permitted under MiFID II and FCA guidance. All transactions directed to these broker-dealers are subject to JHIUS's best execution obligations.

The Research Management Committee ("RMC") establishes a research budget annually for each investment strategy, and the research portion of the commission (or additional research charge for RCCAs) is collected until an account's pro-rata portion of the research budget is reached. Typically, it is expected, that an account's proportionate share of the budget for its strategy will be based on the amount of assets held in the account relative to overall assets in the strategy. Once the pro-rata budget of any account within an investment strategy is reached, such account will transact at execution only rates for the remainder of the applicable period. If the costs for external research for an investment strategy exceed the amount collected from accounts within that strategy, JHIUS or its affiliates may adjust the research portion of commissions (or research charge for RCCAs) within such strategy, continue to acquire external research for such accounts using its own resources or cease to purchase external research for such accounts until the next applicable period. If research commissions (or research charges for RCCAs) collected by accounts within an investment strategy exceed the research costs for such investment strategy, JHIUS may rebate the accounts within such strategy their pro-rata portion of such excess (subject to de minimis amounts as determined by JHIUS) or (for non-RCCAs only) rollover such amounts to be used for research during the next applicable period.

The RMC oversees the consumption, valuation and appropriate remuneration of third-party investment research consumed by JHIUS. Research budgets are set annually by the needs of each investment strategy and are not otherwise linked to the volume or value of transactions executed on behalf of any accounts within that strategy. Each account within a strategy shares its pro-rata portion of such strategy's budget. Research budgets may be adjusted by the RMC throughout the calendar year.

JHIUS intends that all client transactions will be included within its client commission agreements, except for transaction of those clients located in certain non-U.S. jurisdictions where JHIUS may determine to pay for research for such clients consistent with the methods available pursuant to MiFID II, including by use of an RCCA or Janus Henderson's own resources. Therefore, clients differ with regard to whether and to what extent they pay for research through commissions and, subject to applicable law, research may be used to service any or all clients, including clients that do not pay commissions to the broker-dealer relating to the client commission agreement. As a result, clients that do not directly pay for research or pay for research to a lesser extent, including in connection with the establishment of research budgets (and switching to execution-only rates when research budgets are met), may be considered to disproportionately benefit.

Executing Transactions

JHIUS may receive statistical, research and other factual information or services from broker-dealers that it would otherwise have to pay for with cash, or use its own resources to produce, for no consideration other than the brokerage or underwriting commissions that they obtain from JHIUS's execution of trades with the broker-dealers.

Step-Out Transactions

JHIUS may use step-out transactions in order to receive research products and services or when it may otherwise be necessary to execute a client investment strategy. In a step-out transaction, JHIUS directs a trade to a broker-dealer instructing the broker-dealer to execute the transaction, but "step-out" a portion of the transaction in favor of another broker-dealer that provides the research products or services or is otherwise able to execute the transaction. The second broker-dealer may clear and settle and receive commissions for the portion of the transaction sent to it. For Single and Dual Contract Programs, and to the extent such Programs permit step-out transactions, there may be additional fees or other costs incurred by the Sponsor or the client that are not covered by the Wrap Fee. These additional fees or other costs typically are paid by the Sponsor or the clients. See *Wrap Fee Program Brokerage Practices* below for more information about step-out transactions.

Sponsorship Transactions

JHIUS may also use broker sponsorship programs in order to pay for research. JHIUS may receive research from a sponsored broker but choose to execute with an executing agent on behalf of the sponsored broker. The executing agent executes the trade and then sends it to the sponsored broker for settlement. JHIUS pays the sponsored broker the commissions on the trade and the sponsored broker then pays the executing agent a predetermined fee.

Prime Broker Arrangements

JHIUS maintains prime brokerage arrangements to facilitate short sale transactions. A prime broker may provide services and products to JHIUS in connection with the short selling facilities and related services the prime broker provides. JHIUS typically uses technology and personalized client services, but additional services such as capital introduction, business consulting services and portfolio analytics may also be available from prime brokers.

JHIUS may have an incentive to use broker-dealers who offer the above services to effect transactions instead of other broker-dealers who do not provide such services, but who may execute transactions at a lower price. JHIUS does not guarantee any brokers the placement of a pre-determined amount of securities transactions in return for the research or brokerage services they provide. JHIUS does, however, have an internal procedure for allocating transactions in a manner consistent with its execution policy to brokers that it has identified as providing research or brokerage services. Any such transactions with such brokers are always subject to JHIUS's best execution obligations.

In order for client commissions to be used to pay for these services, JHIUS determines that the services are permitted research or brokerage services under Section 28(e). Additionally, all broker-dealers and all vendors of research and/or brokerage services paid with client commissions will be approved pursuant to JHIUS's policies and procedures. In instances when the above services may include components not eligible under Section

28(e), JHIUS makes a reasonable allocation of the cost of the research and/or brokerage services according to its use and all non-eligible research and/or brokerage services are separately invoiced and paid for with cash from JHIUS and not with client commissions.

During the most recent fiscal year JHIUS acquired the following types of brokerage and research products and services with client commissions:

- traditional research reports,
- specific sector analysis and market data,
- company financial data,
- opportunities to have discussions with third-party research analysts and to meet with corporate executives (non-UK),
- access to industry experts,
- brokerage services, including brokerage to effect securities transactions,
- trading execution services, and
- portfolio modeling analytic software.

Research received from broker-dealers is supplemental to JHIUS's own research efforts. The brokerage and research products and services furnished by broker-dealers may be used in servicing any or all of JHIUS's clients and may not necessarily be used by JHIUS in connection with the accounts that actually paid commissions, nor in proportion to the amount of commissions paid by accounts, to the broker-dealer providing the products and services.

Directed Brokerage Policy

As discussed above, JHIUS has a duty to seek best execution on all trades. Generally, in limited circumstances, clients may suggest a broker preference for JHIUS to direct a client's transactions as part of a Wrap Fee Program, a commission recapture program or otherwise. Broker selection, however, is always subject to JHIUS's duty to seek best execution. JHIUS may also direct a client's transaction to a category of broker-dealers such as minority or women-owned firms pursuant to a client's request (and subject to JHIUS's duty to seek best execution). JHIUS does not guarantee or represent that it will direct any transaction (including any commissions) to any particular broker-dealer, nor does it guarantee or represent that it will meet any specific targets or participation levels for direction of a client's transactions. JHIUS generally will only direct brokerage commissions pursuant to "sponsorship" transactions. JHIUS generally will not direct trades for fixed income, derivative and program trades or for any strategy or account that JHIUS deems to be unsuitable for directing trades.

Clients desiring to instruct JHIUS to direct transactions to a particular broker-dealer should consider whether the commissions, execution, clearance and settlement capabilities, and fees for custodial or other services (as applicable) that will be provided to the clients by its selected broker-dealers will be comparable to those otherwise obtainable by JHIUS. Such clients may lose the possible advantages, benefits and savings on execution that JHIUS may be able to obtain for full discretionary accounts. For example, for full discretionary accounts, JHIUS may be able to reduce transaction costs or help allocate execution fills and prices fairly by aggregating orders for several clients as a single transaction. All, or a portion of, a client-directed transaction may not be able to be included in these aggregated orders and thus, not benefit from any transaction cost savings. In addition, such clients may not be able to participate in an allocation of shares of a new issue if those shares are sold by a broker-dealer not selected by the clients. Further, clients that direct transactions to broker-dealers that are not on JHIUS's approved broker list may also be subject to additional credit and/or settlement risk and may receive prices less favorable than JHIUS is able to obtain. If a client requests or instructs JHIUS to direct a portion of the securities transactions for its account to a specified broker-dealer, JHIUS may recommend other broker-dealers to such client based upon the factors it considers when seeking best execution.

In the case of Single and Dual Contract Programs, JHIUS generally has a duty to seek best execution. Typically, JHIUS places trades with Sponsors (or their affiliated broker-dealers) because trading commissions are included in the fee the client pays to the Sponsor. See *Wrap Fee Program Brokerage Practices* in this section for more information about JHIUS's trading practices.

Trade Aggregation and Allocation

JHIUS makes investment decisions for each of its clients, including proprietary accounts, independently from those of any other account that is or may become managed by JHIUS or its affiliates. Because JHIUS generally invests in similar strategies for clients, numerous clients could have similar investment objectives and thus, similar portfolios. As a result, JHIUS may be trading the same security for multiple clients at the same time. In order to seek efficiencies that may be available for larger transactions or help allocate execution fills and prices fairly, JHIUS may aggregate the orders for its clients for execution in circumstances where JHIUS determines that the investment is eligible and appropriate for each participating account. Clients participating in an aggregated trade are generally charged the same price and execution rate (or execution portion of the commission) except where doing otherwise is deemed by JHIUS as fair and consistent with applicable law. It may happen that one or more clients may not be charged a research portion (or the same research portion) of the commission in an aggregated trade and may therefore transact at lower commissions or execution only rates, including where clients have a different research rate, have already met the research budget established by the RMC or are subject to regulatory or other restrictions on the use of client commissions to pay for research services.

In addition to, or instead of, aggregating orders of accounts that would be trading the same security at the same time, JHIUS may average the price of the transactions of these accounts and allocate trades to each account in accordance with JHIUS's allocation procedures. Partial fills will be allocated pro rata. JHIUS seeks to allocate the opportunity to purchase or sell a security or other investment among accounts on an equitable basis by taking into consideration certain factors. These factors include, but are not limited to size of the portfolio, concentration of holdings, investment objectives and guidelines, position weightings, duration targets, consistency of portfolio characteristics across similar accounts, purchase costs, issuer restrictions, price targets and cash availability. Due to such factors, JHIUS cannot assure equality of allocations among all of its accounts, nor can it assure that the opportunity to purchase or sell a security or other investment will be proportionally allocated among accounts according to any particular or predetermined standards or criteria.

There are instances when circumstances specific to individual clients will limit JHIUS's ability to aggregate or allocate trades. For example, if a client requests directed brokerage or if a client is invested in a Wrap Fee Program in which the Sponsor executes trades, JHIUS may not be able to aggregate or allocate these or other trades. Additionally, there may be times when there is limited supply or demand for a particular security or investment. In such instances a client may not be able to realize the efficiencies which might exist for larger transactions. In some cases, trade aggregation and/or allocation may adversely affect the price paid or received by an account or the size of the position obtained or liquidated for an account, which could cause performance divergence from similar accounts. In other cases, an account's ability to participate in volume transactions may produce better executions and prices for the account. JHIUS may adjust allocations to eliminate fractional shares or odd lots, or to account for minimum trade size requirements and has the discretion to deviate from its allocation procedures in certain circumstances.

With respect to investments in private companies, certain provisions of the Investment Company Act of 1940 limit the ability of JHIUS to aggregate orders for registered investment companies managed by JHIUS and accounts in which JHIUS, its affiliates or employees have a material pecuniary (economic) interest. In these instances, JHIUS must decide whether to exclude from the transaction either the registered investment company or the other managed account(s), or to limit the negotiation of the terms of the investment to price and similar terms. In making these decisions, JHIUS has an incentive to favor accounts in which JHIUS, its affiliates or employees have a material pecuniary interest. JHIUS addresses this conflict through its trade allocation policies and education of its portfolio managers and other investment personnel. See *Item 6 – Performance-Based Fees and Side-By-Side Management*.

Initial Public Offering (“IPO”) and Other Limited Offering Allocations

Clients may from time to time participate in an IPO or other types of limited offerings, such as primary or secondary placements of common stock, private equity offerings, or other private placement offerings, if the portfolio manager managing the portfolio believes that the offering is an appropriate investment based on the portfolio's investment restrictions, risk profile, asset composition and/or cash levels. Clients must be eligible to receive allocations of IPOs pursuant to relevant FINRA regulations. In the event that JHIUS reasonably

determines that a client is not eligible to receive IPO allocations pursuant to these regulations or does not have reasonable assurances that the client is eligible to receive allocations, JHIUS may prohibit the client's account from receiving any allocations of an available offering. In addition, to the extent a Fund, such as a new Fund, has only affiliated shareholders, such as a portfolio manager or an adviser, and the Fund participates in an IPO, those shareholders may be perceived as receiving a benefit and, as a result, may have a conflict with management of the Fund and thus may not be eligible to participate in the offering.

Clients may also, from time to time, participate as an anchor or cornerstone investor ("Cornerstone Investor") in an IPO. A Cornerstone Investor agrees, prior to a company's IPO, to acquire a certain dollar amount of the IPO securities. Such agreement provides the Cornerstone Investor with an agreed and known allocation in the IPO. Shares allocated to the Cornerstone Investor in such IPOs may be restricted from trading for up to six months post the IPO and participation by any JHIUS account as a Cornerstone Investor could preclude any other account from participating in the IPO as a non-Cornerstone Investor.

JHIUS utilizes a dual book IPO indication process. More specifically, in order to provide issuers with a level of flexibility to address the diverse styles, needs and relationships of our global investment teams, JHIUS has assigned each investment team to either a U.S. or EMEA/APAC IPO indication group (each, an "IPO Indication Group") and places two separate indications with a broker for any one limited offering. JHIUS's IPO/limited offering allocation procedures generally require all securities of an offering allocated to an IPO Indication Group be allocated to each participating portfolio manager in such IPO Indication Group based on their initial indications and on a pro-rata basis to all participating eligible accounts in such IPO Indication Group based on the total assets of each account. When more than one portfolio manager across the firm, indicates interest in a limited primary or secondary offering, a limit on the allowable bid will be applied. In addition, with respect to private equity offerings, JHIUS limits the amount that any one Fund can own, in the aggregate, of all private companies. Deviations from these procedures are permitted provided such deviations are documented and approved in writing by the Chief Investment Officer ("CIO") or his delegate(s). A deviation could occur, for example in order to allocate additional securities to ensure that accounts receive sufficient securities to satisfy investment objectives or policies, to account for allocation sizes that are deemed by investment personnel to be de minimis for certain eligible accounts, to address market conditions, to address situations specific to individual accounts (e.g., cash limitations, position weightings, liquidity profiles of the investment, redemption history of the account, etc.) or to address certain jurisdictional requirements relating to Cornerstone IPOs. Additionally, for primary or secondary offerings of common stock, additional shares may be allocated to a portfolio manager with a pre-existing position in that security. Deviations from pro-rata allocations may contribute to differences in performance among eligible accounts within the same strategy. JHIUS cannot assure, in all instances, participation in IPOs or limited offerings by all eligible accounts. In the event an eligible account does not participate in an offering, JHIUS generally does not reimburse for opportunity costs.

Security Valuation

Equity securities are generally valued on the basis of market quotations. Fixed income securities are generally valued in accordance with an evaluated bid price supplied by a pricing service. The evaluated bid price supplied by the pricing service is an evaluation that reflects such factors as security trades, prices of like securities, yields, maturities, and ratings. Certain short-term instruments maturing within 60 days or less may be valued at amortized cost, which approximates market value. If a market quotation or evaluated price is not readily available or is deemed unreliable, or if an event that is expected to affect the value of a portfolio security occurs after the close of the principal exchange or market on which that security is traded, the fair value of a security will be determined in good faith under policies and procedures established by and under the supervision of JHIUS's U.S. Pricing Committee. Although JHIUS is not generally the pricing agent for its clients (other than for its sponsored U.S. mutual funds and certain other Funds or Separate Accounts where it agrees to provide such services and as set forth in the relevant agreement or offering documents), JHIUS, in certain cases and upon request, may provide a fair value price to a client's pricing agent, solely for informational purposes, for a security in cases where market quotations or evaluated prices are not readily available or deemed unreliable due to significant events or other factors. In these instances, the client's pricing agent makes the ultimate determination of the security's value. Because JHIUS may be compensated based on the value of assets held in an account or based on the performance of the account, JHIUS may have a potential incentive to set a high valuation for a security; however, JHIUS does not intend to use valuations that are higher than fair value. JHIUS believes that this potential conflict may be mitigated by its valuation policy and procedures.

There may be differences in prices for the same security held by JHIUS's clients because JHIUS's provided price (for the situations described above) may not be accepted by the relevant pricing agent. In addition, certain clients, such as JHIUS's sponsored U.S. mutual funds, may utilize a third-party valuation model to value equity securities of non-U.S. issuers to adjust for stale pricing which may occur between the close of the non-U.S. exchanges and the New York Stock Exchange. These pricing models may not be used by the relevant pricing agent.

Benchmark indices generally do not use fair value pricing and use national and regional indices to value securities using unadjusted closing prices in local markets. In addition, the value of assets denominated in non-U.S. currencies is converted into U.S. dollars using exchange rates deemed appropriate by JHIUS, which may also vary from the exchange rates used for calculation on any given index.

Trade Rotation

When JHIUS acts as an adviser to Wrap Fee Programs, certain conflicts of interest may arise between the Wrap Fee Programs and also between Wrap Fee Programs and JHIUS's other clients, particularly in relation to trading issues. Conflicts of interest may arise particularly because Sponsors (or their affiliated broker-dealers) generally execute the majority of trades for Wrap Fee Programs and as a result, a Sponsor (or its affiliated broker-dealer) may have access to JHIUS's investment recommendations before JHIUS implements the recommendations for its other clients. Conflicts of interest may also arise when JHIUS, in seeking to obtain best execution, or when it steps out a transaction to a broker-dealer or other securities intermediary, or in following directed trading instructions, executes trades in the same security for Wrap Fee Programs through different Sponsors (or their affiliated broker-dealers) and its other accounts through other broker-dealers at or near the same time. Therefore, given the separation of the Wrap Fee Programs' trading functions and JHIUS's trading for its other accounts, the possibility exists that trades for a Wrap Fee Program may be executed before or after trades, and at different prices, than for other Wrap Fee Programs and JHIUS's other accounts.

To address the conflicts of interest and trading matters, JHIUS maintains brokerage and trading policies, including policies and procedures for best execution discussed above and trade rotation. JHIUS believes its policies and procedures are consistent with its duties as a fiduciary to treat its clients fairly in a manner that does not systematically favor one client (or group of clients) over another client (or group of clients).

Depending on the market capitalization, or market availability, of certain securities, trade orders may take multiple days to complete and may be executed as part of a rotation. If JHIUS determines that there is not sufficient liquidity in the market to support an entire trade or order, JHIUS will take steps to manage the liquidity profile of the order and minimize its impact on the market. In limited circumstances, this may include rotating trades between its Wrap Fee Program accounts and its other clients. Typically, orders for Wrap Fee Program accounts are rotated between the Sponsors' trading platforms. To the extent JHIUS deems a trade highly illiquid, JHIUS may split the trade into smaller orders and then rotate in the same manner as trades for illiquid securities would be rotated. Rotating trades may result in a longer delay in executing trades and/or a materially better or worse price for clients that are traded in later rotations.

As discussed in *Item 4 – Advisory Business*, typically, JHIUS does not have responsibility or discretion to execute trades for Model Programs. JHIUS provides information on the model portfolios at the times agreed to in the investment management agreement, which could be before or after JHIUS executes trades on behalf of its other accounts. Many Sponsors or overlay managers require JHIUS to provide the model updates as part of JHIUS's trade rotation procedures.

JHIUS generally has limited information on whether, at what time, and to what extent, the Sponsor or overlay manager executes JHIUS's recommendations. Further, JHIUS generally may or may not wait for Sponsors or overlay managers to confirm execution before continuing its rotation when Model Programs are included in JHIUS's trade rotation. As a result, Sponsors may initiate trading prior to, at the same time as, or after JHIUS completes trading for its other accounts or other Model Programs.

Wrap Fee Program Brokerage Practices

As discussed in *Item 4 – Advisory Business*, Single and Dual Contract Program clients often receive a package of services, in exchange for the Wrap Fee that they pay the Sponsor of the program. In addition to the investment management fee, these services often include trade execution from Sponsors (or their affiliated broker-dealers). Typically, in these instances, both JHIUS and the Sponsor have a duty to seek best execution for these clients' trades.

There may be circumstances when JHIUS, in seeking best execution, executes trades through broker-dealers or other security intermediaries other than the Sponsors (or their affiliated broker-dealers). This practice is often referred to as "trading away" or a "step-out" transaction. JHIUS may trade away when a security is illiquid, when a Sponsor (or its affiliated broker-dealer) lacks the capacity or expertise to effectively execute a trade in a particular type of security or to execute a trade at a favorable price or in a timely manner or under other circumstances. In addition, JHIUS may trade away or use step-out transactions when JHIUS believes trading through the Sponsor (or its affiliated broker-dealer) will adversely impact the same or similar trades JHIUS intends to execute for its other clients. Whenever JHIUS trades away or uses step-out transactions from Sponsors (or their affiliated broker-dealers), there may be additional commissions, spreads, transaction charges or other costs incurred by the client that are not covered by the Wrap Fee. JHIUS typically is not responsible for these additional fees, commissions, spreads, charges or costs. These additional fees, commissions, charges or costs typically are paid by the Sponsor or the clients. With respect to Wrap Fee Programs where a client directs trading to the Sponsor, even where another broker-dealer quotes a more favorable price than that quoted by such Sponsor in a given trade, that lower price along with the added commission, may be on balance less favorable to the client than the Sponsor's higher quoted price.

Sponsors may include provisions in their agreements with clients to direct JHIUS to execute all transactions or certain securities (for example, equity securities) through the Sponsor (or its affiliated broker-dealer). In those cases, JHIUS generally requires the Sponsor's agreement to permit JHIUS to trade away or use step-out transactions to execute transactions for clients through broker-dealers other than the Sponsor (or its affiliated broker-dealer) in seeking best execution for these clients.

Conflicts of interest can arise between JHIUS's best execution policies and procedures and trading instructions that JHIUS may receive from client agreements. In those cases, JHIUS will act in a manner that it believes is consistent with the best interests of its clients and its best execution policies and procedures.

ADRs

In certain circumstances, JHIUS may invest client assets in ADRs. When doing so, depending upon the existence and/or liquidity of the ADR and other factors, these trades may be executed in the U.S. or in a non-U.S. market. When trades are executed in non-U.S. markets, non-U.S. securities will be acquired, and broker-dealers or other securities intermediaries will convert these non-U.S. securities into U.S. ADRs (denominated in U.S. dollars). Broker-dealers or other securities intermediaries may charge commissions, conversion and/or other fees for converting the securities into ADRs, all of which will be included (*i.e.*, netted) into the price of the securities. These conversion fees may be negotiable, may vary, and typically are paid by the clients.

For Single and Dual Contract Programs, and to the extent such Programs offer strategies which could include ADRs as potential investments, JHIUS may execute ADR transactions through Sponsors (or their affiliated broker-dealers) or by stepping out such transactions to broker-dealers or other securities intermediaries. To the extent that it does so, there may be additional costs associated with such investments including conversion and foreign exchange fees, ongoing custody or service fees charged by ADR depository banks for inventorying the underlying non-U.S. shares and performing related administrative services, commissions, spreads, transaction charges or other costs incurred by the client that are not covered by the Wrap Fee. JHIUS typically is not responsible for these additional fees as they are typically paid by the Sponsor or the clients. See *Wrap Fee Program Brokerage Practices* above for more information about step-out transactions.

Additionally, JHIUS may convert a non-U.S. security to an ADR that would be considered highly illiquid when traded in the U.S. This may make it difficult to liquidate a position when clients close an account, transfer the assets to another firm, request a withdrawal or other transaction that requires the security be traded domestically

versus in the foreign security market. The liquidity, or lack thereof, of the converted ADRs in the U.S. market could result in a transaction price that differs substantially from the transaction price that could be obtained if that same security was transacted in the non-U.S. market.

Error Correction

Errors can result from a variety of situations involving portfolio management (e.g., inadvertent violation of investment restrictions) and trading (e.g., miscommunication of information, such as wrong number of shares, wrong price, wrong account, calling the transaction a buy rather than a sell and vice versa, etc.). It is JHIUS's policy that errors are identified, evaluated, and corrected as expeditiously as possible.

Generally, errors are corrected in the client's account(s) and, generally any error which results in a gain accrues to the benefit of a client's account. Any error that results in a loss will be reimbursed by JHIUS to the client's account.

When correcting errors, JHIUS will use its best efforts in its calculation to make the client whole and may apply reasonable discretion in applying de minimis levels for purposes of calculating reimbursement owed. In order to determine the market price of the intended order, JHIUS may take into consideration certain factors, including but not limited to, the market environment, size of the order, market impact, liquidity, volume, etc.

If multiple trade errors in one client account are discovered simultaneously, some of which resulted in profits, and some of which resulted in losses, the resulting profits and losses may be netted against each other to calculate the extent of the client's loss. Gains and losses will not be netted across client accounts.

At JHIUS's discretion, JHIUS may consult with affected clients to discuss an appropriate resolution for correcting an error.

Item 13 – Review of Accounts

Portfolio managers have primary responsibility for reviewing client accounts. On a continuing basis, each portfolio manager evaluates from many viewpoints accounts for which he or she has responsibility, including the percentage that is invested in a type of security generally or in a particular security, diversification of holdings among industries and, in general, the makeup of the portfolios. The review process is further augmented by regular quarterly meetings between the portfolio manager and members of JHIUS's investment leadership team. Additionally, the accounts are periodically reviewed by the Investment Performance and Risk Committee. Sponsored Funds are also reviewed on a periodic basis by the Funds' Boards of Directors or Trustees, as applicable. Compliance also performs ongoing reviews of all such accounts for compliance with investment policies and restrictions.

The frequency and nature of reports prepared for clients varies depending on each client's requirements and interests. Clients generally receive monthly or quarterly written reports showing portfolio activities and performance on a current and year-to-date basis. These written reports typically disclose all holdings in the client's account, including cash, together with cumulative year-to-date information about dividends and interest realized by the account. JHIUS may furnish certain account transactions and portfolio holdings to institutional clients such as non-Sponsored Funds and Separate Accounts and their service providers on a more frequent basis. For some accounts, this transaction reporting may occur as frequently as daily, which may necessitate certain expedited back and middle office services. Depending on the type of account, portfolio management may also provide oral presentations about the account's performance on a periodic basis. JHIUS will also provide clients, upon request, other information regarding their portfolio within the parameters of its compliance policies.

JHIUS may also furnish certain portfolio holdings to potential clients and other interested third parties (e.g., consultants) provided that JHIUS determines there is a legitimate business purpose to provide the information, the recipient executes a confidentiality agreement and certain persons approve the disclosure.

Clients may also receive statements from Sponsors, custodians or other service providers. As discussed in *Item 15 – Custody*, JHIUS encourages all clients to carefully review all statements received and compare their official custodial records to the account statements provided by JHIUS.

Item 14 – Client Referrals and Other Compensation

JHIUS maintains an internal bonus compensation plan which rewards its employees for new client account relationships they developed to the extent permitted by law. JHIUS may also enter into arrangements through which it makes payments to financial intermediaries for the distribution of shares of JHIUS's Sponsored Funds or to SMA Wrap Program Sponsors in connection with services provided by the Sponsor for investments in certain model portfolios comprised of JHIUS Sponsored Funds. See *Item 10 – Other Financial Industry Activities and Affiliations* for discussion about compensation JHIUS may receive from its affiliates and a discussion of the potential conflicts of interest which may arise from such arrangements. JHIUS may enter into arrangements whereby from time to time it compensates, either directly or indirectly, unaffiliated persons, including pension consultants, for client referrals and service. Under these arrangement(s), JHIUS may pay a percentage of the investment management fee it receives from referred clients to such unaffiliated persons. This fee may vary according to each agreement. Clients referred by unaffiliated persons will not be charged more than similarly situated clients who were not referred; however, the presence of these arrangements may affect JHIUS's willingness to negotiate from its standard fee schedule and as a result may affect the overall fees paid by referred clients. Referral arrangements are entered into in accordance with Rule 206(4)-3 under the Advisers Act (the "Cash Solicitation Rule").

Further, from time to time, JHIUS may have arrangements in place to purchase services, publications, general consulting advice, conference attendance, or limited advisory services from pension consultants. Generally, these consultants do not solicit clients on behalf of JHIUS or its affiliates, but may recommend JHIUS or its affiliated investment advisers to their clients. To the extent JHIUS enters into a referral arrangement with pension consultants, such arrangement will be made in accordance with the Cash Solicitation Rule.

JHIUS may participate in and support conferences, seminars, training sessions, due diligence events or meetings hosted by clients and certain financial intermediaries to provide business building techniques and education on the investment products and services available through JHIUS and its affiliated investment advisers. JHIUS usually pays a fee to the client or intermediary for JHIUS to attend such events and its attendance may result in the intermediaries recommending JHIUS's and its affiliated investment advisers' products. JHIUS also sponsors select events where the audience may include prospective U.S. and non-U.S. institutional investors, including but not limited to, public pension funds, endowments and foundations, union organizations and consultants. Since the sponsorship fees JHIUS pays may be higher than other participant fees, such fees may indirectly subsidize participant expenses or participation in certain activities. Clients or certain financial intermediaries may also approach JHIUS to request charitable contributions. JHIUS may also be required by contract to provide training regarding JHIUS's investment products and services to certain clients and large shareholders of Janus Henderson Group on a periodic basis. JHIUS usually pays some of the expenses associated with this type of training. See *Item 11 – Code of Ethics, Participation or Interest in Client Transactions and Personal Trading* for more information about our policies and procedures to minimize conflicts of interest.

Because JHIUS receives compensation from affiliated investment advisers for its services, it may have an incentive to recommend these advisers to clients. See *Item 10 – Other Financial Industry Activities and Affiliations* for more information.

Item 15 – Custody

JHIUS typically does not have custody of its clients' assets. When JHIUS is deemed to have custody under the Custody Rule because of its role as manager to certain Private Investment Funds, investors receive audited financial statements in accordance with the Custody Rule. JHIUS may also be deemed to have custody over certain clients' accounts because of its ability to deduct management fees from such accounts. Clients should receive account statements, at least quarterly, from their qualified custodian.

Whether or not JHIUS is deemed to have custody over client assets, JHIUS encourages all clients to carefully review statements received from custodians or other third parties, such as Sponsors, and compare their official custodial records to the account statements provided by JHIUS. Statements received from JHIUS may vary from the custodial statements based on accounting procedures, reporting dates or valuation methodologies for certain securities. See *Item 13 – Review of Accounts* for more information about JHIUS's account statements.

Item 16 – Investment Discretion

Pursuant to written investment management agreements, clients may grant JHIUS discretionary authority which includes the ability to determine the type and amount of securities to be purchased or sold. In all of such cases, JHIUS exercises such discretion in a manner consistent with the stated investment objectives for the particular client account. In some cases, JHIUS provides advice on a non-discretionary basis including but not limited to Model Programs and non-Sponsored Funds.

JHIUS may be limited in the type or quantity of securities purchased or held due to certain regulatory or internal compliance restrictions. Clients' investment guidelines and restrictions must be provided in writing to, and agreed upon by, JHIUS and are the means by which JHIUS manages clients' portfolios. Please refer to *Item 4 – Advisory Business* for additional information on clients' ability to tailor investment guidelines.

Item 17 – Voting Client Securities

At their election, clients generally may retain proxy voting responsibility or delegate such responsibility to JHIUS. To the extent clients elect to vote proxies themselves, clients will not receive information about their proxies from JHIUS. Instead, clients should receive proxies from their custodian, transfer agent or other third-party service providers such as their proxy service provider.

Where JHIUS has been provided voting discretion, JHIUS has a responsibility to vote proxies in the best interest of each client. As part of the exercise of its responsibilities, JHIUS has adopted a proxy voting policy and procedures (the "Proxy Voting Procedures"), as described below. Subject to specific provisions in a client's account documentation related to exception voting, JHIUS will generally only accept direction from a client to vote proxies for that client's account pursuant to (i) specific voting guidelines set forth in the Proxy Voting Procedures (the "Guidelines"), (ii) the Institutional Shareholder Services Inc. ("ISS" or the "Proxy Voting Service") Benchmark Policy or (iii) the ISS Taft-Hartley Voting Guidelines (the "Taft-Hartley Guidelines"). The Proxy Voting Procedures are available at www.janushenderson.com/proxyvoting or upon request.

The sponsored Investment Companies may elect to participate in a securities lending program under which shares of an issuer may be on loan while that issuer is conducting a proxy solicitation. Generally, if shares of an issuer are on loan, the voting rights are transferred, and a sponsored Investment Company cannot vote the shares. In deciding whether to recall securities on loan, JHIUS will evaluate whether the benefit of voting the proxies outweighs the cost of recalling them. Furthermore, in circumstances where a sponsored Investment Company held a security as of record date, but the holdings were sold prior to the shareholder meeting, JHIUS may abstain from voting the proxy.

JHIUS relies on pre-populated and/or automated voting, which means the Proxy Voting Service will automatically populate the proxy voting system in accordance with the Guidelines, the Taft-Hartley Guidelines or the ISS Benchmark Policy. For those proxy proposals with a default policy position, the votes will be cast as populated in the system by the Proxy Voting Service unless directed otherwise by portfolio management.⁷ For those proxy proposals without a default policy position (i.e., refer items), the votes will be cast as populated in the system by JHIUS. For certain accounts (e.g., accounts that do not conduct fundamental research) or sponsored Investment Companies, the votes will generally be cast in accordance with the Guidelines, the Proxy Voting Service's recommendation where portfolio management input is required, or in accordance with another portfolio management team's recommendation if that other portfolio management team is better situated to make a determination on the particular proxy issue and instructs a vote contrary to the Guidelines or the Proxy Voting Service's recommendation.

From time to time, issuers and/or ballot issue sponsors may publicly report additional information that may be relevant to the application of the Guidelines, the Taft-Hartley Guidelines or the ISS Benchmark Policy or the exercise of discretion by portfolio management ("supplemental materials"). To the extent the Proxy Voting Service identifies such supplemental materials, it will review that information and determine whether it has a

⁷ As used in this section, the term portfolio management refers to the portfolio managers, assistant portfolio managers and analysts which support the relevant client account as well as the central Governance and Stewardship team.

material effect on the application of the Guidelines, the Taft-Hartley Guidelines or the ISS Benchmark Policy. The Proxy Voting Service is then responsible for ensuring that any votes pre-populated in the proxy voting system are appropriately updated and JHIUS is provided appropriate notice of such changes, including through availability of an updated research report. In all events, the Proxy Voting Service will notify JHIUS of any supplemental materials identified so that they can be considered as part of the voting process, including with respect to items requiring portfolio management input.

Class Actions

JHIUS generally does not instruct, give advice, notify or file proof of claim forms on behalf of Separate Accounts, Wrap Fee Programs and individual clients.

ERISA Plan Policy

On behalf of U.S. client accounts subject to ERISA, JHIUS will vote all proxies for shares for which it has investment discretion unless the power to vote such shares has been expressly retained by the appointing fiduciary in the investment management agreement. JHIUS recognizes that the exercise of voting rights on securities held by ERISA plans for which JHIUS has voting responsibility is a fiduciary duty that must be exercised with care, skill, prudence and diligence. As such, where JHIUS has voting responsibility for ERISA plans, it will vote proxies solely in the best interest of the participants and beneficiaries of such plans. JHIUS is not deemed a fiduciary for other purposes under ERISA as it does not receive compensation for making investment recommendations that are individualized or specifically directed to a particular plan sponsor running a retirement plan (e.g., an employer with a retirement plan), retirement plan participants, or IRA owners for consideration in making a retirement investment decision.

Conflicts of Interest

Because the Guidelines, the ISS Benchmark Policy, and the Taft-Hartley Guidelines pre-establish voting positions, default application of these rules should, in most cases, adequately address any possible conflicts of interest. For situations where portfolio management seeks to exercise discretion when voting proxies, JHIUS has implemented additional policies and controls to mitigate any conflicts of interest.

Portfolio management is required to disclose any actual or potential conflicts of interest that may affect the exercise of voting discretion. Actual or potential conflicts of interest include but are not limited to the existence of any communications from the issuer, proxy solicitors or others designed to improperly influence portfolio management in exercising their discretion or the existence of significant relationships with the issuer.

JHIUS also proactively monitors and tests proxy votes for any actual or potential conflicts of interest. JHIUS maintains a list of significant relationships for purposes of assessing potential conflicts with respect to proxy voting, which may include significant intermediaries, vendors or service providers, clients and other relationships. In the event portfolio management intend to vote against the Guidelines with respect to an issuer on the significant relationships list, a representative from JHIUS's Operations Control group will notify JHIUS's Proxy Voting Committee (the "PVC") which will review the rationale provided by portfolio management in advance of the vote. In the event portfolio management intends to exercise discretion to vote contrary to the ISS recommendations and with management as to an issuer on the significant relationships list, a representative from JHIUS's Operations Control group will notify the PVC, which will review the rationale provided by portfolio management in advance of the vote. If the PVC determines the rationale is inadequate, the proxy vote will be cast in accordance with the Guidelines or as instructed by the PVC. In addition, on a quarterly basis, the PVC reviews all votes that deviate from the Guidelines and assesses the adequacy of the portfolio managers' stated rationale.

Any personal conflict of interest related to a specific proxy vote should be reported to the PVC prior to casting a vote. In the event a personal conflict of interest is disclosed or identified, the PVC will determine whether that person should recuse himself or herself from the voting determination process. In such circumstances, the proxy vote will be cast in accordance with the Guidelines or as instructed by JHIUS's CIO or his or her delegate. Compliance also reviews all refer votes contrary to the ISS recommendations and with management to identify any undisclosed conflicts of interest.

If a proxy vote is referred to the CIO or his or her delegate or the PVC, the decision made and basis for the decision will be documented by the PVC.

Reporting and Record Retention

JHIUS will provide clients with such information on proxy voting as agreed or otherwise set forth herein. Upon request, JHIUS will provide clients with the proxy voting record for their accounts. JHIUS will publicly disclose vote reporting in line with local market requirements or practices. On an annual basis, JHIUS will provide proxy voting records for the sponsored Investment Companies for the one-year period ending on June 30th on JHIUS's website at www.janushenderson.com/proxyvoting. JHIUS. Such voting record, on Form N-PX, is also available on the SEC's website at www.sec.gov.

JHIUS presents the Proxy Voting Procedures to the boards of trustees of the sponsored Investment Companies at least annually and provides such other information and reports requested by such boards to fulfill their oversight function.

Except as noted herein or required by law, JHIUS generally does not provide information to anyone on how it voted or intends to vote on a particular matter still pending. Unless that information has otherwise been made public, JHIUS may confirm to issuers or their agents that votes have been cast but not how or how many the votes were cast. Portfolio management has the discretion to indicate to issuers or their agents how they voted or intend to vote in the context of discussions with issuers and their management as part of JHIUS's ongoing investment analysis process.

Item 18 – Financial Information

Not applicable.

Additional Supplementary Information

Class Actions and Inadvertent Receipt of Funds

While JHIUS files for recoveries on behalf of the various Funds, Sponsored Funds and proprietary accounts, JHIUS is generally not able to advise, notify or act on behalf of its clients in legal proceedings, including class actions or bankruptcies, involving securities purchased or held (or formerly held) in clients' accounts. Occasionally, JHIUS may receive checks on behalf of clients from administrators distributing funds in settlement of class action lawsuits and regulatory actions. Subject to JHIUS's obligations under the Custody Rule, JHIUS promptly forwards checks to clients. Typically, the amounts of these checks are relatively small.

Appendix A – Standard Pricing Schedules

Our standard pricing schedules for Separate Accounts and Dual Contract Programs, described in *Item 4 - Advisory Business*, are listed below. As further described in *Item 5 - Fees and Compensation*, investment management fees are typically calculated as a percentage of assets and may be negotiated. Fees may vary between clients for a variety of reasons.

Separate Accounts

Dual Contract Programs

U.S. Large Cap Equity			
First \$100 million	55	First \$25 million	65
Next \$100 million	45	Over \$25 million	55
Next \$100 million	42		
Over \$300 million	40		
U.S. Mid Cap Growth			
First \$100 million	65	First \$25 million	70
Next \$100 million	60	Over \$25 million	65
Over \$200 million	55		
U.S. Mid Cap Value			
First \$25 million	75	First \$25 million	70
Next \$75 million	65	Over \$25 million	65
Next \$100 million	60		
Over \$200 million	55		
U.S. Small Cap Growth			
First \$50 million	85		
Next \$50 million	75		
Next \$200 million	72		
Over \$300 million	70		
U.S. Small Cap Value			
First \$50 million	85		
Next \$50 million	75		
Next \$200 million	72		
Over \$300 million	70		
All Cap Growth/Core Equity			
First \$100 million	60	First \$25 million	70
Next \$100 million	50	Over \$25 million	60
Next \$100 million	47		
Over \$300 million	45		
Global Equity			
First \$100 million	65		
Next \$100 million	60		
Next \$100 million	55		
Next \$200 million	52.5		
Over \$500 million	50		
Global Life Sciences			
First \$250 million	65		
Over \$250 million	50		

Separate Accounts

Dual Contract Programs

Global Research Equity

First \$100 million	60
Next \$100 million	50
Next \$100 million	47
Over \$300 million	45

International Growth/Core Equity, Regional & Sector

First \$100 million	65
Next \$100 million	55
Next \$100 million	52
Next \$200 million	50
Over \$500 million	45

Emerging Markets All Cap Equity

First \$100 million	90
Next \$100 million	85
Next \$100 million	80
Next \$200 million	75
Over \$500 million	70

High Yield Fixed Income

First \$100 million	50
Next \$400 million	40
Over \$500 million	38

Long Duration Fixed Income

First \$100 million	27
Next \$100 million	20
Next \$100 million	19
Over \$300 million	16

Intermediate Duration Fixed Income

First \$100 million	30
Next \$200 million	25
Next \$200 million	20
Over \$500 million	18

Short Duration Fixed Income

First \$100 million	22
Next \$200 million	16
Over \$300 million	15

Multi-Sector Fixed Income

First \$50 million	45
Next \$50 million	40
Over \$100 million	35

Global Fixed Income

First \$100 million	35
Next \$200 million	25
Over \$300 million	23

Separate Accounts

Dual Contract Programs

Global High Yield Fixed Income

First \$100 million	50
Next \$100 million	45
Next \$100 million	42
Over \$300 million	40

Absolute Return Income

First \$100 million	40
Over \$100 million	30

U.S. Balanced/TAA

First \$100 million	50
Next \$100 million	45
Over \$200 million	40

World Allocation

First \$100 million	75
Next \$100 million	70
Next \$100 million	65
Next \$200 million	60
Over \$500 million	55

U.S./Global REIT

First \$50 million	65
Next \$50 million	55
Next \$100 million	50
Next \$300 million	45
Over \$500 million	40

JANUS HENDERSON INVESTORS US LLC

Brochure Supplement

February 3, 2022

151 Detroit Street
Denver, CO 80206
800.624.5906
www.janushenderson.com

This brochure supplement provides information about Janus Henderson Investors US LLC's ("JHIUS") Portfolio Managers that supplements JHIUS's brochure. You should have received a copy of that brochure. Please contact JHIUS at 800.624.5906 if you did not receive JHIUS's brochure or if you have any questions about the contents of this supplement.

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Biographical Information



Name Andy Acker, CFA

Birth Year 1972

Educational & Business Background Andy Acker is a Portfolio Manager at Janus Henderson Investors responsible for managing the Global Life Sciences and Biotechnology strategies since 2007 and 2018, respectively. He also leads the firm's Health Care Sector Research Team. Mr. Acker was assistant portfolio manager on the Global Life Sciences strategy from 2003 to 2007. He joined Janus in 1999 as a research analyst focused on companies in the biotechnology and pharmaceutical industries. Prior to this, he worked as a strategy consultant for the Boston Consulting Group and as a health care analyst for Morgan Stanley Venture Partners.

Mr. Acker received his bachelor of science degree in biochemical sciences from Harvard University, graduating magna cum laude and Phi Beta Kappa. He also earned an MBA with honors from Harvard Business School. Mr. Acker holds the Chartered Financial Analyst designation and has 26 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Andy Acker's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Ashwin Alankar, Ph.D.

Birth Year 1974

Educational & Business Background Ashwin Alankar is Head of Global Asset Allocation at Janus Henderson Investors. In this role, he is responsible for defining short- and long-term approaches to asset allocation. He also manages the Adaptive Allocation strategy and co-managed the Diversified Alternatives strategy from 2016 until 2019. Prior to joining Janus in 2014, Dr. Alankar served from 2010 to 2014 as co-chief investment officer of quantitative investment strategies at AllianceBernstein. From 2003 to 2010, he was a partner and capital allocation committee member for Platinum Grove Asset Management. Dr. Alankar's experience also includes serving as a consultant in the financial litigation division of the Law and Economics Consulting Group from 2001 to 2002.

Dr. Alankar earned a bachelor of science degree in chemical engineering and mathematics and a master of science degree in chemical engineering, all from the Massachusetts Institute of Technology. He also holds a Ph.D. in finance from the University of California – Berkeley, Haas School of Business. He has 21 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Ashwin Alankar serves as Head of Global Asset Allocation. In connection with that role, Dr. Alankar has regular and continuous access to information regarding the holdings of Janus Henderson Investors' accounts, as well as knowledge of investment strategies and techniques of the accounts. This could create potential conflicts of interest as Dr. Alankar may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Ashwin Alankar's supervisor is Enrique Chang, Global Chief Investment Officer. Mr. Chang can be contacted at 303.333.3863.

Biographical Information



Name Jeremiah Buckley, CFA

Birth Year 1976

Educational & Business Background Jeremiah Buckley is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US Growth & Income and Balanced strategies. He also serves as Assistant Portfolio Manager on the US Opportunistic Growth strategy. Mr. Buckley joined Janus in 1998 as a research analyst covering the consumer, industrials, financials, media, software and telecommunications sectors. He was Janus' consumer sector lead for 10 years before transitioning to full-time portfolio management.

Mr. Buckley earned his bachelor of arts degree in economics from Dartmouth College, graduating Phi Beta Kappa. While there, he received the Class of '39 scholarship for academic and athletic achievement and the Class of '48 male scholar-athlete of the year award. He was also selected for the 1998 Academic All-Ivy Hockey Team and served as the men's hockey captain from 1997 to 1998. Mr. Buckley holds the Chartered Financial Analyst designation and has 24 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Jeremiah Buckley's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Steve Cain

Birth Year 1965

Educational & Business Background Steve Cain is a Portfolio Manager at Janus Henderson Investors, a position he has held since joining Henderson in 2010. Prior to Henderson, Mr. Cain ran Kurtosis Capital Partners. He was a partner as well as a volatility and macro portfolio manager at JWM Partners from 2006 to 2009. From 2004 to 2006, he was founding partner and currency and macro portfolio manager at Nylon Capital. In 2002, he was managing director, head of macro strategies at Shumway Capital Partners. Mr. Cain started his career in 1987 in investment banking. Between 1987 and 2002, he held a variety of roles managing currency and emerging market businesses at numerous global investment banks.

Mr. Cain received a BA degree (Hons) in philosophy, politics and economics from Oxford University. He has 35 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Steve Cain's supervisor is David Elms, Head of Diversified Alternatives & Portfolio Manager. Mr. Elms can be contacted at 303.333.3863.

Biographical Information



Name Aneet Chachra, CFA

Birth Year 1977

Educational & Business Background Aneet Chachra is a Portfolio Manager at Janus Henderson Investors on the Multi Strategy and Global Diversified Risk Premia strategies. Prior to joining Henderson in 2012, Mr. Chachra was an equity analyst at Citigroup. Before Citigroup, he was a strategist at Outpost Investment Group, where he generated trade ideas, researched thematic issues and published investment commentary. Mr. Chachra also developed quantitative trading strategies and portfolio analytics at JWM Partners. He began his career in 2000 at Morgan Stanley developing tools for interest rate derivatives and corporate bonds. Mr. Chachra's research work has been quoted in numerous financial publications.

Mr. Chachra holds a BSc degree in engineering and a BA degree in economics from the University of Waterloo in Canada. He also holds the Chartered Financial Analyst designation and the Investment Management Certificate.* He has 22 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

Aneet Chachra is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Chachra does not receive any compensation from Janus Henderson Distributors.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Aneet Chachra's supervisor is Steve Cain, Portfolio Manager. Mr. Cain can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Nick Childs, CFA

Birth Year 1981

Educational & Business Background Nick Childs is a Portfolio Manager at Janus Henderson Investors, a position he has held since 2018. He is responsible for managing the Mortgage-Backed Securities ETF, with a primary focus on valuing opportunities and managing exposure of mortgage-backed securities (MBS). Additionally, he is a Securitized Products Analyst. Prior to joining Janus in 2017 as a securitized products analyst, he was a portfolio manager from 2012 to 2016 at Proprietary Capital, LLC, where he managed alternative fixed income strategies specializing in MBS, absolute return investing. His work with Proprietary Capital included managing all major U.S. interest rate and MBS risks, modeling borrower behavior and MBS deal structure, and advancing market-neutral hedging strategies. Before that, he was vice president at Barclays Capital in their capital markets division, where he focused on securitized products from 2007 until 2012. Prior to joining Barclays, he was vice president at Lehman Brothers. He began his career at State Street Global Advisors in 2003.

Mr. Childs received his bachelor of science degree in finance with a minor in economics from the University of Denver. He holds the Chartered Financial Analyst designation and has 19 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Nick Childs serves as a Securitized Products Analyst. This could create potential conflicts of interest as Mr. Childs may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Nick Childs' supervisor is John Kerschner, Head of U.S. Securitized Products & Portfolio Manager. Mr. Kerschner can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Jonathan Cofsky, CFA

Birth Year 1983

Educational & Business Background Jonathan Cofsky is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the Global Technology and Innovation strategy since 2022. He was previously an assistant portfolio manager on the strategy from 2020. Additionally, he serves as a Research Analyst primarily focused on the Technology sector. Prior to joining Janus in 2014, Mr. Cofsky was at Sanford C. Bernstein for eight years, most recently as a vice president on the top-ranked Institutional Investor IT hardware team. While there, he also served as a senior research associate on teams covering software, semiconductors, data networking equipment, aerospace and defense.

Mr. Cofsky received his bachelor of arts degree in economics from Dartmouth College. He holds the Chartered Financial Analyst designation and has 16 years of investment industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Jonathan Cofsky serves as a Research Analyst. This could create potential conflicts of interest as Mr. Cofsky may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Jonathan Cofsky's supervisor is Denny Fish, Technology Sector Lead & Portfolio Manager. Mr. Fish can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Jonathan Coleman, CFA

Birth Year 1971

Educational & Business Background Jonathan Coleman is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US SMID Cap Growth and US Small Cap Growth strategies, a position he has held since 2013. From 2006 to 2013, Mr. Coleman served as chief investment officer, equities. He joined Janus in 1994. Prior to that, he was a Fulbright Fellow in Costa Rica researching economic integration in Central America.

Mr. Coleman received his bachelor of arts degree in political economy and Spanish from Williams College, where he graduated Phi Beta Kappa. He holds the Chartered Financial Analyst designation and has 28 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Jonathan Coleman's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Matt Culley

Birth Year 1986

Educational & Business Background Matthew Culley is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the All-Cap Emerging Market strategy since 2022 and was assistant portfolio manager from 2019. Additionally, he serves as a Research Analyst focused on the Communications, Technology and Consumer sectors. Before joining the firm in 2019, Mr. Culley was a co-portfolio manager on a global equity fund and an analyst covering global equities, including global and emerging market consumer and technology, at Putnam Investments. He started with Putnam in 2008 as an investment associate on the equities team.

Mr. Culley earned a bachelor of science degree in finance and economics from Boston College. He has 14 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Matt Culley serves as a Research Analyst. This could create potential conflicts of interest as Mr. Culley may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Matt Culley's supervisor is Matt Peron, Director of Research & Portfolio Manager. Mr. Peron can be contacted at 303.333.3863.

Biographical Information



Name Brian Demain, CFA

Birth Year 1977

Educational & Business Background Brian Demain is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US Mid Cap Growth strategy, a position he has held since 2007. Mr. Demain joined Janus in 1999 as a research analyst focused on companies in the media and communications sectors. From 2004 to 2007, he led the Communications Sector Research Team.

Mr. Demain received his bachelor of arts degree in economics from Princeton University, graduating summa cum laude and Phi Beta Kappa. His academic achievements culminated with winning a Senior Thesis Prize. Mr. Demain holds the Chartered Financial Analyst designation and has 23 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Brian Demain's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Jason England

Birth Year 1969

Educational & Business Background Jason England is a Global Bonds Portfolio Manager at Janus Henderson Investors responsible for co-managing the Absolute Return Income and Absolute Return Income Plus strategies. Prior to joining Janus in 2017, Mr. England was with PIMCO, most recently as senior vice president and portfolio manager for core sector fund separate account portfolios. While there from 1994 to 2015, he was involved with launching their first hedge fund, exchange-traded fund and global multi-asset product portfolios as well as management of numerous fixed income and asset allocation portfolios.

Mr. England received both a bachelor's degree in business administration and finance and his MBA from the University of Southern California, Marshall School of Business. He has 27 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Jason England's supervisor is Nick Maroutsos, Head of Global Bonds & Portfolio Manager. Mr. Maroutsos can be contacted at 303.333.3863.

Biographical Information



Name Denny Fish

Birth Year 1971

Educational & Business Background Denny Fish is a Portfolio Manager at Janus Henderson Investors responsible for managing the Global Technology and Innovation strategy, a position he has held since January 2016. He also serves as a Research Analyst and leads the firm's Technology Sector Research Team. Prior to rejoining Janus in 2016, Mr. Fish served as a technology equity analyst and co-portfolio manager at RS Investments. From 2007 to 2014, he was an equity research analyst and co-team leader of the Janus technology research sector team. Before he was first employed by Janus in 2007, Mr. Fish was director and senior research analyst at JMP Securities covering enterprise software. Earlier in his career, he worked at Oracle Corporation as a technology sales manager.

Mr. Fish received his bachelor of science degree in civil engineering from the University of Illinois and his MBA from the University of Southern California, Marshall School of Business. He has 18 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Denny Fish serves as a Research Analyst. This could create potential conflicts of interest as Mr. Fish may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Denny Fish's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

Biographical Information



Name Daniel J. Graña, CFA

Birth Year 1971

Educational & Business Background Daniel J. Graña is Portfolio Manager, Emerging Market Equity at Janus Henderson Investors, a position he has held since joining the firm in 2019. Mr. Graña is responsible for the Emerging Market Equity strategy and co-manages the emerging markets sleeve of the International Opportunities strategy. Previously, he managed emerging market equities at Putnam Investments from 2003 and was an analyst on the emerging markets team from 1999 to 2002. Before Putnam, he spent four years in the Latin America investment banking group at Merrill Lynch.

Mr. Graña received bachelor of science degrees in economics and political science from the Massachusetts Institute of Technology and a master of management degree from Northwestern University, Kellogg School of Management. He holds the Chartered Financial Analyst designation and has 27 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Daniel J. Graña's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Danny Greenberger

Birth Year 1983

Educational & Business Background Danny Greenberger is a Portfolio Manager on the Global Property Equities Team at Janus Henderson Investors, a position he has held since 2017. Prior to joining Janus Henderson, Mr. Greenberger was co-founder and managing director from 2014 at Citrine Investment Group, where he designed and managed the firm's value-oriented long/short real estate investment strategy. As vice president at GEM Realty Capital, he focused on listed property companies for their securities fund. He joined GEM in 2008 as a financial analyst and was a member of their investment team during his six years with the firm. Mr. Greenberger began his career with Morgan Stanley Investment Management in 2006 as a senior loans group analyst.

Mr. Greenberger earned a bachelor of arts degree in economics from the University of Michigan. He has 16 years of investment industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Danny Greenberger's supervisor is Greg Kuhl, Portfolio Manager. Mr. Kuhl can be contacted at 303.333.3863.

Biographical Information



Name John Jordan

Birth Year 1972

Educational & Business Background John Jordan is a Portfolio Manager covering global financials at Janus Henderson Investors, a position he has held since 2017. He is also a Research Analyst and serves as team leader on the Financials Sector Research Team. Prior to joining Janus in 2008, Mr. Jordan was a principal covering the financial services sector at Eos Partners. Before that, he served as a senior analyst with Pacific Star Partners, where he concentrated on the financial and real estate sectors. Mr. Jordan also was an analyst and associate in the financial institutions investment banking group of Goldman, Sachs & Co. Earlier in his career, he worked as an associate in private equity investing at Marsh & McLennan Capital.

Mr. Jordan received his bachelor of arts degree in history and economics from the University of Virginia, graduating with high distinction and Phi Beta Kappa. He earned his juris doctorate from Yale Law School. Mr. Jordan has 25 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, John Jordan serves as a Research Analyst. This could create potential conflicts of interest as Mr. Jordan may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. John Jordan's supervisor is Matt Peron, Director of Research & Portfolio Manager. Mr. Peron can be contacted at 303.333.3863.

Biographical Information



Name	Craig Kempler, CFA
Birth Year	1977
Educational & Business Background	Craig Kempler is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US Small Cap Value strategy since October 2017. He also served as a research analyst until October 2018, covering U.S. technology, media, telecommunications and building products. Prior to joining the firm in 2005, Mr. Kempler worked at Independence Investments for two years as a technology sector analyst. He also served as an investment analyst with McDonald Investments/KeyBank.

Mr. Kempler received his bachelor of arts degree in economics and political science from Denison University. He earned his MBA with a concentration in finance and accounting from Indiana University. He holds the Chartered Financial Analyst designation and has 21 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

Craig Kempler is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Kempler does not receive any compensation from Janus Henderson Distributors.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Craig Kempler's supervisor is Justin Tugman, Portfolio Manager. Mr. Tugman can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Michael Keough

Birth Year 1978

Educational & Business Background Michael Keough is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the Core Plus, Global Investment Grade, Short Duration and Intermediate Fixed Income strategies. Additionally, he manages the U.S. Corporate Credit and Long Duration strategies. Mr. Keough has also co-managed the fixed income portion of the Balanced strategy since 2019. He joined Janus as a research analyst in 2007. Prior to his investment management career, he served as a captain in the United States Air Force working as a defense acquisition officer.

Mr. Keough received his bachelor of science degree in business management from the United States Air Force Academy, where he was recognized as a Distinguished Graduate in the management department. He has 16 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Michael Keough's supervisor is Greg Wilensky, Head of U.S. Fixed Income. Mr. Wilensky can be contacted at 303.333.3863.

Biographical Information



Name John Kerschner, CFA

Birth Year 1967

Educational & Business Background John Kerschner is Head of U.S. Securitized Products at Janus Henderson Investors and a Portfolio Manager of the Multi-Sector Credit strategy and Mortgage-Backed Securities ETF. He also has co-managed the fixed income portion of the Perkins Value Plus Income strategy since 2018. In his role as Head of U.S. Securitized Products, Mr. Kerschner primarily focuses on mortgage-backed securities and other structured products. Prior to joining Janus in 2010, Mr. Kerschner was director of portfolio management at BBW Capital Advisors. Before that, he worked for Woodbourne Investment Management, where he was global head of credit investing. Mr. Kerschner began his career at Smith Breeden Associates as an assistant portfolio manager and was promoted several times over 12 years, becoming a principal, senior portfolio manager and director of the ABS-CDO group.

Mr. Kerschner received his bachelor of arts degree in biology from Yale University, graduating cum laude. He earned his MBA from Duke University, Fuqua School of Business, where he was designated a Fuqua Scholar. Mr. Kerschner holds the Chartered Financial Analyst designation and has 32 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, John Kerschner serves as the Head of U.S. Securitized Products. This could create potential conflicts of interest as Mr. Kerschner may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. John Kerschner's supervisor is Greg Wilensky, Head of U.S. Fixed Income. Mr. Wilensky can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Greg Kuhl, CFA

Birth Year 1983

Educational & Business Background Greg Kuhl is a Portfolio Manager, Global Property Equities at Janus Henderson Investors and is responsible for co-managing the Global Real Estate strategy. Prior to joining Henderson in 2015, Mr. Kuhl was vice president, global REITs at Brookfield Investment Management, where he was a senior analyst for global long-only and global long/short strategies focused on property equities across North America, Europe and Asia. Before this, he was an analyst on the public real estate securities team at Heitman providing recommendations on property equities in North America. He began his career at Accenture as a financial services/capital markets analyst.

Mr. Kuhl received a BBA degree in finance with a concentration in psychology from the University of Notre Dame, graduating cum laude. He holds the Chartered Financial Analyst designation and has 17 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Greg Kuhl's supervisor is Guy Barnard, Co-Head of Global Property Equities & Portfolio Manager. Mr. Barnard can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name John Lloyd

Birth Year 1975

Educational & Business Background John Lloyd is Co-Head of Global Credit Research and a Portfolio Manager at Janus Henderson Investors responsible for managing the Multi-Sector Credit strategy. He has held these positions since 2009 and 2014, respectively. He also has co-managed the fixed income portion of the Perkins Value Plus Income strategy since 2018. Mr. Lloyd joined Janus as a research analyst in 2005. Prior to that, he worked as a private equity associate at H.I.G. Capital in Miami and at Willis Stein & Partners in Chicago. Earlier in his career, Mr. Lloyd was an investment banking analyst for Deutsche Banc Alex. Brown.

Mr. Lloyd received his bachelor of arts degree in economics from the University of Michigan and his MBA from Dartmouth College, Tuck School of Business. Mr. Lloyd has 24 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, John Lloyd serves as Co-Head of Global Credit Research. This could create potential conflicts of interest as Mr. Lloyd may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. John Lloyd's supervisor is Jim Cielinski, Global Head of Fixed Income. Mr. Cielinski can be contacted at 303.333.3863.

Biographical Information



Name Daniel Lyons, Ph.D., CFA

Birth Year 1969

Educational & Business Background Daniel Lyons is a Portfolio Manager and Research Analyst at Janus Henderson Investors responsible for co-managing the Biotechnology strategy since 2018. Dr. Lyons started consulting for Janus in 1997 and joined the Health Care Sector Research Team full time in 2000. As a research analyst, he focuses on the biotechnology and life science tools sectors.

Dr. Lyons received his bachelor of arts degree in biochemistry and chemistry from Rice University, graduating magna cum laude. He also earned a Ph.D. from Stanford University's program in immunology and conducted postdoctoral research with a Nobel Laureate at the University of Colorado. He holds the Chartered Financial Analyst designation and has 22 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Daniel Lyons serves as a Research Analyst. This could create potential conflicts of interest as Dr. Lyons may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Daniel Lyons' supervisor is Andy Acker, Portfolio Manager. Mr. Acker can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name George P. Maris, CFA

Birth Year 1968

**Educational
& Business
Background**

George P. Maris is Co-Head of Equities – Americas at Janus Henderson Investors, a position he has held since 2018. Mr. Maris is responsible for leading the equity division in the Americas region and is also the lead Portfolio Manager for the International Alpha Equity strategy and the Global Alpha Equity strategy, which includes the Overseas and Global Select products, respectively. In addition, Mr. Maris serves on the Janus Henderson Executive Committee and North American Leadership Team, and was previously a member of the Ethics, Operating and Proxy Committees, and the Perkins Investment Management Executive Board. Mr. Maris came to Janus in 2011 as a portfolio manager from Northern Trust, where he managed the U.S. large-cap core, international large-cap core and global equity strategies. Prior to joining Northern Trust in 2008, Mr. Maris spent four years as a portfolio manager at Columbia Management Group co-managing the firm's U.S. large- and mid-cap core portfolios. From 1999 to 2004, he was a member of the investment team at Putnam Investments, serving as a portfolio manager, equity analyst and derivatives strategist in Putnam's Value Group and working on domestic, international and global equity strategies. He was a guest lecturer on security analysis at MIT's Sloan School of Management from 2003 to 2005.

Mr. Maris received his bachelor of arts degree in economics from Swarthmore College. He also earned an MBA from the University of Chicago and a juris doctorate from the University of Illinois. Mr. Maris holds the Chartered Financial Analyst designation and has 24 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, George P. Maris serves as Co-Head of Equities. In connection with that role, Mr. Maris has regular and continuous access to information regarding the holdings of Janus Henderson Investors' accounts, as well as knowledge of investment strategies and techniques of the accounts. This could create potential conflicts of interest as Mr. Maris may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. George P. Maris' supervisor is Enrique Chang, Global Chief Investment Officer. Mr. Chang can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Allan Maymin

Birth Year 1987

Educational & Business Background Allan Maymin is a Portfolio Manager and Quantitative Researcher at Janus Henderson Investors, a position he has held since 2021. He joined the firm in 2019 as a quantitative researcher and strategist with the asset allocation platform. Prior to this, he was a quantitative trader at Avatar Trading Group from 2014. Before that, he was a quantitative programmer/analyst at Alliance Bernstein from 2010 and an assistant trader in the exotic derivatives group at Societe Generale from early 2010.

Mr. Maymin holds a bachelor of science degree in mathematics from Boston University and a master of science degree in financial engineering from New York University School of Engineering. He has 12 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Allan Maymin serves as a Quantitative Researcher. This could create potential conflicts of interest as Mr. Maymin may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Allan Maymin's supervisor is Ashwin Alankar, Head of Global Asset Allocation. Mr. Alankar can be contacted at 303.333.3863.

Biographical Information



Name Julian McManus

Birth Year 1970

Educational & Business Background Julian McManus is a Portfolio Manager at Janus Henderson Investors. He is responsible for co-managing the International Alpha Equity strategy and the Global Alpha Equity strategy, which includes the Overseas and Global Select products, respectively. He also serves as a Research Analyst primarily focused on the Japan-based consumer and industrials & materials sectors. Previously, Mr. McManus was Portfolio Manager for an international equity strategy from 2010 to 2017 and assistant portfolio manager on the Global Alpha Equity strategy from 2014 to 2017. Prior to joining Janus as an analyst in 2004, he worked at Everest Capital in Florida, where he managed two Japanese long-short funds. He also spent six years at Lazard Asset Management in Tokyo as a Japanese equity analyst and portfolio manager.

Mr. McManus received his bachelor of arts degree in Japanese and law from the University of London, where he graduated with honors. He has 28 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Julian McManus serves as a Research Analyst. This could create potential conflicts of interest as Mr. McManus may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Julian McManus' supervisor is Matt Peron, Director of Research & Portfolio Manager. Mr. Peron can be contacted at 303.333.3863.

Biographical Information



Name Seth Meyer, CFA

Birth Year 1976

Educational & Business Background Seth Meyer is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the High Yield, Global High Yield, Multi-Sector Credit, Short Duration and Short Duration High Yield strategies. He also has co-managed the fixed income portion of the Perkins Value Plus Income strategy since 2018. Mr. Meyer was promoted to assistant portfolio manager supporting primarily the High Yield and Short Duration High Yield strategies in 2012. He joined Janus in 2004 as a product manager covering a variety of equity and fixed income strategies before becoming a credit analyst. Prior to Janus, he was a consultant relations manager at OppenheimerFunds.

Mr. Meyer received his bachelor of science degree in business administration with a concentration in finance from the University of Colorado. He holds the Chartered Financial Analyst designation and has 24 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

Seth Meyer is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Meyer does not receive any compensation from Janus Henderson Distributors.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Seth Meyer's supervisor is Greg Wilensky, Head of U.S. Fixed Income. Mr. Wilensky can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Brent Olson

Birth Year 1967

Educational & Business Background Brent Olson is a Portfolio Manager and Credit Analyst at Janus Henderson Investors. Mr. Olson rejoined Janus Henderson in 2017. He co-manages the US High Yield and Short Duration High Yield strategies. Prior to this, he was a lead portfolio manager at Scout Investments on a growth equity strategy that emphasized fixed income metrics and credit data points to select stocks. Before Scout, he oversaw high-yield and leveraged equity research as well as managed fixed income products at Three Peaks Capital Management from 2005 until 2013. From 2000 until 2004, Mr. Olson was an investment analyst at Invesco Funds Group. He started his financial career in 1997 as a credit analyst with Janus until 2000.

Mr. Olson received his bachelor of arts degree in anthropology from the University of Virginia. He earned his MBA with a concentration in finance from the University of Colorado and has 25 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Brent Olson serves as a Credit Analyst. This could create potential conflicts of interest as Mr. Olson may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Brent Olson's supervisor is John Lloyd, Co-Head of Global Credit Research & Portfolio Manager. Mr. Lloyd can be contacted at 303.333.3863.

Biographical Information



Name Edward Parcell

Birth Year 1980

Educational & Business Background Edward Parcell is a Portfolio Manager at Janus Henderson Investors, a position he has held since 2019. Mr. Parcell co-managed the Global Adaptive Multi-Asset strategy and Global Allocation strategies from early 2020 until moving to the Diversified Alternatives Team in late 2020. Additionally, he served as a quantitative strategist since joining the firm in 2014, performing research for the firm's asset allocation platform prior to his move. Mr. Parcell served as a quantitative developer at AVM LP from 2012, a Florida-based fixed income and credit broker/dealer and fund, where he worked with the rates trading desk as a member of the technology team. Before that, he was a quantitative analyst with UBS in 2011. His experience also includes launching a quantitative software and services company and working as a quantitative analyst at Brevan Howard, as a director with the methodology group at Derivative Fitch, and as a quantitative analyst at Reoch Credit Partners. Additionally, he was an assistant actuarial consultant at Hewitt Associates.

Mr. Parcell holds a bachelor of science degree from Trinity College, Cambridge, where he studied mathematics. He also received his diploma in actuarial techniques from the Institute of Actuaries. Mr. Parcell has published numerous industry papers and has 19 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Edward Parcell's supervisor is Steve Cain, Portfolio Manager. Mr. Cain can be contacted at 303.333.3863.

Biographical Information



Name Matt Peron

Birth Year 1968

Educational & Business Background Matt Peron is Director of Research at Janus Henderson Investors, a position he has held since 2020. He oversees the firm's sector research teams and analysts, and is a named portfolio manager on all research strategies. In this role, he is responsible for the firm's centralized equity research effort, collaborating with portfolio managers, the head of equities and the global chief investment officer. He also heads the firm's Portfolio Oversight Team. Prior to joining the firm, Mr. Peron was chief investment officer at City National Bank (the U.S. Private Bank for the Royal Bank of Canada) from 2018. Earlier, he was an executive vice president and global head of equities at Northern Trust in Chicago from 2005. Mr. Peron has served on or chaired several investment committees overseeing asset allocations for large asset pools. He began his career in fixed income in 1990 and also has extensive experience with quantitative and fundamental portfolio management.

Mr. Peron received his bachelor of science degree in electrical engineering from Swarthmore College, graduating with distinction, and his MBA from the University of Chicago. He sits on the board of the Illinois Hunger Coalition and is active in nonprofit organizations that focus on developing skills and entrepreneurship in underprivileged communities. He has 32 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Matt Peron serves as Director of Research. In connection with that role, Mr. Peron has regular and continuous access to information regarding the holdings of Janus Henderson Investors' accounts, as well as knowledge of investment strategies and techniques of the accounts. This could create potential conflicts of interest as Mr. Peron may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Matt Peron's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

Biographical Information



Name Maya Perone

Birth Year 1981

Educational & Business Background

Maya Perone is a Portfolio Manager at Janus Henderson Investors, a position she has held since joining Henderson in 2013 as part of the acquisition of H3 Global Advisors. Before this, Ms. Perone was a portfolio manager at H3 Global Advisors, where she started as an assistant portfolio manager in 2007. She held senior managerial positions with two pension providers prior to H3 Global Advisors. She has extensive experience in pension administration and law, fund administration, investments and fund accounting.

Ms. Perone received a bachelor of business degree in accounting and finance at the University of Technology, Sydney and a master's degree in investment management from the University of New South Wales. She has 22 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Maya Perone's supervisor is David Elms, Head of Diversified Alternatives & Portfolio Manager. Mr. Elms can be contacted at 303.333.3863.

Biographical Information



Name Kevin Preloger

Birth Year 1975

Educational & Business Background Kevin Preloger is a Portfolio Manager at Janus Henderson Investors and co-leads the SMID Value Team. He is responsible for co-managing the US Mid Cap Value and US SMID Cap Value strategies. Mr. Preloger joined the firm in 2002 as a research analyst covering the financial services sector. He was named co-portfolio manager of the US Mid Cap Value strategy in 2013 and the US SMID Cap Value strategy in 2017. Prior to joining the firm, he worked as an analyst at ABN AMRO/LaSalle Bank Wealth Management and covered the financial services and technology sectors during his five-year tenure at the firm.

Mr. Preloger received his bachelor of arts degree in economics from Northwestern University. He has 25 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Kevin Preloger's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

Biographical Information



Name Doug Rao

Birth Year 1974

Educational & Business Background Doug Rao is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US Concentrated Growth and US Concentrated All Cap Growth strategies since 2013. From 2005 to 2012, he held several positions while working for Marsico Capital, starting as an analyst and moving into a portfolio management role. He began managing the Marsico Flexible Capital strategy in 2007 and co-managing the Marsico Focus and the Marsico Growth strategies in 2010. Prior to his tenure at Marsico Capital, Mr. Rao was a senior analyst at Trust Company of the West from 2000 to 2005.

Mr. Rao received his bachelor of arts degree in history from the University of Virginia and his MBA from the University of California – Los Angeles. He has 24 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Doug Rao's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

Biographical Information



Name Brian Recht

Birth Year 1987

Educational & Business Background Brian Recht is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US Concentrated Growth and US Concentrated All Cap Growth strategies. He was an assistant portfolio manager on the US Concentrated Growth strategy from 2020. Additionally, he serves as a Research Analyst primarily focused on companies in the Communications and Consumer sectors. Prior to joining Janus in 2015 as a research analyst, Mr. Recht worked at Tenzing Global, a long/short consumer- and technology-focused hedge fund in San Francisco. Before that, Mr. Recht was an associate consultant with Bain & Co., where he worked with clients across various industries to address strategic and corporate issues.

Mr. Recht received his bachelor of arts degree in government from Dartmouth College, where he graduated *summa cum laude* and Phi Beta Kappa. He earned his MBA from the Stanford Graduate School of Business and his juris doctorate from Stanford Law School. Mr. Recht has 11 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Brian Recht serves as a Research Analyst. This could create potential conflicts of interest as Mr. Recht may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Brian Recht's supervisor is Matt Peron, Director of Research & Portfolio Manager. Mr. Peron can be contacted at 303.333.3863.

Biographical Information



Name Nick Schommer, CFA

Birth Year 1978

Educational & Business Background Nick Schommer is a Portfolio Manager at Janus Henderson Investors and has managed the US Opportunistic Alpha strategy since 2017. He has also co-managed the US Concentrated Growth and US Concentrated All Cap Growth strategies since 2016. Prior to joining Janus in 2013, Mr. Schommer spent a year working as an associate portfolio manager at Thornburg Investment Management. Before that, he was a research analyst at Marsico Capital Management for more than four years, leading the coverage of the financial services sector on a global basis. Previous to his investment management career, Mr. Schommer was a captain in the United States Army and served in Iraq and Kuwait. He was awarded the Bronze Star Medal for exceptionally distinguished service during Operation Iraqi Freedom.

Mr. Schommer received his bachelor of science degree in chemistry from the United States Military Academy at West Point, where he was recognized as a Distinguished Cadet and Phi Kappa Phi. He earned his MBA from the University of California – Los Angeles, Anderson School of Management, where he was a Student Investment Fund Fellow. Mr. Schommer holds the Chartered Financial Analyst designation and has 15 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Nick Schommer's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Aaron Scully, CFA

Birth Year 1976

Educational & Business Background Aaron Scully is a Portfolio Manager on the Global Sustainable Equity Team at Janus Henderson Investors, a position he has held since 2019. From 2017, he was an assistant portfolio manager and was a research analyst from 2009 to 2019 focused on the real estate, infrastructure and financial sectors. Mr. Scully joined Janus in 2001 as a corporate financial analyst, became a research associate in 2004 and was promoted to junior equity analyst in 2007. Prior to that, Mr. Scully worked as a financial analyst in the financial development program at Cardinal Health.

Mr. Scully received his bachelor of science degree in finance from Indiana University. He holds the Chartered Financial Analyst designation and has 24 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

Aaron Scully is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Scully does not receive any compensation from Janus Henderson Distributors.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Aaron Scully's supervisor is Alex Crooke, Co-Head of Equities & Portfolio Manager. Mr. Crooke can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Brad Smith

Birth Year 1986

Educational & Business Background Brad Smith is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the U.S. Buy and Maintain, Global Investment Grade Bond, U.S. Corporate Credit, and Long Duration strategies. Prior to his appointment to portfolio manager, he was credit analyst and assistant portfolio manager at Janus Henderson Investors, positions he has held since 2010 and 2019, respectively.

Mr. Smith received his bachelor of arts degree in economics and international studies from the University of Richmond, graduating magna cum laude and with honors in the economics program and a master of science degree in international relations from the London School of Economics. He has 12 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

None

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Brad Smith's supervisor is Greg Wilensky, Head of U.S. Fixed Income. Mr. Wilensky can be contacted at 303.333.3863.

Biographical Information



Name Scott Stutzman, CFA

Birth Year 1970

Educational & Business Background Scott Stutzman is a Portfolio Manager at Janus Henderson Investors responsible for co-managing the US SMID Cap Growth and US Small Cap Growth strategies. He is also a Research Analyst covering the industrials & materials sector. Prior to joining Janus in 2007, Mr. Stutzman worked as an analyst for The Boston Company, where he researched investments for the Dreyfus Founders Mid-Cap Growth Fund, covering industrials, health care and consumer sectors. Before that, he served as an analyst for Gulfco Ltd., analyzing leveraged buyout transactions and providing strategic analysis for portfolio companies. Earlier in his career, Mr. Stutzman worked as a principal at GEN 3 Partners and as an associate at Booz, Allen & Hamilton.

Mr. Stutzman received his bachelor of science degree in industrial engineering and management sciences from Northwestern University and his MBA with a concentration in finance from Columbia University, where he graduated Beta Gamma Sigma. Mr. Stutzman holds the Chartered Financial Analyst designation and has 21 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Scott Stutzman serves as a Research Analyst. This could create potential conflicts of interest as Mr. Stutzman may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Scott Stutzman's supervisor is Matt Peron, Director of Research & Portfolio Manager. Mr. Peron can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Justin Tugman, CFA

Birth Year 1973

Educational & Business Background Justin Tugman is a Portfolio Manager at Janus Henderson Investors and co-leads the SMID Value Team. He is responsible for co-managing the US Small Cap Value, US Mid Cap Value, and US SMID Cap Value strategies. He has co-managed the US Small Cap Value strategy since 2009, the US Mid Cap Value strategy since 2015, and the US SMID Cap Value strategy since 2017. Mr. Tugman served as a research analyst through 2012, covering the energy and utility sectors upon joining the firm in 2004. Prior to that, he worked at Simmons & Company International as an analyst covering the energy sector during his four-year tenure at the firm.

Mr. Tugman received his bachelor of science degree in finance from the University of Wyoming and an MBA with a concentration in finance from Tulane University. He holds the Chartered Financial Analyst designation and has 22 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

Justin Tugman is a registered representative of Janus Henderson Distributors and holds FINRA licenses. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Tugman does not receive any compensation from Janus Henderson Distributors.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Justin Tugman's supervisor is George P. Maris, Co-Head of Equities & Portfolio Manager. Mr. Maris can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Benjamin Wang, CFA

Birth Year 1983

Educational & Business Background Benjamin Wang is a Portfolio Manager and member of the Exchange Traded Product (ETP) Quantitative Strategy Team at Janus Henderson Investors. Prior to joining VelocityShares, which Janus acquired in 2014, he spent five years at Goldman Sachs Asset Management as an execution trader in quantitative investment strategies. He began his career at Susquehanna International Group as an assistant trader.

Mr. Wang received a bachelor of science degree and master of engineering degree in computer science from the Massachusetts Institute of Technology as well as a master of science in financial engineering from Columbia University. Mr. Wang holds the Chartered Financial Analyst designation and has 17 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

Benjamin Wang is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Wang does not receive any compensation from Janus Henderson Distributors.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Benjamin Wang's supervisor is Scott M. Weiner, Head of ETP Quantitative Strategy & Portfolio Manager. Dr. Weiner can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Scott M. Weiner, D.Phil.

Birth Year 1972

Educational & Business Background Scott M. Weiner is a Portfolio Manager and Head of Exchange Traded Products (ETP) Quantitative Strategy at Janus Henderson Investors. Prior to joining VelocityShares, which Janus acquired in 2014, Dr. Weiner was managing director and U.S. head of equity derivatives and quantitative strategy at Deutsche Bank, where he was twice voted to the All-America Research Team in Equity Derivatives Research by Institutional Investor. Institutional Investor also ranked Dr. Weiner as one of the top 10 equity research analysts on Wall Street for client responsiveness and investment ideas. His research has been published in Mathematical Finance as well as the Journal of Business and Economic Statistics.

Dr. Weiner received his bachelor's degree in finance from the University of Pennsylvania, Wharton School of Business and master's and doctoral degrees in economics from the University of Oxford, and completed the Advanced Management Program at Harvard University. Dr. Weiner has 25 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

Scott Weiner is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Dr. Weiner does not receive any compensation from Janus Henderson Distributors. In addition to his Portfolio Manager responsibilities, Dr. Weiner serves as Head of ETP Quantitative Strategy. This could create potential conflicts of interest as Dr. Weiner may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Scott Weiner's supervisor is Nick Cherney, Head of Exchange Traded Products. Mr. Cherney can be contacted at 303.333.3863.

Biographical Information



Name Philip Cody Wheaton, CFA

Birth Year 1978

Educational & Business Background Cody Wheaton is a Portfolio Manager at Janus Henderson Investors responsible for the US Mid Cap Growth strategy. In addition to portfolio responsibilities, he serves as a Research Analyst focusing on small- and mid-cap stocks within the financials and consumer sectors. He joined Janus as a research analyst in 2001.

Mr. Wheaton received his bachelor of arts degree in economics and government from Dartmouth College. He holds the Chartered Financial Analyst designation and has 21 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to his Portfolio Manager responsibilities, Cody Wheaton serves as a Research Analyst. This could create potential conflicts of interest as Mr. Wheaton may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Cody Wheaton's supervisor is Matt Peron, Director of Research & Portfolio Manager. Mr. Peron can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Greg Wilensky, CFA

Birth Year 1967

Educational & Business Background Greg Wilensky is Head of U.S. Fixed Income and Portfolio Manager at Janus Henderson Investors, a position he has held since 2020. He is responsible for co-managing the Core Plus and Short Duration strategies and co-manages the fixed income portion of the Balanced strategy, all since 2020. Prior to joining the firm, Mr. Wilensky served as senior vice president, director of the U.S. multi-sector fixed income team and held several director and portfolio manager positions that spanned short duration, inflation-protected fixed income, securitized assets and multi-asset strategies at AllianceBernstein from 1996 to 2019. Prior to that, he was a treasury manager – corporate finance at AT&T Corp. from 1993 to 1996.

Mr. Wilensky received his bachelor of science degree in business administration from Washington University, graduating magna cum laude. He also earned an MBA with high honors from the University of Chicago. Mr. Wilensky holds the Chartered Financial Analyst designation and has 29 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

Greg Wilensky is a registered representative of Janus Henderson Distributors and holds a FINRA license. Janus Henderson Distributors is a limited-purpose broker-dealer wholly owned by JHIUS and its affiliates. Mr. Wilensky does not receive any compensation from Janus Henderson Distributors. In addition to his Portfolio Manager responsibilities, Mr. Wilensky serves as Head of U.S. Fixed Income. In connection with that role, Mr. Wilensky has regular and continuous access to information regarding the holdings of Janus Henderson Investors' accounts, as well as knowledge of investment strategies and techniques of the accounts. This could create potential conflicts of interest as Mr. Wilensky may have an incentive to favor accounts he manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Greg Wilensky's supervisor is Jim Cielinski, Global Head of Fixed Income. Mr. Cielinski can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Biographical Information



Name Lance Yoshihara

Birth Year 1981

Educational & Business Background Lance Yoshihara is a Portfolio Manager at Janus Henderson Investors on the Multi Strategy and Global Diversified Risk Premia strategies. Prior to this, he was a quantitative strategist at the firm until 2020. Before joining Janus in 2012, Mr. Yoshihara was an associate at Absolute Plus Management (APM), where he served as execution trader for their commodity, interest rate and foreign exchange hedge fund strategies. Prior to APM, he was a portfolio manager for Bank of Hawaii AMG Fixed Income Group helping oversee over \$1 billion in tax-exempt assets.

Mr. Yoshihara received his bachelor of science degree in business administration with a concentration in finance and his MBA from the University of the Pacific. He has 18 years of financial industry experience.

Disciplinary Information

None

Other Business Activities

Lance Yoshihara is registered with the National Futures Association as an associated person of a commodity pool operator and commodity trading advisor.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Lance Yoshihara's supervisor is David Elms, Head of Diversified Alternatives & Portfolio Manager. Mr. Elms can be contacted at 303.333.3863.

Biographical Information



Name Zoey Zhu, CFA

Birth Year 1989

Educational & Business Background Zoey Zhu is a Portfolio Manager and Quantitative Strategist on the Exchange Traded Products (ETP) Quantitative Strategy Team at Janus Henderson Investors. Prior to joining the firm in 2018, she was with Credit Suisse as a business analyst in the fixed income derivatives group from 2013 and started her career there as a technology analyst in 2012.

Ms. Zhu earned a bachelor of computing degree with honors in information systems from National University of Singapore and a master of science degree in computational finance from Carnegie Mellon University. She is fluent in Mandarin. She holds the Chartered Financial Analyst designation and has 9 years of financial industry experience.*

Disciplinary Information

None

Other Business Activities

In addition to her Portfolio Manager responsibilities, Zoey Zhu serves as a Quantitative Strategist. This could create potential conflicts of interest as Ms. Zhu may have an incentive to favor accounts she manages over others. JHIUS believes that these potential conflicts may be mitigated by policies and procedures that are put in place to address these issues.

Additional Compensation

None

Supervision

JHIUS has systems in place to monitor and supervise the advice provided to clients. Zoey Zhu's supervisor is Scott M. Weiner, Head of ETP Quantitative Strategy & Portfolio Manager. Dr. Weiner can be contacted at 303.333.3863.

* Please refer to the descriptions of professional designations listed at the end of this document.

Description of Professional Designations

Chartered Financial Analyst

This designation is an international professional certification given by the CFA Institute that measures the competence and integrity of financial analysts. Candidates are required to pass three levels of exams covering areas such as accounting, economics, ethics, money management and security analysis. CFA charterholders must have four years of investment/financial career experience and hold a bachelor's degree. CFA charterholders are also obligated to adhere to a strict Code of Ethics and Standards governing their professional conduct.

Privacy Policy

At Janus Henderson Investors, maintaining your privacy is important to us and we take precautions to safeguard your information. After all your relationship with us is built on trust and our goal is to preserve that trust. This policy sets out the basis on which your information is collected, stored and used by us when you visit our website or use our mobile application service (mobile app service).

If you choose to use this mobile app service, then you agree to the collection and use of information in relation to this policy. The Personal Information that we collect is used for providing and improving the service. We will not use or share your information with anyone except as described in this Policy.

Contents of this Privacy Policy

Who we are and how to contact us	Updating and correcting your account information
Children under the age of 18 and non-U.S. Residents	Log data
Information we collect	Security
How and why we use information	Cookies and do not track signals
Sharing of your information	Important information for California residents
Links to other sites	Making changes to this information
Right to opt out	

Who we are and how to contact us

This is the Privacy policy of Janus Henderson Investors (also referred to throughout this policy as '**Janus Henderson**', '**we**', '**us**', or '**our**'). Janus Henderson collects and uses information in the ordinary course of business and is therefore responsible for ensuring that it uses that information in compliance with all applicable data protection laws. This Privacy policy governs the handling of your information by Janus Henderson. This Privacy policy explains how your information may be held and used by companies within Janus Henderson. Note that information may be shared between Janus Henderson's US and international subsidiaries.

If you have any questions or concerns regarding our Privacy policy, or how we process your information, please contact us via email at privacy@janushenderson.com or by postal service at:

Janus Henderson Investors
Data Privacy Office
151 Detroit Street
Denver, CO 80206

Children under the age of 18 and non-US residents

The mobile app service is not intended for children under 18 years of age, and we do not knowingly collect personal information from children under 18. If we learn we have collected or received personal information from a child under 18 without verification of parental consent,

we will delete that information. If you believe we might have any information from or about a child under 18, please contact us at the details listed above.

The mobile app service is not intended for use by non-US residents and we do not knowingly collect personal information from non-US residents. If we learn we have collected or received personal information from non-US residents, we will delete that information. If you believe we might have any information from or about non-US residents please contact us at the details listed above.

Information we collect

By “**information**” we mean all of the non-public personal and financial information about you that we collect, use, share and store. Most of the information collected by us is information which you have provided to us directly, whether this is from you signing up online to receive information from us or by your providing information to us when becoming a client of ours.

Information we collect from you when you visit and/or request to receive information from our website:

- personal contact information (e.g. first name, family name, position in the company, company name, company email address, business phone number, business address, city, postcode and country);
- how you access and use our website or other digital services (e.g. your IP address, your location, the device and software being used, pages visited, content viewed, links and buttons clicked through); and
- information obtained from your mobile device may include coarse location, mobile phone number, mobile device type, and mobile device operating system version.

Information that we collect or generate about you includes:

- the Janus Henderson services or products which you have engaged with and our interactions with you;
- your visits to Janus Henderson websites including information collected through cookies that store technical information about the services that you use and how you use them.
- If you are looking to become a client of ours, or are already a client of ours, in addition to the above, we may also collect or generate additional information about you. This includes:
- financial information associated with managing your account with us, including bank account numbers and account transactions;
- investment details including aims and/or objectives, and risk profile;
- regulatory requirements, such as country of tax residency, tax identification number, signature, death and marriage certificates, appointed power of attorney, appointed court of protection order, bankruptcy orders, change of name deed, and trust deed;
- information about other people you are financially linked to (e.g. your spouse) or who have an interest in or association with any of your accounts (e.g. where you have opened an account for the benefit of a child);
- new account information, including date of birth and/or age, city or country of birth, and nationality;
- employment status including whether you are employed, retired or receive benefits;

- proof of identification information, which may include a copy of your driver's license, passport, or other appropriate identification documentation (depending on what you provide to us); and
- any other relevant information provided by you to us in correspondence, whether by email, written letter, or telephone call.

There may be some instances where we receive information about you from a third party. This includes:

- information received when you use an investment professional to make an application with us;
- information received from any fraud protection agency in relation to you, your account or any of your investments;
- background checks including information from social media; and
- events which you registered for and/or attended that featured a Janus Henderson investment product.

In addition to the categories of information described above, Janus Henderson will also process further anonymised information and data that is not processed by reference to a specific individual. Your information may be converted into statistical or aggregated data which cannot be used to re-identify you. It may then be used to produce statistical research and reports which may be shared within Janus Henderson.

How and why we use information

We process your information to the extent necessary for us to carry out investment activities, provide communications to you, meet our regulatory obligations and for other legitimate business purposes permitted by applicable law. Your information may be stored and processed by us in the following ways and for the following purposes:

- opening of accounts, administering and managing your investment account(s) (as applicable), updating your records and tracing your whereabouts to contact you about your account;
- understanding your needs and interests;
- allowing you to use and access the functionality provided by our website services;
- communicating with you, where you have requested or consented, regarding any product or service or any other situation where you have engaged us to provide you with information;
- recording of incoming and outgoing calls for training, monitoring, and security purposes;
- ensuring the security of your investments by obtaining and/or verifying instructions either directly from you or through an agent appointed to act on your behalf;
- notifying you about any change to your investments, and/or to contact you about and enable you to exercise any rights in relation to your investments;
- investigating any complaint, dispute and/or any concerns relating to your investments and or activity on your account;
- identification verification, money laundering and other checks to confirm your identity and to ensure that the investments which we handle for you are done in compliance with our legal obligations;
- maintaining a register of investors;
- reviewing and improving the performance of our website and your use of it (including any personalisation which you may have indicated and which we have retained using cookies (refer to our [Cookie Policy](#) for additional information));

- managing and administering our business;
- complying and assessing compliance with applicable law, rules and regulations and internal policies and procedures;
- administering and maintaining databases that store information;
- anonymisation that enables us to undertake market research, analysis and developing statistics from information that is not referenced to a specific individual;
- for marketing communications (where it is lawful for us to do so and where you have not objected to the use of your information for these purposes);
- to carry out searches at fraud protection agencies pre-application, at the application stage, and periodically after that; and
- to deal with requests from you to exercise your rights under data protection laws.

Whenever we use information, we make sure that the usage complies with all applicable laws.

Sharing of your information

We may share your information within Janus Henderson (both in the US and internationally) for the purposes described above. All of our employees and contractors are required to follow our data privacy and security policies when handling information.

We may also share your information outside of Janus Henderson, only for the purposes described above and under the following circumstances.

Legal obligations: we share information (i) to the extent that we are required to do so by applicable law, by a governmental body or by a law enforcement agency, or for crime prevention purposes (including fraud protection); (ii) in connection with any legal proceedings (including prospective legal proceedings); or (iii) in order to establish or defend our legal rights.

Service providers: we share information with service providers who perform services for us (including cloud services, data storage, sales, marketing, investigations, and customer support). Our contracts with our service providers include commitments that they agree to limit their use of information and to comply with privacy and security standards at least as stringent as the terms of our Privacy policy. We will include instructions for "unsubscribe" in our marketing and/or research related email communications. In addition, if we contact you via telephone in relation to a survey, you can indicate to us that you would prefer not to receive any additional calls of that nature in the future.

The mobile app service does use third party services that may collect information used to identify you. Links to the privacy policies of the service providers used by the mobile app service are:

- [Google Play Services](#)
- [Apple](#)
- [Adobe](#)

Third-party relationships: we share your information with affiliated third parties including financial institutions such as investment advisors and transfer agents. These third parties will be subject to appropriate data protection obligations and they will only use your information as described in our Privacy policy.

Consent: when you request that we share your information with someone else (for example if you engage the services of a professional advisor after you have become a client of ours and

request that we provide information about your account to that professional advisor) or when we have otherwise obtained your consent. If we share information other than as permitted or described above, we will provide you with a choice to opt-in to such sharing and you may choose to instruct us not to share the information.

Business sale: if we sell some or all of our business or assets we may need to disclose your information to a prospective buyer for due diligence purposes. If we are acquired by a third party, the information held by us about you will be disclosed to the third-party buyer. We do not disclose, and do not intend to disclose, non-public personal or financial information to non-affiliated third parties with respect to persons who no longer maintain a relationship with Janus Henderson.

We do not sell your non-public personal or financial information without your consent.

Links to other sites

This Service may contain links to other sites. If you click on a third-party link, you will be directed to that site. Note that these external sites are not operated by us. Therefore, we strongly advise you to review the Privacy Policy of these websites. We have no control over and assume no responsibility for the content, privacy policies, or practices of any third-party sites or services.

Right to opt out

Janus Henderson is not in the practice of selling or distributing non-public information to third parties. If, in the future, our business directs us to do this, you will be notified and given the opportunity to opt out of having this information shared.

Updating and correcting your account information

You may submit a written request to us to correct or amend any information in our records. If you have shares held directly with Janus Henderson, you can correct, update or confirm your personal information anytime on janushenderson.com by going to “My Account” and select “Account Profile”. Or, you can call a Janus Henderson Representative at (800) 525-3713.

Log data

Whenever you use the mobile app service, in a case of an error in the app we collect data and information (through third party products) on your phone called Log Data. This Log Data may include information such as your device Internet Protocol (“IP”) address, device name, operating system version, the configuration of the mobile app when utilizing the service, the time and date of your use of the service, and other statistics.

Cookies and do not track signals

Cookies are files with a small amount of data that are commonly used as anonymous unique identifiers. These are sent to your browser from the websites that you visit and are stored on your device's internal memory. For more information on how Janus Henderson uses cookies, please refer to our Cookie Policy.

The mobile app service does not use these “cookies” explicitly. However, the app may use third party code and libraries that use “cookies” to collect information and improve their services. You have the option to either accept or refuse these cookies and know when a cookie is being sent to your device. If you choose to refuse our cookies, you may not be able to use some portions of this service.

Some internet browsers have incorporated “Do Not Track” features. Most of these features, when turned on, send a signal or preference to the web sites you visit indicating that you do not wish to be tracked. Janus Henderson does not respond to Do Not Track signals and will continue to track your Internet Protocol (IP) address for our internal reporting purposes.

Security

We have physical, administrative, procedural and technical safeguards in place to protect your information from unauthorised access, use or disclosure. We also contractually require that our third-party service providers protect such information to the security standards at least as stringent as the terms of our Privacy policy. We regularly adapt these controls to respond to changing requirements and advances in technology.

As a condition of employment, Janus Henderson employees are required to follow all applicable laws and regulations, including data protection laws. Access to non-public information is limited to those employees who need it to perform their roles. Unauthorised use or disclosure of confidential client information by a Janus Henderson employee is prohibited and may result in disciplinary measures.

We restrict access to personal information to those who require it to develop, support, offer and deliver products and services to you.

Important information for California residents

This additional information is being provided as required by the California Consumer Privacy Act (the “CCPA”). The CCPA provides California residents with specific privacy rights, including the right to:

- **Know what personal information** we collected about you during the last 12 months. We will provide you with the list of categories of personal information collected, categories of sources from which that information was collected, the business purposes(s) for which the information was collected, the categories of third parties with whom we share the personal information, and the specific pieces of personal information collected, as described in our Privacy policy.
- **Request the deletion** of your personal information collected or maintained by us. Please note that there may be circumstances where you request us to delete your information, but we are legally entitled to retain it.
- **Receive equal treatment** for exercising these rights (i.e., we shall not discriminate against you for exercising any of your rights under the CCPA).
- **Receive** this information in a readily assessable format.

As a California resident, you or an authorized agent acting on your behalf, may exercise your rights by submitting a verifiable request using one of our two options:

- Call our toll-free number +1 (833) 424-9993; or
- Click [here](#) to access our online form

Please note that we may need to verify your identity before we can fulfil your request. We will respond to your request within 45 days from the date of our receipt of your verifiable request. We will notify you if additional time is necessary to complete your request. If you are exercising access or deletion rights on behalf of another person, please either confirm that the person has authorized you to act as an agent with us or be prepared to provide proof that you have been designated as an authorized agent.

Making changes to this information

We'll keep this information up to date and you are advised to review this page periodically for any changes. We will notify you of any changes by posting the new Privacy Policy on this page.

Last updated: May, 2021

Proxy Voting Policy and Procedures

Last Review Date: *March 2022*

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1 Overview

1.1 Policy Statement

Where Janus Henderson Investors has been provided voting discretion, it has a responsibility to vote proxies in the best interest of each client.¹ Janus Henderson Investors has adopted this Proxy Voting Policy and Procedures to ensure that proxies are voted in the best interest of clients without regard to any relationship that Janus Henderson Investors or any affiliated person of Janus Henderson Investors may have with the issuer or personnel of the issuer. Subject to specific provisions in a client's account documentation related to exception voting, Janus Henderson Investors will generally only accept direction from a client to vote proxies for that client's account pursuant to: 1) the JHI Voting Guidelines; 2) the ISS Benchmark Policy; or 3) the ISS Taft-Hartley Voting Guidelines.

1.2 Key principles

- Janus Henderson Investors will vote proxies in the best interest of each client.
- Janus Henderson Investors will identify and manage any conflicts of interest which might affect a voting decision.
- Janus Henderson Investors will disclose its voting decisions to clients upon request and to the public where required or consistent with local market practice.
- Janus Henderson Investors will maintain records supporting its voting decisions.

1.3 Scope

This Policy applies to Janus Henderson Investors and each of the client accounts for which it has proxy voting responsibilities, other than those advised or sub-advised by Intech Investment Management LLC or Kapstream Capital Pty Ltd.

1.4 Roles and Responsibilities

Portfolio Management. Portfolio Management is responsible for determining how to vote proxies with respect to securities held in the client accounts they manage. Where Portfolio Management chooses to vote contrary to the Guidelines and as otherwise specified herein, Portfolio Management is required to provide a sufficient written rationale for their vote.

Operations Control. Operations Control is generally responsible for administering the proxy voting process as set forth in this Policy for client accounts whose Portfolio Management is located inside the United States. Operations Control works with the Proxy Voting Service and is responsible for ensuring that all meeting notices are reviewed against the Guidelines, the ISS Benchmark Policy or the Taft-Hartley Guidelines, and proxy matters are communicated to Portfolio Management for consideration pursuant to this Policy.

G&S Team. The G&S Team is generally responsible for administering the proxy voting process as set forth in this Policy for client accounts whose Portfolio Management is located outside the United States. The G&S Team works

¹ On behalf of accounts subject to the Employee Retirement Income Security Act of 1974 (ERISA), Janus Henderson Investors will vote proxies unless the power to vote such shares has been expressly retained by the appointing fiduciary in the investment management agreement. Janus Henderson Investors recognizes that the exercise of voting rights on securities held by ERISA plans is a fiduciary duty that must be exercised with care, skill, prudence and diligence. As such, where Janus Henderson Investors has voting responsibility for ERISA plans, they will vote proxies solely in the best interest of the participants and beneficiaries of such plans.

Proxy Voting Policy and Procedures

with the Proxy Voting Service and is responsible for reviewing shareholder meeting agendas, voting recommendations, and additional relevant documents and making voting decisions in consultation with Portfolio Management.

Proxy Voting Committee. The Proxy Voting Committee develops Janus Henderson Investors' positions on all major corporate issues, maintains and updates the Guidelines, manages conflicts of interest related to proxy voting and oversees the voting process generally, including by reviewing results of diligence on the Proxy Voting Service.

Proxy Voting Service. The Proxy Voting Service provides research services relating to proxy issues. The Proxy Voting Service also assists in certain functions relating to the voting of proxies. Among other things, the Proxy Voting Service is responsible for coordinating with clients' custodians to ensure that all proxy materials received by the custodians relating to the clients' portfolio securities are processed in a timely fashion. In addition, the Proxy Voting Service is responsible for submitting Janus Henderson Investors' votes in accordance with the Guidelines or as otherwise instructed by Janus Henderson Investors and is responsible for maintaining copies of all proxy statements received from issuers and promptly providing such materials to Janus Henderson Investors upon request. The Proxy Voting Service also provides voting disclosure services, including filing of the Form N-PX in the United States.

1.5 References

Rule 206(4)-7 of the Investment Advisers Act
Rule 30b1-4 of the Investment Company Act
Rule 239.15 et seq. of the Investment Company Act
Commission Delegated Regulation (EU) No 231/2013, Article 37
Commission Directive 2010/43/EU, Article 21
FCA COLL 6.6A.6
CSSF Regulation 10-04, Article 23
UN Principles for Responsible Investment
IMAS Singapore Stewardship Principles
SFC Principles of Responsible Ownership
FRC UK Stewardship Code

2 Additional Definitions

G&S Team refers to the Governance and Stewardship team.

Janus Henderson Investors includes all investment advisory subsidiaries of Janus Henderson Group plc, including, but not limited to, Janus Henderson Investors (Australia) Institutional Funds Management Limited, Janus Henderson Investors (Singapore) Limited, Janus Henderson Investors (Japan) Limited, and Janus Henderson Investors US LLC.²,

JHI Proxy Voting Guidelines or the **Guidelines** refers to the voting guidelines adopted by Janus Henderson Investors and outlined at Appendix A.

Policy means this Proxy Voting Policy and Procedures.

Portfolio Management refers to the portfolio managers, assistant portfolio managers, and analysts supporting a given client account.

Proxy Administrator refers to the person performing administrative functions in support of the proxy voting

² Janus Henderson Investors US LLC has been designated by the Boards of Trustees of Janus Investment Fund, Janus Aspen Series, Clayton Street Trust, and Janus Detroit Street Trust to vote proxies for the Proprietary U.S. Funds, as applicable.

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program. For client accounts advised or sub-advised by Janus Henderson Investors entities located inside the United States, those functions are performed by Operations Control. For client accounts advised or sub-advised by Janus Henderson Investors entities located outside the United States, those functions are performed by the G&S Team.

Proxy Voting Committee or the **Committee** refers to the Janus Henderson Investors Proxy Voting Committee. The Committee is comprised of representatives from the Office of the Treasurer, Operations Control, Compliance, as well as the G&S Team and equity portfolio management who provide input on behalf of the investment team. Internal legal counsel serves as a consultant to the Committee and is a non-voting member.

Proprietary U.S Funds refer to the series of Janus Investment Fund, Janus Aspen Series, Clayton Street Trust, and Janus Detroit Street Trust.

Proxy Voting Service or **ISS** refers to Institutional Shareholder Services Inc.

3 Proxy Voting Procedures

3.1 Voting Generally

Where the Guidelines address the proxy matter being voted on, votes will be cast in accordance with the Guidelines unless directed otherwise. Portfolio Management and the G&S Team may vote contrary to the Guidelines at their discretion and with sufficient rationale documented in writing. Where the (1) Guidelines call for Portfolio Management or G&S Team input and/or (2) the proxy matter being voted on relates to a company and/or issue for which the Proxy Voting Services does not have research, analysis and/or a recommendation available, the Proxy Voting Service will refer proxy questions to the Proxy Administrator for further instruction. In the event Portfolio Management or the G&S Team is unable to provide input on a referred proxy item, Janus Henderson Investors will abstain from voting the proxy item.

Notwithstanding the above, with respect to clients who have instructed Janus Henderson Investors to vote proxies in accordance with the Taft-Hartley Guidelines or the ISS Benchmark Policy, the Proxy Voting Service will cast all proxy votes in strict accordance with those policies.

Janus Henderson relies on pre-populated and/or automated voting. That means the Proxy Voting Service will automatically populate the proxy voting system in accordance with the Guidelines, the Taft-Hartley Guidelines or the ISS Benchmark Policy. For those proxy proposals with a default policy position, the votes will be cast as populated in the system by the Proxy Voting Service unless directed otherwise by Janus Henderson Investors. For those proxy proposals without a default policy position (i.e., refer items), the votes will be cast as populated in the system by Janus Henderson Investors.

From time to time, issuers and/or ballot issue sponsors may publicly report additional information that may be relevant to the application of the Guidelines, the Taft-Hartley Guidelines or the ISS Benchmark Policy or the exercise of discretion by Portfolio Management (“supplemental materials”). To the extent the Proxy Voting Service identifies such supplemental materials, it will review that information and determine whether it has a material effect on the application of the Guidelines, the Taft-Hartley Guidelines or the ISS Benchmark Policy. The Proxy Voting Service is then responsible for ensuring that any votes pre-populated in the proxy voting system are appropriately updated and Janus Henderson is provided appropriate notice of such changes, including through availability of an updated research report. In all events, the Proxy Voting Service will notify Janus Henderson Investors of any supplemental materials identified so that they can be considered as part of the voting process, including with respect to items requiring Portfolio Management input.

3.2 Abstentions

Janus Henderson Investors recognizes that in certain circumstances the cost to clients associated with casting a

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proxy vote may exceed the benefits received by clients from doing so. In those situations, Janus Henderson Investors may decide to abstain from voting. For instance, in many countries, shareholders who vote proxies for shares of an issuer are not able to trade in that company's stock within a given period of time on or around the shareholder meeting date ("share blocking"). In countries where share blocking is practiced, Janus Henderson Investors will only vote proxies if Janus Henderson Investors determines that the benefit of voting the proxies outweighs the risk of not being able to sell the securities. Similarly, in some instances, Janus Henderson Investors may participate in a securities lending program. Generally, if shares of an issuer are on loan, the voting rights are transferred and the lending party cannot vote the shares. In deciding whether to recall securities on loan, Janus Henderson Investors will evaluate whether the benefit of voting the proxies outweighs the cost of recalling them. Furthermore, in circumstances where a client held a security as of record date, but the holdings were sold prior to the shareholder meeting, Janus Henderson Investors may abstain from voting that proxy.

3.3 Funds of Funds

Janus Henderson Investors advises certain accounts that invest in other funds ("funds of funds") advised by Janus Henderson Investors or its affiliated persons. From time to time, a fund of funds may be required to vote proxies for the underlying funds in which it is invested. In those circumstances, there may be a conflict of interest between Janus Henderson Investors and its clients. To mitigate that conflict, whenever an underlying fund submits a matter to a vote of its shareholders, Janus Henderson Investors will vote shares held by a fund-of-funds account in the same proportion as the votes of the other shareholders in the underlying fund ("echo vote") or refrain from voting such shares to the extent that cost or other considerations outweigh the benefits of voting such shares.

In addition, certain Proprietary U.S. Funds may invest in ETFs and other funds advised by unaffiliated persons ("acquired funds," and each, an "acquired fund") pursuant to Rule 12d1-4 under the Investment Company Act ("Rule 12d1-4"). To the extent a Proprietary U.S. Fund and its advisory group² ("advisory group") individually or in the aggregate become the holders of (i) more than 25% of the outstanding voting securities of an acquired open-end fund or unit investment trust as a result of a decrease in the outstanding securities of that acquired open-end fund or unit investment trust or (ii) more than 10% of the outstanding voting securities of an acquired registered closed-end management investment company or business development company, Janus Henderson Investors will ensure that the Proprietary U.S. Fund and other funds and accounts in the advisory group echo vote the shares of the acquired fund; provided, however, that in circumstances where all holders of the outstanding voting securities of an acquired fund are required to echo vote pursuant to Rule 12d1-4, a Proprietary U.S. Fund and other funds and accounts in the advisory group will solicit voting instructions from its shareholders with regard to the voting of all proxies with respect to such acquired fund securities and vote such proxies only in accordance with such instructions.

3.4 Conflicts of Interest

Because the Guidelines, the ISS Benchmark Policy and the Taft-Hartley Guidelines pre-establish voting positions, application of those rules to default positions should, in most cases, adequately address any possible conflicts of interest. For situations where Portfolio Management or the G&S Team seek to exercise discretion when voting proxies, Janus Henderson Investors has implemented additional policies and controls described below to mitigate any conflicts of interest.

Portfolio Management or the G&S Team is required to disclose any actual or potential conflicts of interest that may affect its exercise of voting discretion. Actual or potential conflicts of interest include but are not limited to the existence of any communications from the issuer, proxy solicitors or others designed to improperly influence Portfolio Management or the G&S Team in exercising its discretion or the existence of significant relationships with the issuer.

Janus Henderson Investors also proactively monitors and tests proxy votes for any actual or potential conflicts of interest. Janus Henderson Investors maintains a list of significant relationships for purposes of assessing potential

Proxy Voting Policy and Procedures

conflicts with respect to proxy voting, which may include significant intermediaries, vendors or service providers, clients and other relationships. In the event Portfolio Management or the G&S Team intend to vote against the Guidelines with respect to an issuer on the significant relationships list, the Proxy Administrator will notify the Committee which will review the rationale provided by Portfolio Management in advance of the vote. In the event Portfolio Management or the G&S Team intend to exercise discretion to vote contrary to Proxy Voting Service's recommendations and with management as to an issuer on the significant relationships list, the Proxy Administrator will notify the Committee, which will review the rationale provided by Portfolio Management or the G&S Team in advance of the vote. If the Committee determines the rationale is inadequate, the proxy vote will be cast as in accordance with the Guidelines or as instructed by the Committee. In addition, on a quarterly basis, the Committee reviews all votes that deviate from the Guidelines and assesses the adequacy of the portfolio managers' stated rationale.

Any personal conflict of interest related to a specific proxy vote should be reported to the Committee prior to casting a vote. In the event a personal conflict of interest is disclosed or identified, the Committee will determine whether that person should recuse himself or herself from the voting determination process. In such circumstances, the proxy vote will be cast in accordance with the Guidelines or as instructed by the Chief Investment Officer or his or her delegate. Compliance also reviews all refer votes contrary to the ISS recommendations and with management to identify any undisclosed personal conflicts of interest.

If a proxy vote is referred to the Chief Investment Officer or his or her delegate or to the Committee, the decision made and basis for the decision will be documented by the Committee.

4 Reporting, Oversight and Recordkeeping

4.1 Client and Regulatory Reporting

Janus Henderson Investors will provide clients with such information on proxy voting as agreed or otherwise set forth herein. Upon request, Janus Henderson Investors will provide clients with the proxy voting record for their accounts. Janus Henderson Investors will publicly disclose vote reporting in line with local market requirements or practices. On an annual basis, Janus Henderson Investors will provide proxy voting records for each Proprietary U.S. Fund for the one-year period ending on June 30th on Janus Henderson Investors' website at www.janushenderson.com/proxyvoting. Such voting record, on Form N-PX, is also available on the SEC's website at www.sec.gov no later than August 31 of each year.

Janus Henderson Investors shall present this Policy and the Guidelines to the boards of trustees of the Proprietary U.S. Funds at least annually and shall provide such other information and reports requested by such boards to fulfill their oversight function.

Except as noted in this Policy or required by law, Janus Henderson Investors generally does not provide information to anyone on how it voted or intends to vote on a particular matter still pending. Unless that information has otherwise been made public, Janus Henderson Investors may confirm to issuers, their agents or other third parties that votes have been cast but not how or how many votes were cast. Notwithstanding the foregoing, Portfolio Management and the G&S Team have the discretion to indicate to issuers or their agents how they voted or intend to vote in the context of discussions with issuers and their management as part of Janus Henderson Investors' ongoing investment analysis process.

A complete copy of Janus Henderson Investors' proxy voting policies and procedures, including specific guidelines, will be made available at www.janushenderson.com.

4.2 Proxy Voting and Proxy Voting Service Oversight

The Committee will ensure sufficient oversight of proxy voting through periodic review of voting decisions,

Proxy Voting Policy and Procedures

operational issues and conflicts of interest as discussed herein. The Committee will review such information as it deems appropriate to discharge these responsibilities.

In addition, Janus Henderson Investors will conduct periodic due diligence reviews of the Proxy Voting Service via on-site, video or telephonic meetings and by written questionnaires. As part of this periodic due diligence process, Janus Henderson Investors shall collect information that is reasonably sufficient to support the conclusion that the Proxy Voting Service has the capacity and competency to adequately analyze the matters for which they provide research and voting recommendations. In connection with the periodic due diligence review, Janus Henderson Investors shall consider, among other things, (1) the adequacy and quality of the Proxy Voting Service's staffing, personnel, and/or technology; (2) disclosure from the Proxy Voting Service regarding its methodologies in formulating voting recommendations; and (3) whether the Proxy Voting Service has adequate policies and procedures to identify, disclose, and address actual and potential conflicts of interest. In further exercise of its oversight responsibility, Janus Henderson Investors shall periodically sample the proxy votes cast on behalf of clients to ensure whether the Guidelines were applied correctly to such votes.

4.3 Record Retention

Janus Henderson Investors will retain proxy statements received regarding client securities, records of votes cast on behalf of clients, records of client requests for proxy voting information and all documents prepared by Janus Henderson Investors regarding votes cast in contradiction to the Guidelines. In addition, Janus Henderson Investors will retain internally-generated documents that are material to a proxy voting decision, such as the Guidelines, Committee materials and other internal research relating to voting decisions. Proxy statements received from issuers are generally available from the issuer's, the relevant regulatory authority's and/or the market place's websites. They may also be available from the third-party voting service upon request. All materials discussed above will be retained in accordance with any applicable record retention obligations.

5 Amendments

This Policy is subject to review on an annual or more frequent basis by the Committee. In reviewing the Policy, the Committee reviews Janus Henderson Investors' proxy voting record over the prior year, including exceptions to the Guidelines requested by Portfolio Management or the G&S Team, to determine whether any adjustments should be made. The Committee also reviews changes to the Guidelines recommended by the Proxy Voting Service, discusses such changes with the Proxy Voting Service, and solicits feedback from Portfolio Management on such changes. Once the Guidelines have been approved by the Committee and clients where required, they are distributed to the Proxy Administrator and the Proxy Voting Service for implementation.

APPENDIX A

Proxy Voting Guidelines

Janus Henderson Investors will generally vote all proxies relating to portfolio securities held in client accounts for which it has been delegated voting authority in accordance with these Guidelines and the implementation instructions provided to the Proxy Voting Service. Nonetheless, because proxy issues and the circumstances of individual companies are so varied, there may be instances when Janus Henderson Investors may not vote in strict adherence to the Guidelines. Portfolio Management and the G&S Team are responsible for monitoring significant corporate developments, including proxy proposals submitted to shareholders, and instructing votes contrary to the Guidelines where they reasonably believe that is in the best interest of clients.

Janus Henderson Investors recognizes that corporate governance systems vary a great deal between jurisdictions according to factors such as cultural issues, laws and regulations, the extent of shareholder rights, the level of dispersed ownership and the stage of development more generally. In formulating our approach to corporate governance, we are conscious that a “one size fits all” policy is not appropriate. We will therefore seek to vary our voting activities according to the local market and its standards of best practices.

While Janus Henderson Investors has attempted to address the most common issues through the Guidelines, there will be various proxy voting proposals that are not addressed by the Guidelines or that require case-by-case resolution under the Guidelines. In addition, it may not be appropriate to apply certain Guidelines to investment types such as mutual funds, exchange-traded funds, and closed-end funds, in which case Janus Henderson Investors will generally rely on the recommendation of the Proxy Voting Service. Moreover, there may be various proxy voting proposals as to which the Proxy Voting Service does not have or provide research, analysis and recommendations. For example, the Proxy Voting Service may not provide research, analysis and recommendations for proxy voting proposals of privately-held companies. In such instances, those proposals will be referred to Portfolio Management or the G&S Team for resolution. In exercising discretion, Janus Henderson Investors may take into consideration the information and recommendations of the Proxy Voting Service but will vote all proxies based on its own conclusions regarding the best interests of its clients.

In many cases, a security may be held by client accounts managed by multiple portfolio managers. While Janus Henderson Investors generally casts votes consistently across client accounts it manages, different portfolio managers may vote differently on the same matter in the exercise of their discretion. For example, different portfolio managers may reasonably reach different conclusions as to what is in the best interest of their clients based on their independent judgments. In addition, in rare circumstances, an individual portfolio manager may reasonably reach different conclusions as to what is in the best interests of different clients depending on each individual client account’s investment strategy or its objectives.

Directors and Boards

Janus Henderson Investors recognises the diversity of corporate governance models across different markets and does not advocate any one form of board structure. However, it also recognises there are certain key functions which are or should be common across all markets:

- Reviewing and guiding corporate strategy, major plans of action, risk policy, annual budgets and business plans; setting performance objectives; monitoring implementation and corporate performance; and overseeing major capital expenditures, acquisitions and divestitures;
- Monitoring the effectiveness of the company's governance practices and making changes as needed;

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- Selecting, compensating, monitoring and, where necessary, replacing key executives and overseeing succession planning;
- Aligning key executive and board compensation with the longer-term interests of the company and its shareholders;
- Ensuring a formal and transparent board nomination and election process;
- Monitoring and managing potential conflicts of interest of management, board members and shareholders, including misuse of corporate assets and abuse in related party transactions;
- Ensuring the integrity of the corporation's accounting and financial reporting systems, including the independent audit, and that appropriate systems of control are in place, in particular, systems for risk management, financial and operational control, and compliance with the law and relevant standards;
- Monitoring the quality of relationships with key stakeholders; and
- Overseeing the process of disclosure and communications.

Boards of directors should include the number and types of qualified directors sufficient to ensure effective discharge of these responsibilities, including independent non-executive directors with appropriate skills, experience and knowledge. The responsibilities of such non-executive directors should include monitoring and contributing effectively to the strategy and performance of management, staffing key committees of the board and influencing the conduct of the board as a whole. Consistent with this principle of independence, a board of directors should generally have a non-executive chairperson.

The board of directors should establish audit, compensation and nomination/succession committees. These should be composed wholly or predominantly of independent directors. Companies should publicly disclose the terms of reference of these committees and give an account to shareholders in an annual report or other regulatory filing of how their responsibilities have been discharged. The chairpersons and members of these committees should be appointed by the board as a whole according to a transparent procedure.

Janus Henderson Investors believes the board of directors, or supervisory board, as an entity, and each of its members, as an individual, is a fiduciary for all shareholders, and should be accountable to the shareholder body as a whole. Each director should therefore generally stand for election on an annual basis.

In recognition of these principles, Janus Henderson Investors has adopted the following default policy positions among others:

Board Classification – Janus Henderson Investors will generally vote against proposals to classify boards of directors and for proposals to declassify boards of directors.

Board Size – Janus Henderson Investors will generally vote in favor of proposals to increase the size of a board of directors so long as the board would retain a majority of independent directors. Janus Henderson Investors will generally vote against proposals to decrease the size of a board of directors which are intended as anti-takeover measures.

Director Independence – Janus Henderson Investors will generally vote in favor of proposals to increase the minimum number of independent directors. Janus Henderson Investors will generally vote in favor of proposals to separate the role of the chairman from the role of the CEO.

Director Indemnification – Janus Henderson Investors will generally vote in favor of proposals regarding director indemnification arrangements provided such provisions are not deemed excessive or inappropriate.

Proxy Voting Policy and Procedures

Uncontested Elections –Janus Henderson Investors will generally vote in favor of director candidates that result in the board having a majority of independent directors and oppose director candidates that result in the board not having a majority of independent directors. After taking into consideration country-specific practices, Janus Henderson Investors will generally vote in favor of individual director candidates unless they:

- attend less than 75% of the board and committee meetings without a valid excuse;
- ignore or otherwise fail to respond appropriately to shareholder proposals receiving majority shareholder support;
- are not responsive to advisory votes on executive compensation matters;
- fail to provide appropriate oversight of company's risk management practices;
- are non-independent directors and sit on the audit, compensation or nominating committees;
- are non-independent directors and the board does not have an audit, compensation, or nominating committee;
- are audit committee members and the non-audit fees paid to the auditor are excessive;
- are audit committee members and poor accounting practices rise to a level of serious concern, or other serious issues surrounding the audit process or arrangement exist;
- serve as directors on an excessive number of boards;
- are compensation committee members and the company has poor compensation practices;
- adopt a long term poison pill without shareholder approval or make material adverse changes to an existing poison pill;
- are the chair of the nominating committee, or are otherwise responsible for the nomination process, of a board that does not have any female directors, and the company has not provided a reasonable explanation for its lack of gender diversity;
- are the chair of the responsible committee of a company that is a significant greenhouse gas emitter³ where such company is not taking minimum steps needed to understand, assess, and mitigate risks related to climate change; and/or
- amend the company's bylaws or charter without shareholder approval in a manner that materially diminishes shareholders' rights or that could adversely impact shareholders.

Contested Elections – Janus Henderson Investors will evaluate proposals relating to contested director candidates on case-by-case basis.

Cumulative Voting – Janus Henderson Investors will generally vote in favor of proposals to adopt cumulative voting unless otherwise recommended by the Proxy Voting Service.

Auditors and Accounting Issues

Janus Henderson Investors believes boards of directors should maintain robust structures and processes to ensure sound internal controls and to oversee all aspects of relationships with auditors. Boards of directors should generally have appropriately constituted audit committees with sufficient levels of financial expertise in accordance with prevailing legislation or best practice. The audit committee should ensure that the company gives a balanced and clear presentation of its financial position and prospects and clearly explains its accounting principles and policies. The audit committee should ensure that the independence of the external auditors is not compromised by conflicts of interest (e.g., financial conflicts arising from the award of non-audit assignments).

In recognition of these principles, Janus Henderson Investors has adopted the following default policy positions among others:

³ Janus Henderson Investors will apply the same definition as used by the Proxy Voting Service.
Public

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Uncontested Auditors – Janus Henderson Investors will generally vote in favor of proposals to approve external auditors unless:

- the auditor has a financial interest in or association with the company and is therefore not independent;
- fees for non-audit services are excessive;
- there is reason to believe the auditor has rendered an opinion which may be neither accurate nor indicative of the company's financial position;
- the auditor is being changed without explanation; or
- the auditor is not identified by name.

Contested Auditors – Janus Henderson Investors will evaluate proposals relating to contested auditors on a case-by-case basis.

Compensation Issues

Janus Henderson Investors believes compensation of executive directors and key executives should be aligned with the interests of shareholders. Performance criteria attached to share-based compensation should be demanding. Requirements for directors and senior executives to acquire and retain company shares that are meaningful in the context of their cash compensation are also appropriate. The design of senior executives' contracts should not commit companies to 'payment for failure'. Boards should pay attention to minimising this risk when drawing up contracts and to resist pressure to concede excessively generous severance conditions. Any share-based compensation should be subject to shareholder approval.

Companies should disclose in each annual report or proxy statement the board's policies on executive compensation (and preferably the compensation of individual board members and top executives), as well as the composition of such compensation so that investors can judge whether corporate pay policies and practices are appropriately designed.

Broad-based employee share ownership plans or other profit-sharing programs are effective market mechanisms that promote employee participation. When reviewing whether to support proposed new share schemes, we place particular importance on the following factors:

- The overall potential cost of the scheme, including the level of dilution;
- The issue price of share options relative to the market price;
- The use of performance conditions aligning the interests of participants with shareholders;
- The holding period (i.e., the length of time from the award date to the earliest date of exercise); and
- The level of disclosure.

In recognition of these principles, Janus Henderson Investors has adopted the following default policy positions among others:

Executive and Director Equity-Based Compensation Plans – Janus Henderson Investors will generally vote in favor of equity-based compensation plans unless they create an inconsistent relationship between long-term share performance and compensation, do not demonstrate good stewardship of investors' interests, or contain problematic features. Janus Henderson Investors considers the following, non-exhaustive list of practices to be problematic and generally votes against plans or amendments to plans that:

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- provide for re-pricing of underwater options;
- provide for automatic replenishment (“evergreen”) or reload options;
- create an inconsistent relationship between long term share performance and compensation increases; and/or
- are proposed by management and do not demonstrate good stewardship of investors’ interests regarding executive compensation or are a vehicle for poor compensation practices.

Janus Henderson Investors will generally vote against proposals permitting material amendments to equity-based compensation plans without shareholder approval.

Long-Term Ownership – Janus Henderson Investors will generally vote in favor of proposals intended to increase long-term stock ownership by executives, officers and directors. These may include:

- requiring executive officers and directors to hold a minimum amount of stock in the company;
- requiring stock acquired through exercised options to be held for a certain period of time; and
- using restricted stock grants instead of options.

Director and Officer Loans – Janus Henderson Investors will generally oppose proposals requesting approval of loans to officers, executives and board members of an issuer.

Say-on-Pay – Janus Henderson Investors will generally vote in favor of annual advisory votes on executive compensation (say-on-pay frequency). Janus Henderson Investors will generally vote with management on advisory votes on executive compensation (say-on-pay) unless Janus Henderson Investors determines problematic pay practices are maintained.

Executive Severance Agreements – Janus Henderson Investors will evaluate proposals to approve or cancel executive severance agreements on a case-by-case basis. Janus Henderson Investors will vote in favor of proposals to require executive severance agreements to be submitted for shareholder approval unless the proposal requires shareholder approval prior to entering into employment contracts.

Employee Stock Option Plans (ESOP) and Stock Purchase Plans (ESPP) – Janus Henderson Investors will generally vote in favor of proposals relating to ESOPs and ESPPs unless the shares purchased through the plans are discounted more than the market norm, the shares allocated to the plans are excessive, and/or the plans contain other problematic features.

Option Expensing and Repricing – Janus Henderson Investors will generally vote in favor of proposals requiring the expensing of options. Janus Henderson Investors will generally vote against proposals providing for the repricing of options.

Capitalization, Issuances, Transactions, Shareholder Rights, and Other Corporate Matters

Janus Henderson Investors believes all shareholders should be treated equitably. Companies’ ordinary shares should provide one vote for each share, and companies should act to ensure the owners’ rights to vote.

Any major strategic modifications to the core businesses of a company should not be made without prior shareholder approval. Equally, any major corporate changes, which in substance or effect, materially dilute the

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equity or erode the economic interests or share ownership rights of existing shareholders should not be made without prior shareholder approval of the proposed change. Such changes may include but are not limited to modifications to articles or bylaws and the implementation of shareholder rights plans or so called “poison pills.”

We will not support proposals that have the potential to reduce shareholder rights, such as significant open-ended authorities to issue shares without pre-emption rights or anti-takeover proposals, unless companies provide a compelling rationale for why they are in shareholder interests.

In recognition of these principles, Janus Henderson Investors has adopted the following default policy positions among others:

Capital Stock – Subject to local market standards, Janus Henderson Investors will generally vote in favor of proposals seeking to increase the number of shares of common or preferred stock authorized for issue unless the company does not adequately justify the need for the additional shares. Janus Henderson Investors will generally vote against proposals to authorize preferred stock whose voting, conversion, dividend and other rights are determined at the discretion of the board of directors when the stock is issued (“blank check stock”). Janus Henderson Investors will generally vote against proposals for different classes of stock with different voting rights.

Stock Splits – Janus Henderson Investors will generally vote in favor of proposals to split shares unless they negatively affect the ability to trade shares or the economic value of a share.

Share Issuances - Janus Henderson Investors will generally vote in favor of proposals related to share issuances with and without preemptive rights, provided that voting in favor of such proposals is consistent with local market standards, such proposals are not considered excessive in the context of the issuer and such proposals do not provide for different levels of voting rights.

Debt Issuances – Janus Henderson Investors will evaluate proposals regarding the issuance of debt, including convertible debt, on a case- by-case basis.

Mergers, Acquisitions and Other Significant Corporate Transactions – Janus Henderson Investors will evaluate proposals regarding acquisitions, mergers, tender offers or changes in control on a case-by-case basis, including any related proposals such as share issuances or advisory votes on golden parachutes.

Reorganization, Restructuring and Liquidation – Janus Henderson Investors will evaluate plans of reorganization, restructuring and liquidation on a case-by-case basis.

Shareholder Rights Plans and Other Anti-Takeover Mechanisms – Janus Henderson Investors will generally vote against shareholder rights plans or other proposals designed to prevent or obstruct corporate takeovers (includes poison pills), unless such measures are proposed in a transparent and independent fashion and designed primarily as a short-term means to protect a tax benefit, or are structured in such a way that they give shareholders the ultimate decision on any proposal or offer. This general policy supersedes any other more specific policy to the contrary.

Change in Jurisdiction of Incorporation or Organization - Janus Henderson Investors will generally vote in favor of proposals regarding changes in the jurisdiction of incorporation or organization of an issuer.

Confidential Voting – Janus Henderson Investors will generally vote in favor of proposals to provide for confidential voting and independent tabulation of voting results.

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Supermajority Voting – Janus Henderson Investors will generally vote against proposals to provide for supermajority voting (e.g., to approve acquisitions or mergers).

Special Meetings – Janus Henderson Investors will generally vote in favor of management proposals to allow shareholders to call special meetings. Janus Henderson Investors will generally vote in favor of shareholder proposals to allow shareholders to call special meetings, unless such right is already provided at a level consistent with local best practice and the shareholder proposal would further reduce the required threshold. Such proposals will be evaluated on a case-by-case basis.

Written Consents – Janus Henderson Investors will generally vote in favor of management proposals to allow action by shareholders' written consent. Janus Henderson Investors will evaluate shareholder proposals to allow action by shareholders' written consent on a case-by-case basis.

Proxy Access – Janus Henderson Investors will evaluate proposals related to proxy access on a case-by-case basis.

Environmental and Social Issues

Janus Henderson Investors believes that good management of stakeholder relationships contributes to business success and long-term shareholder value. These stakeholders include not only shareholders but also employees, consumers, debtholders, business partners, neighbors and the wider global community. Janus Henderson Investors also recognises the importance of environmental issues such as climate change and social issues such as diversity & inclusion to all these stakeholder groups.

As a fiduciary for its clients, Janus Henderson Investors is primarily concerned with the impact of proposals on a company's performance and economic value. Janus Henderson Investors recognizes that environmental and social issues are associated with risks, costs and benefits which can have a significant impact on company performance over the short and long term. When evaluating the merits of proposals on environmental and social issues, Janus Henderson Investors will weigh the risks, costs and benefits of supporting the proposals against those presented by alternatives, including potentially seeking similar outcomes through direct engagement activities with management. Janus Henderson Investors will generally support management proposals addressing environmental and social issues unless we identify significant weaknesses relative to market practice or peers. Janus Henderson Investors will generally support shareholder proposals addressing environmental and social issues where we identify significant areas of weakness or deficiency relative to peers and/or industry best practices or feel that management has failed to adequately respond to shareholder concerns.

Miscellaneous, Administrative and Routine Items

Janus Henderson Investors believes that management should generally have discretion to make certain types of decisions, including how to use existing capital. In addition, in certain jurisdictions, shareholder approval of certain routine or administrative matters may be required. On these types of issues, Janus Henderson Investors will generally defer to management unless it believes these decisions are not being made, or these actions are not being taken, in good faith.

In recognition of these principles, Janus Henderson Investors has adopted the following default policy positions among others:

Dividends – Janus Henderson Investors will generally vote in favor of management proposals relating to the issuance of dividends. Janus Henderson Investors will evaluate shareholder proposals relating to the issuance of dividends on a case-by-case basis.

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Share Repurchase Plans - Janus Henderson Investors will generally vote in favor of management proposals regarding share repurchases. Janus Henderson Investors will evaluate shareholder proposals relating to share repurchases on a case-by-case basis.

“Other Business” – Janus Henderson Investors will generally vote against proposals to approve “other business” when it appears as a voting item.

Designation of Exclusive Forum - Janus Henderson Investors will generally vote in favor of proposals designating an exclusive forum in federal court or Delaware state court (for companies organized in Delaware). Janus Henderson Investors will evaluate proposals designating an exclusive forum in other jurisdictions on a case-by-case basis.

Proposals Outside the Guidelines

For proposals outside the scope of the Guidelines or instructions otherwise provided to the Proxy Voting Service, Janus Henderson Investors will generally rely on the recommendation of the Proxy Voting Service.