

Summary of topics covered through questions at the Henderson Group 2008 AGM

1 May 2008

Are you able to explain the increase in finance costs in note 6 to the financial statements – why has it increased from zero in 2006 to £8.0 million in 2007?

Henderson Group raised £175 million of senior debt in May 2007, which we did for very good reasons and as it turned out the timing was very good too. What you see there is the interest cost on this debt and so for the next several years you're going to be seeing a net interest deficit where previously in 2006 it was zero.

Do share options for staff exist? If they do, what impact did previous capital returns have on their pricing?

Yes. We believe that this is an important way of motivating and incentivising staff and we will continue with this system into the future. We follow very strict rules about how options are priced and how these options are treated for any capital returns. We also try to maximise the tax benefit staff get on their share plans, of course within the rules of UK tax legislation.

What further guidance can you give on the dividend pay-out ratio?

The Board will review its dividend policy later this year, but expects to increase the pay-out ratio from 50% to 55% for 2008. Beyond that, the pay-out ratio might move up around 5 percentage points a year, bringing the ratio to about 65% from 2010 onwards.

Have you made political donations and is your disclosure on this open and transparent?

Henderson Group did not make political donations as disclosed on page 13 of the 2007 Annual Report and Accounts. We have no intention of making political donations. We seek shareholders' approval as a precautionary measure, so that we don't run foul of a possible technicality in the law. There are a large number of UK public companies that are in the same position as us that do not make any political donations but ask their shareholders for this resolution purely as a precautionary measure.

Did the Company purchase shares when the share price dipped earlier this year?

We do make purchases of shares in order to have shares available for various staff share schemes. These shares are largely purchased by the trustees of various employee benefits trusts, i.e. at arms-length from the Company. The price at which these purchases occur therefore cannot be controlled by the Company.