Janus Henderson
INVESTORS

CULTURE OF BELONGING GUIDE



YOUR BRIGHT FUTURE & OUR INVESTMENT EXPERTISE

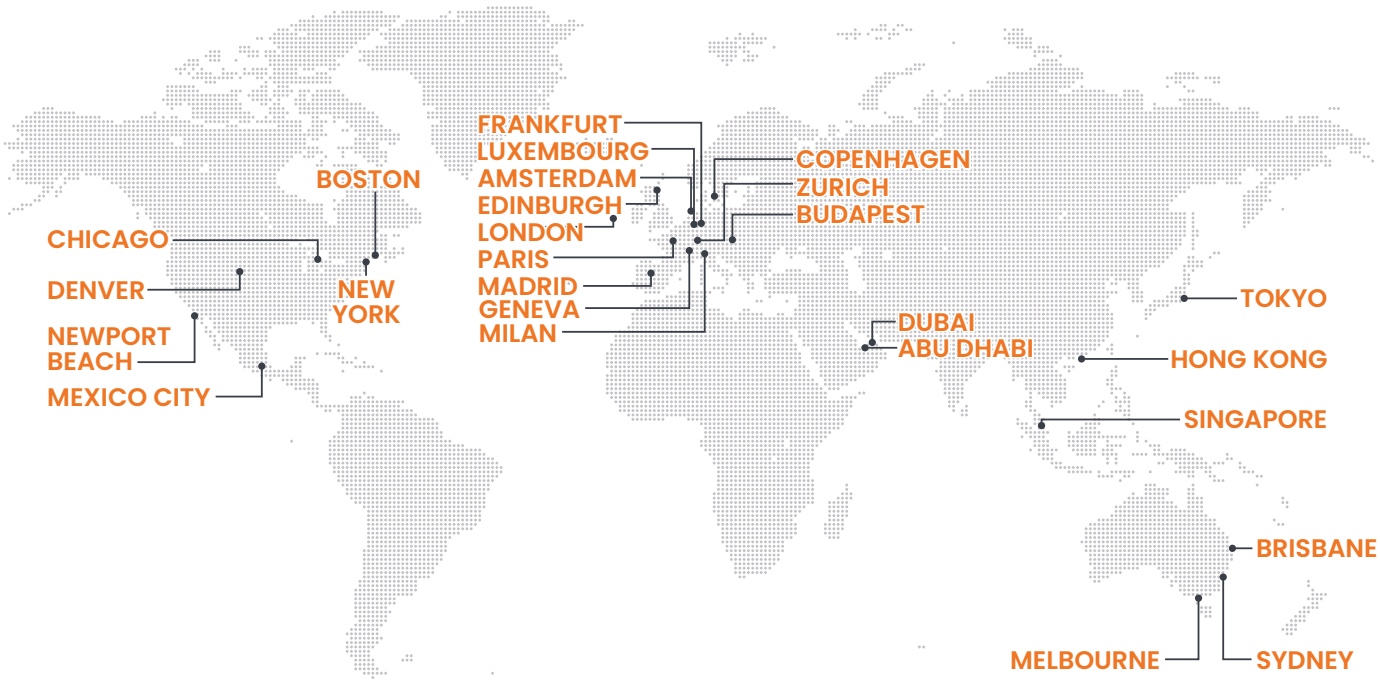
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Welcome to Our Culture of Belonging

At Janus Henderson, our culture is shaped by the people who bring it to life every day. While we share a common purpose and live the same values, every office has its own traditions, stories and moments that make it unique. This guide celebrates those differences and the connections that bring us together.

Created with contributions from colleagues across our global offices, these pages offer a glimpse into the places where we work, the communities we're part of, and the ways we come together to celebrate, support one another and build meaningful relationships.

Because wherever we are in the world, our culture is built by people, strengthened through connection, and enriched by the diversity of experiences each office brings to Janus Henderson.



2,000+
colleagues

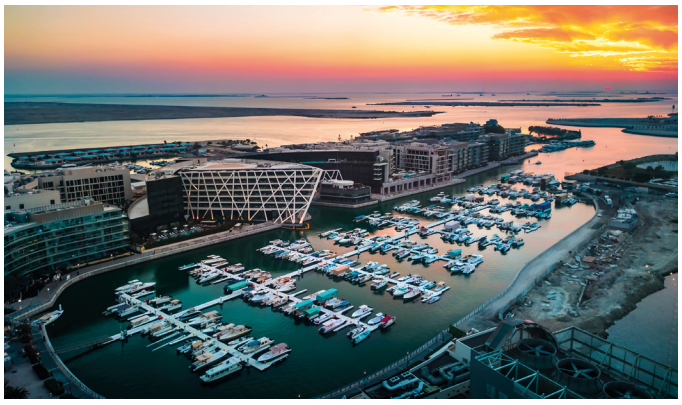
26
global offices

1
shared culture

as of September 2026



ABU DHABI







Convenient. Professional. Collaborative.

Located in the UAE's capital, our Abu Dhabi office offers a dynamic working environment shaped by both local heritage and international perspectives.

Why You'll Love Working Here

Colleagues benefit from a supportive, team-oriented culture while enjoying access to one of the region's fastest-growing business and cultural destinations.

Life in Abu Dhabi

The city hosts major cultural, sporting and community events throughout the year, from Ramadan and Eid celebrations to the Abu Dhabi Grand Prix and international arts festivals.

Local Favourites

Arabic coffee, Karak tea, Machboos and Luqaimat provide an authentic taste of Emirati hospitality.

How We Come Together

Team lunches, celebrations and cultural gatherings provide opportunities to recognise achievements and strengthen relationships.

Did You Know?

Our proximity to Saadiyat Island and Yas Island means world-class beaches, attractions and cultural destinations are always within reach.



AMSTERDAM

Modern. Welcoming. Functional.

Located in Amsterdam's thriving Zuidas business district, our Amsterdam office combines contemporary workspace design with a relaxed and collaborative atmosphere.

Why You'll Love Working Here

Our office has been designed to adapt to the needs of our people, creating a workplace that balances professionalism with flexibility and wellbeing.

Life in Amsterdam

Whether it's King's Day, Pride celebrations or world-famous museums, Amsterdam is a city known for openness, creativity and culture.

Local Favourites

Stroopwafels, bitterballen, Dutch cheeses and traditional apple pie are among the local favourites.

How We Come Together

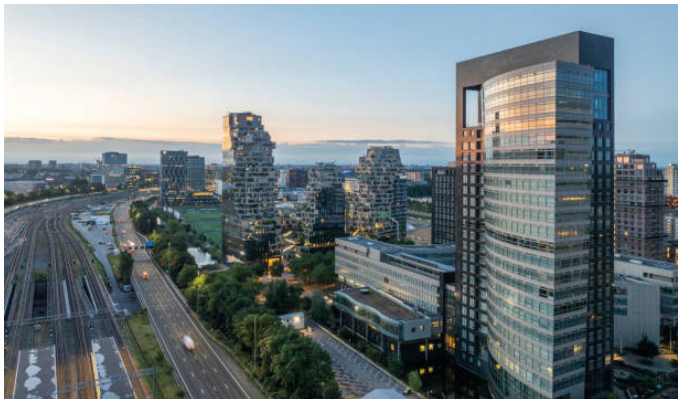
Celebrations often centre around food, bringing colleagues together to mark milestones, recognise achievements and strengthen relationships.

Did You Know?

Our office is located in Noma House, part of Amsterdam's vibrant business district sometimes referred to as the Dutch Manhattan.









BOSTON

Welcoming. Scenic. Characterful.

Located in one of America's most historic cities, our Boston office combines rich heritage with a modern, collaborative workplace. Overlooking the harbour, it offers colleagues the opportunity to grow their careers in a city known for innovation, culture and community.

Why You'll Love Working Here

Our Boston office may be smaller in size, but it has a close-knit, welcoming atmosphere. With panoramic harbour views and strong connections across teams, it's a place where collaboration feels personal.

Life in Boston

Boston blends history with community spirit. From Patriots' Day and the Boston Marathon to Fourth of July celebrations, Red Sox Opening Day and seasonal events like the Winter Market, there's always something bringing the city together.

Local Favourites

Boston is famous for its seafood and local traditions. Highlights include New England clam chowder, lobster rolls, Boston cream pie and a visit to the historic North End for a classic cannoli.

How We Come Together

As a smaller office, celebrations are personal and inclusive. They regularly recognise milestones, welcome new colleagues and celebrate team successes together.

Did You Know?

The Rose Kennedy Greenway is a short walk away. It offers beautiful green space, public art, food trucks, and seasonal events right in the heart of downtown. Another lesser-known spot is Long Wharf, which provides fantastic harbour views, boat cruises and a quieter escape from the busy city streets.









BRISBANE

Connected. Flexible. Welcoming.

Based in Brisbane, our colleagues enjoy the benefits of being part of a global organisation while working in one of Australia's most liveable and laid-back cities. It's a location that combines a strong sense of community with easy access to everything the city has to offer.

Why You'll Love Working Here

Brisbane is known for its friendly atmosphere, outdoor lifestyle and strong sense of connection. Whether working locally or collaborating with colleagues across the globe, it's a great place to stay connected and get things done.

Life in Brisbane

With its year-round sunshine, riverside setting and relaxed pace of life, Brisbane offers the best of both city living and the outdoors. From cultural events and sporting fixtures to weekend escapes along the Queensland coast, there's always something to enjoy.

Local Favourites

A walk along South Bank, coffee by the Brisbane River and fresh local seafood are all Brisbane favourites. The city's thriving café scene and outdoor dining culture make it easy to enjoy the subtropical lifestyle.

How We Come Together

Being part of Janus Henderson means staying connected with colleagues around the world while enjoying the unique lifestyle and community that Brisbane offers.

Did You Know?

Brisbane is one of Australia's sunniest capital cities, enjoying more than 280 days of sunshine each year, making outdoor meetings, walks and after-work activities a regular part of life.







BUDAPEST





Vibrant. Flourishing. Ambitious.

As one of the newest additions to the Janus Henderson family, Budapest represents growth, opportunity and an exciting future.

Why You'll Love Working Here

Based in a dynamic co-working community filled with entrepreneurial businesses, the office benefits from an energetic environment that encourages learning, innovation and connection.

Life in Budapest

Whether it's St Stephen's Day celebrations, festive Christmas markets or riverside summer events, Budapest offers a rich blend of culture, history and community life.

Local Favourites

Traditional goulash, chimney cake and local Hungarian wines provide an authentic introduction to the city's culinary culture.

How We Come Together

As a growing office, celebrating milestones is especially important. Team lunches, social events and office gatherings help strengthen a culture built on connection and support.

Did You Know?

Budapest is Janus Henderson's 26th office globally.



CHICAGO

Welcoming. Cozy. Elevated.

Located high above the city with beautiful views across Chicago, our office combines the energy of a major financial centre with the warmth of a close-knit team.

Why You'll Love Working Here

Although our office is relatively small, that is one of its greatest strengths. Colleagues know one another well, creating an environment that feels personal and supportive.

Life in Chicago

St. Patrick's Day, when the famous Chicago River is dyed green, Cubs season and Opening Day at Wrigley Field, Taste of Chicago, Lollapalooza, and countless neighborhood street festivals throughout the summer.

Local Favourites

For food, a Chicago-style hot dog, an Italian beef sandwich, and deep-dish pizza. Deep dish is mostly a tourist experience, but it's something everyone should try at least once. For drink, the Chicago Handshake - a shot of Jeppson's Malört paired with an Old Style beer.

How We Come Together

Celebrate with team lunches, treats in the office, and happy hours at nearby restaurants and bars.

Did You Know?

Our conference rooms are named after Chicago's famous sports teams, including the Cubs, Bulls and Bears.









COPENHAGEN

Friendly. Personal. Global.

Our Copenhagen office may be small, but it combines entrepreneurial energy with the support and reach of a global organisation.

Why You'll Love Working Here

The close-knit environment means everyone knows one another. Colleagues work together in a supportive culture where ideas are shared openly and relationships matter.

Life in Copenhagen

Summer canal culture, cycling, waterfront living and traditional Danish celebrations help create one of Europe's most liveable cities.

Local Favourites

Smørrebrød, Danish pastries and world-class coffee are all essential parts of the local experience.

How We Come Together

The team prides itself on creating traditions that bring people together, from social gatherings to annual celebrations and seasonal events.

Did You Know?

On a clear day, you can see Sweden from directly outside the office.







DENVER







Welcoming. Collaborative. Supportive.

Denver is home to our largest office in the US and a vibrant community where colleagues know one another by name. It combines the energy of a growing city with the warmth of a close-knit workplace.

Why You'll Love Working Here

Our office is incredibly welcoming. It's nearly impossible to walk by someone without exchanging a smile or a friendly hello. Even with the large number of employees in our Denver office, it never feels like you're passing a stranger. There's a genuine sense of connection and community wherever you go.

Life in Denver

There are plenty of traditions, but employee favourites include Trick-or-Treat Street, Kids Day, the summer 14er Challenge and our annual pancake breakfast.

Local Favourites

A Colorado staple is green chile! You can find a dish that has it almost anywhere. One of our local favorites is breakfast burritos from Santiago's. Colorado is also known for its craft beer scene, with breweries around every corner and a culture that celebrates locally brewed beer.

How We Come Together

The Summit, located on our 5th floor, is the heart of our office. It's a welcoming space where colleagues come together to eat, connect, and network. Throughout the year, it serves as a gathering place for celebrating global holidays, honoring cultural traditions, and bringing colleagues together for meaningful events and celebrations.

Did You Know?

A sculpture of Janus in our lobby reflects our belief in learning from the past while preparing for the future.



DUBAI

Modern. Professional. Connected.

Located in the heart of Dubai's financial district, our office brings together colleagues in one of the world's fastest-growing international business hubs.

Why You'll Love Working Here

Our office stands out due to its innovative layout, collaborative atmosphere, and state-of-the-art amenities, creating an environment that inspires productivity and teamwork.

Life in Dubai

Dubai blends rich Emirati traditions with global influences. From Ramadan and Eid celebrations to international sporting events and cultural festivals, there is always something happening.

Local Favourites

Visitors should experience traditional dishes such as Machboos and Luqaimat, alongside favourites like Karak tea and Arabic coffee.

How We Come Together

Our office celebrates milestones by recognizing achievements during team meetings, organizing small gatherings or lunches, and sharing personalized appreciation messages.

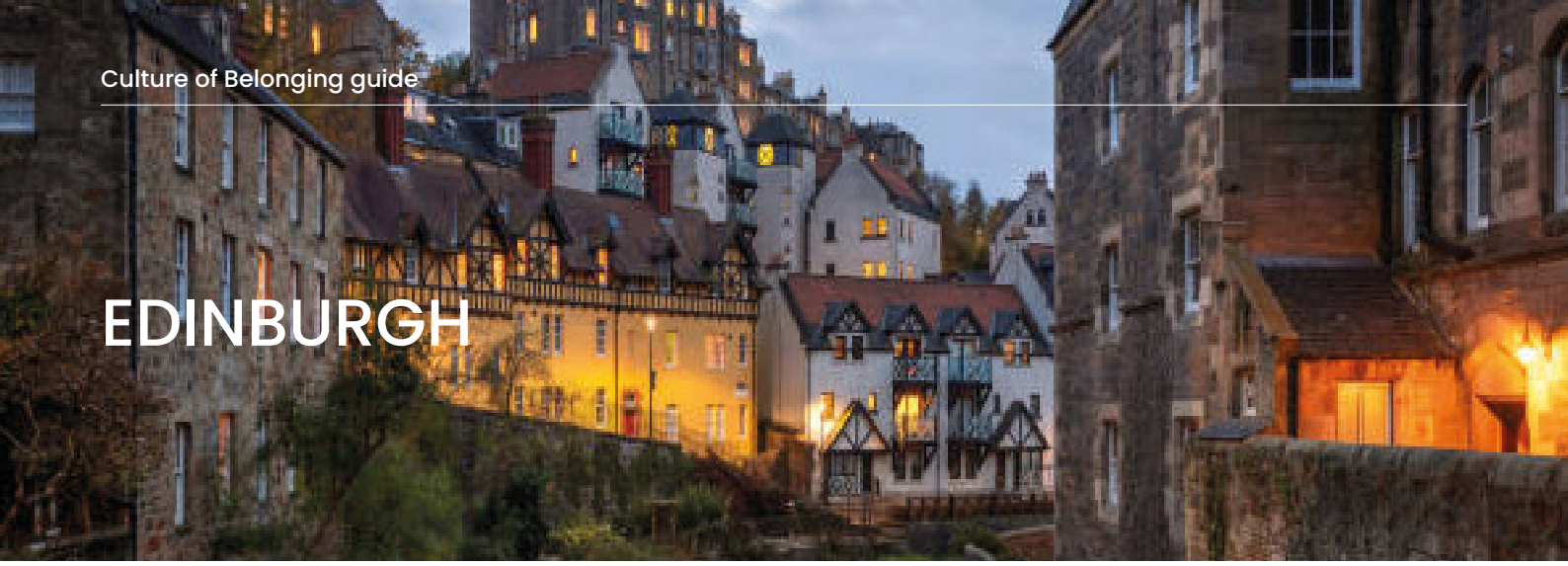
Did You Know?

A hidden gem near DIFC is Gate Avenue which features tucked-away art galleries showcasing local and international artists, as well as cozy, lesser-known cafés perfect for a quiet coffee or meeting.









EDINBURGH

Professional. Collaborative. Dynamic.

With views of Edinburgh Castle and the Pentland Hills, our Edinburgh office combines breathtaking surroundings with a strong sense of community and connection.

Why You'll Love Working Here

Set within one of Europe's most historic cities, our Edinburgh team enjoys a culture where people come together to support one another and share ideas.

Life in Edinburgh

From the Edinburgh Festival and Military Tattoo to Hogmanay and Six Nations rugby, Edinburgh has a rich calendar of celebrations and traditions.

Local Favourites

Visitors should experience traditional Scottish cuisine, including haggis, as well as Scotland's famous whisky and iconic Irn-Bru.

How We Come Together

Our monthly office lunches are a firm favourite. Ting Thai is usually the top choice, and it's a great opportunity for colleagues from across the office to catch up away from their desks.

Did You Know?

Our annual Secret Santa tradition is taken surprisingly seriously.









FRANKFURT

Welcoming. Modern. Inspiring.

Located in one of Europe's leading financial centres, our Frankfurt office combines contemporary design, exceptional city views and a collaborative culture. Set against the backdrop of the city's impressive skyline, it offers an inspiring environment where colleagues can connect, grow and make an impact.

Why You'll Love Working Here

The first thing visitors notice is the breathtaking panoramic view across Frankfurt's skyline. Combined with the office's modern design and bright, open atmosphere, it creates a workplace that feels both professional and welcoming. The office brings together colleagues in an environment that encourages collaboration, innovation and shared success.

Life in Frankfurt

Frankfurt is a city where international business meets rich cultural tradition. Throughout the year, the city hosts some of Germany's most celebrated events, including the world-famous Frankfurt Book Fair, the vibrant Museumsuferfest, and one of the country's oldest Christmas markets. Alongside these cultural highlights, local traditions, football matches and seasonal celebrations create a strong sense of community throughout the city.

Local Favourites

Frankfurt's culinary traditions are deeply rooted in the region. Visitors should try Apfelwein, the city's famous apple wine, alongside local specialities such as Handkäse mit Musik, Frankfurter Würstchen, Frankfurter Rippchen and the much-loved Grüne Soße, a distinctive green herb sauce made from seven fresh herbs. Together, they offer an authentic taste of Frankfurt's local culture.

How We Come Together

Celebrating success is an important part of our culture. Whether marking a team achievement, recognising an important milestone or enjoying a shared success, colleagues come together through informal celebrations, team gatherings and moments of recognition that help strengthen connections across the office.

Did You Know?

The Frankfurt office has its own celebration tradition: a large bell that is rung whenever the team achieves something worth celebrating. It's a simple but memorable way to share success and bring everyone together in the moment.







GENEVA

Medieval. 16th century. Efficient.

Nestled in Geneva's Old Town, our office combines centuries of history with a modern, international outlook. Surrounded by cobbled streets, historic landmarks and a truly global community, it offers a workplace experience unlike any other.

Why You'll Love Working Here

Housed in what may be the oldest building in the Janus Henderson network, our Geneva office is full of character. While small in size, it has a strong sense of community, where collaboration, optimism and good humour are part of everyday life.

Life in Geneva

Geneva is known for its international influence, stunning lakeside setting and rich cultural heritage. One of the city's most beloved traditions is L'Escalade, a celebration of Geneva's history that brings the community together through festivities, costumes and sporting events.

Local Favourites

Fresh perch from Lake Geneva, locally produced wines and regional craft beers are all favourites among locals and visitors alike.

How We Come Together

Successes and milestones are often celebrated together over a meal or a drink, creating opportunities to connect and enjoy each other's company outside day-to-day work.

Did You Know?

One entrance to our office opens directly beside Geneva's historic Protestant Cathedral.

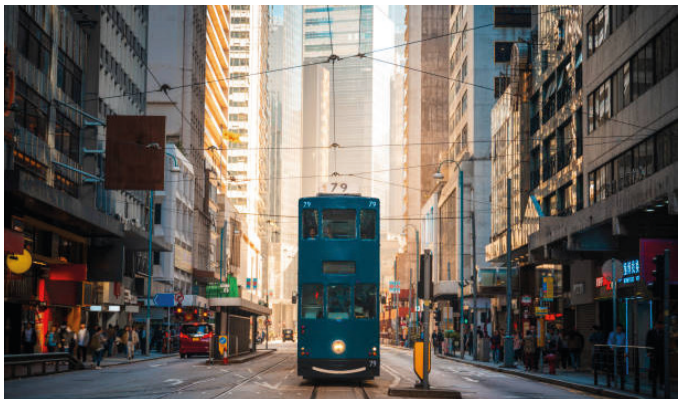








HONG KONG







Supportive. Professional. Energetic.

Situated in one of Asia's most dynamic cities, our Hong Kong office offers a unique combination of global connectivity and a welcoming team culture.

Why You'll Love Working Here

While Hong Kong is known for its fast pace, our office is known for something equally important: people genuinely enjoy working together. The result is a collaborative environment where colleagues support each other and celebrate success together.

Life in Hong Kong

Chinese New Year celebrations, vibrant neighbourhoods and one of the world's most iconic skylines make Hong Kong a fascinating place to live and work.

Local Favourites

Dim sum, bubble tea and traditional egg tarts are must-try local favourites. If someone had one evening in Hong Kong - ride the Peak Tram to Victoria Peak for breathtaking night views of the city, experience Hong Kong's unique blend of city energy, harbour views, and incredible Cantonese food - all in one evening.

How We Come Together

Monthly birthday celebrations, Chinese New Year gatherings and team events help keep colleagues connected throughout the year.

Did You Know?

One of the hardest decisions in our office can be choosing where to eat from the incredible range of nearby lunch options.



LONDON







Inclusive. Ambitious. Connected.

London is Janus Henderson's legal registered headquarters. London brings together colleagues from across investment, client, corporate and business teams in the heart of a leading global financial centre. It's a place where diverse perspectives, collaboration and shared success come together.

Why You'll Love Working Here

The ampersand is everywhere in our office. More than a logo, it reflects our belief that great outcomes are achieved together. What makes London special is the way colleagues work across teams, disciplines and geographies, creating opportunities to learn, contribute and build meaningful connections.

Life in London

One of the world's most diverse and exciting cities, London offers a unique mix of culture, history and innovation. From iconic landmarks and museums to sporting events, festivals and food markets, there's always something new to experience.

Local Favourites

London's food scene reflects its global character. Whether it's a traditional fish and chips, a Sunday roast, lunch at Borough Market or cuisine from around the world, food is often at the centre of how colleagues connect and celebrate together.

How We Come Together

London has an active social culture, with colleagues coming together through the Sports & Social Committee's events throughout the year. From quiz nights and Sports Day to informal social gatherings and team celebrations, there are plenty of opportunities to connect with colleagues outside of day-to-day work.

Did You Know?

Located in the heart of one of the world's leading financial centres, the London office sits within walking distance of some of the city's most iconic landmarks, markets and cultural attractions.



LUXEMBOURG

Multicultural. Modern. Energetic.

At the heart of Europe, our Luxembourg office reflects the international spirit of the country itself. Despite its size, the office is home to a remarkably diverse and globally minded team.

Why You'll Love Working Here

With 14 nationalities represented across a team of around 20 colleagues, diversity is part of everyday life. Different perspectives, experiences and cultures help shape a highly inclusive workplace.

Life in Luxembourg

From National Day celebrations and summer festivals to the famous Schueberfouer fair, Luxembourg offers a vibrant calendar of community events throughout the year.

Local Favourites

Visitors should try traditional favourites such as Gromperekichelcher, Bouneschlupp and Crémant from Luxembourg's Moselle region.

How We Come Together

Team breakfasts, lunches, summer gatherings and festive celebrations create opportunities to strengthen relationships and celebrate achievements together.

Did You Know?

Despite its modest size, Luxembourg is one of the most international countries in the world.









MADRID

Warm. Welcoming. Comfortable.

Located in Spain's vibrant capital, our Madrid office combines fantastic views, a central location and a culture built around relationships.

Why You'll Love Working Here

The spacious office environment and breathtaking city views create a welcoming setting where colleagues can collaborate, connect and enjoy spending time together.

Life in Madrid

From San Isidro celebrations and Three Kings festivities to Madrid's famous food and football culture, the city is full of traditions that bring communities together.

Local Favourites

Tapas are an essential part of Madrid life and offer the perfect opportunity to enjoy great food and conversation.

How We Come Together

Many celebrations centre around sharing a meal together, reflecting the importance Spanish culture places on community and connection.

Did You Know?

Our office enjoys some of the best views in Madrid's financial district.









MELBOURNE

United. Energetic. Coffee-Loving.

Melbourne is known for its creativity, sporting passion and café culture. Located in iconic 101 Collins Street, our office reflects the city's vibrant personality and strong sense of community.

Why You'll Love Working Here

There's a strong team spirit in Melbourne. Whether it's sharing a coffee, discussing the latest Australian Football League (AFL) results or collaborating on a project, people genuinely enjoy working together and supporting one another.

Life in Melbourne

Melbourne comes alive through major sporting events, cultural festivals and a year-round calendar of activities that bring people together.

Local Favourites

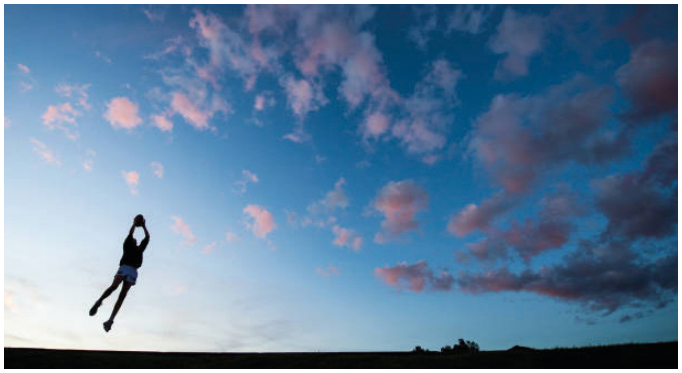
A classic chicken parma, fresh seafood by the river, dumplings in Chinatown and of course Melbourne's famous coffee scene are all local favourites. Royal Arcade, Melbourne's oldest arcade is a hidden gem

How We Come Together

From team celebrations to informal catch-ups after work, creating opportunities to connect is an important part of our culture. Over a drink at a local bar/pub on Flinders Lane.

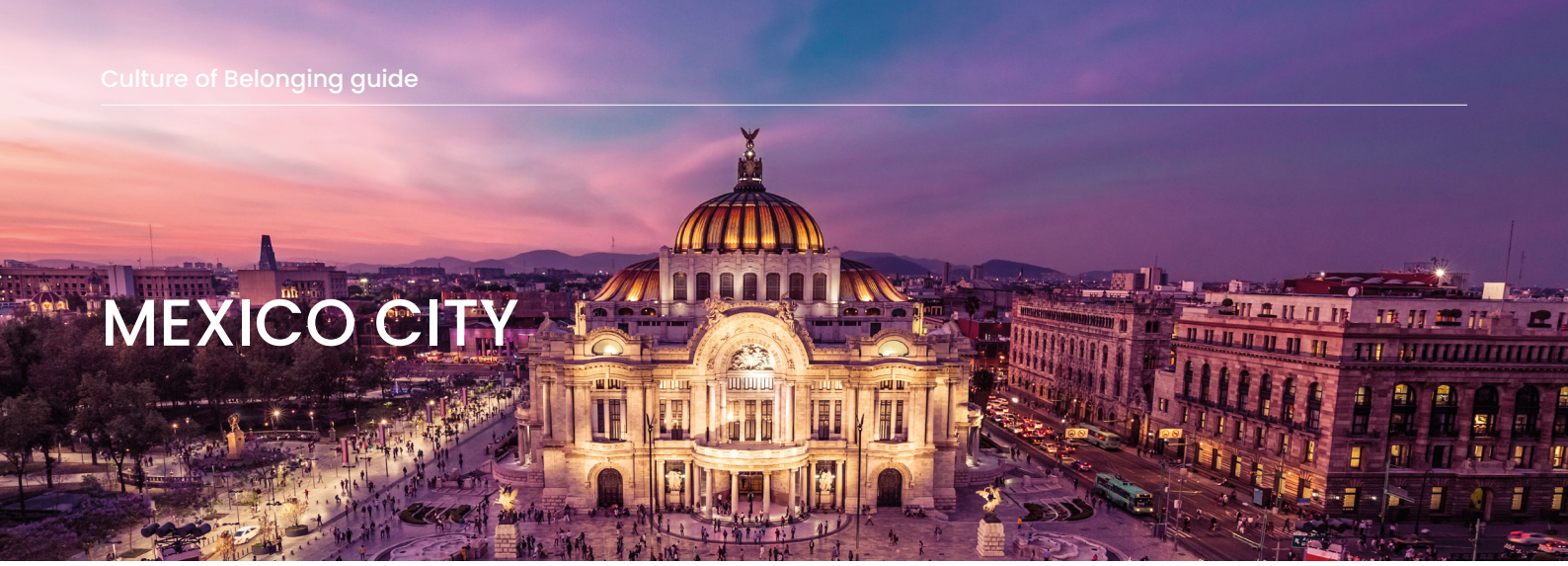
Did You Know?

When it opened, 101 Collins Street was Australia's tallest building, and its spectacular foyer stretches almost half a city block.









MEXICO CITY







Vibrant. Welcoming. Connected.

Based in one of the world's most dynamic cities, our Mexico City location offers the opportunity to work within a global organisation while experiencing the energy, culture and creativity the city is known for.

Why You'll Love Working Here

Mexico City is a place where people, ideas and cultures come together. It's a fast-moving, welcoming city with a strong sense of community and endless opportunities to learn, explore and connect.

Life in Mexico City

From historic neighbourhoods and world-renowned museums to colourful markets and green spaces, Mexico City offers something for everyone. The city's blend of tradition and innovation means there's always something new to discover.

Local Favourites

Tacos al pastor are a must-try, along with fresh churros, tamales and the incredible variety of local street food found across the city. Food is a huge part of everyday life and one of the best ways to experience the local culture.

How We Come Together

Being part of Janus Henderson means staying connected with colleagues around the world while enjoying the unique experiences and culture that Mexico City has to offer.

Did You Know?

Mexico City is home to Chapultepec Park, one of the largest urban parks in the world, with museums, lakes, walking trails and even a castle right in the heart of the city.



MILAN

Dynamic. Focused. Distinctly Italian.

Located in Italy's business and cultural capital, our Milan office combines professional excellence with the warmth and hospitality that define Italian culture.

Why You'll Love Working Here

The office balances focus and collaboration, creating an environment where colleagues work closely together while maintaining strong relationships and a positive team spirit.

Life in Milan

From Design Week and local festivals to football matchdays and city-wide celebrations, Milan is a city driven by creativity, passion and innovation.

Local Favourites

Risotto alla Milanese, Cotoletta alla Milanese, Ossobuco and an authentic Milanese aperitivo are essential local experiences.

How We Come Together

Team lunches, celebratory aperitivos and informal catch-ups help colleagues celebrate achievements and enjoy spending time together.

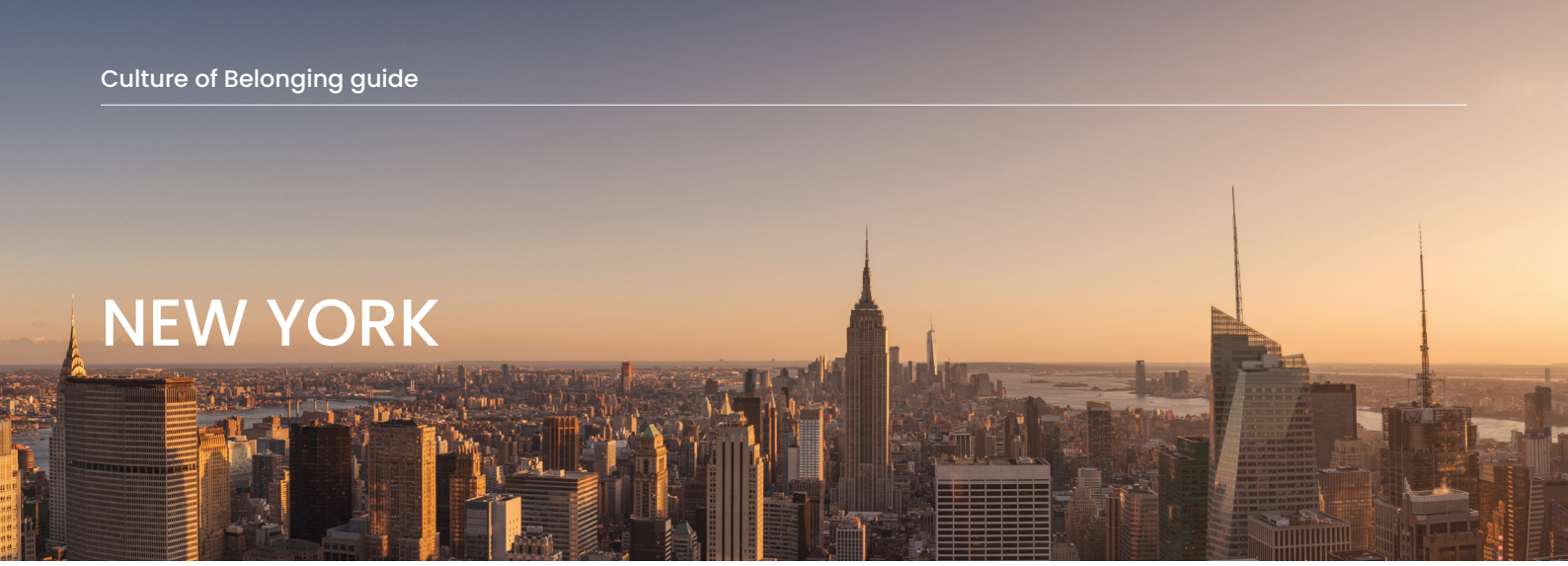
Did You Know?

Some of Milan's most beautiful hidden spaces are tucked away behind unassuming doors, including the charming courtyards of Brera.









NEW YORK

New. Fresh. Full of Possibility.

Located in the heart of Rockefeller Center, our New York office sits at the centre of one of the world's most iconic business and cultural destinations. Surrounded by energy, innovation and opportunity, colleagues enjoy being part of a city that never stands still.

Why You'll Love Working Here

The orange ampersand at reception is hard to miss, but it's our people who define the experience of working here. In New York, you'll find a team that combines high standards with a genuinely collaborative approach, where ideas are welcomed and everyone has the opportunity to grow.

Life in New York

From Broadway and world-class museums to seasonal celebrations throughout the city, New York offers endless opportunities to experience culture, entertainment and community.

Local Favourites

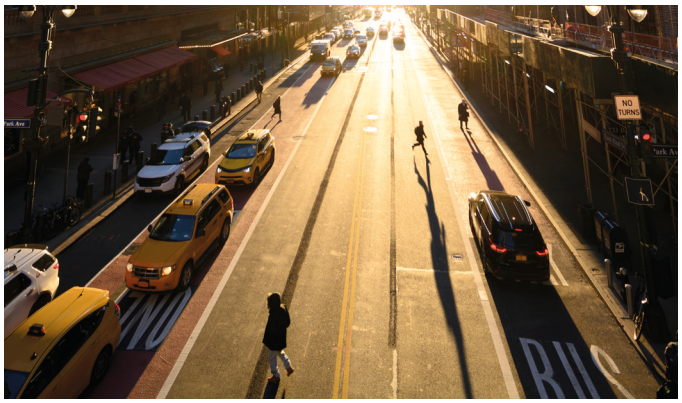
No visit is complete without trying a classic New York bagel or a slice of the city's famous pizza.

How We Come Together

They celebrate achievements by bringing colleagues together to recognise successes, strengthen relationships and enjoy shared experiences.

Did You Know?

More than 800 languages are spoken in New York City, making it the most linguistically diverse city in the world.











NEWPORT BEACH







Dynamic. Unique. High-Performing.

Set on Southern California's coastline, Newport Beach offers a unique blend of professional excellence and coastal living. With sunshine, natural beauty and a strong sense of community, it's a place where colleagues can thrive both at work and outside it.

Why You'll Love Working Here

Our bright, open office reflects the energy of the location, complete with a mural celebrating Newport Beach's coastline. By aligning with East Coast hours, many colleagues finish earlier in the day, creating more time for family, outdoor activities and everything the California lifestyle has to offer.

Life in Newport Beach

Known for its beaches, year-round sunshine and outdoor culture, Newport Beach offers endless opportunities to enjoy coastal living, from waterfront dining and sailing to cycling and beach walks.

Local Favourites

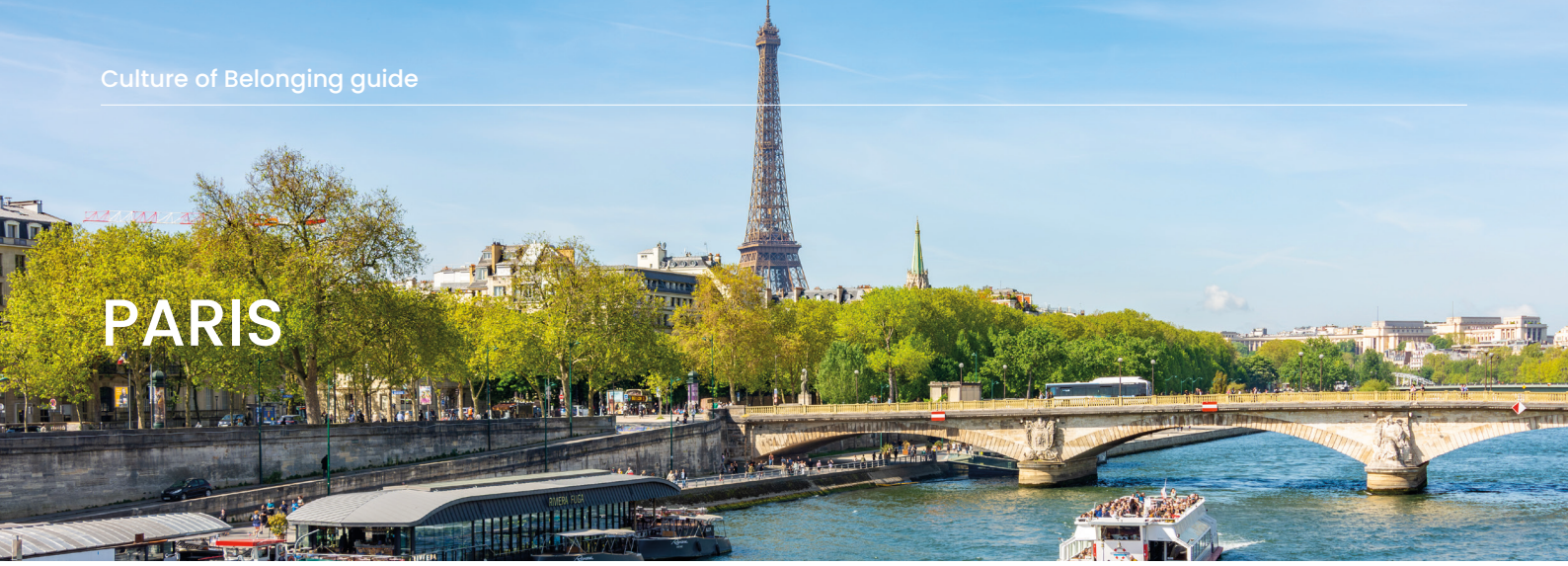
No visit is complete without sampling two Southern California staples: tacos and margaritas. **Upper Newport Bay (The Back Bay)** is also a local favourite that offers a completely different side of Newport Beach. With scenic walking and cycling trails, abundant birdlife and peaceful natural surroundings, it's a hidden gem for anyone looking to experience the area beyond its famous beaches and waterfront.

How We Come Together

Whether celebrating milestones, welcoming new colleagues or recognising team successes, they make time to connect and celebrate together. Cinco de Mayo is widely celebrated across Southern California, reflecting the region's strong Mexican heritage and cultural influence.

Did You Know?

On a clear day, the combination of ocean views, sunshine and coastal surroundings can make even the most routine workday feel a little different.



PARIS

Connected. Vibrant. Inspiring.

Located in one of the world's most celebrated cities, our Paris office combines a prime location with a collaborative atmosphere and strong team spirit.

Why You'll Love Working Here

The open design of the office encourages communication, collaboration and connection. Situated close to clients, cultural landmarks and some of the city's best cafés and restaurants, it is perfectly positioned at the centre of Parisian life.

Life in Paris

Throughout the year, Paris hosts world-renowned events including European Heritage Days, Nuit Blanche, Roland-Garros and the Fête de la Musique.

Local Favourites

From croissants and baguettes to French cheeses, pastries, wine and champagne, Paris offers some of the world's most recognisable culinary experiences.

How We Come Together

Colleagues regularly gather for breakfasts, after-work drinks and end-of-year celebrations that combine learning, culture and great food.

Did You Know?

The 20 districts of Paris are numbered in a clockwise spiral from the city centre, creating a shape often compared to a snail.









SINGAPORE

Vibrant. Multicultural. Connected.

As a key Asia-Pacific hub, our Singapore office brings together colleagues from diverse backgrounds in one of the world's most international cities.

Why You'll Love Working Here

Located within the award-winning CapitaGreen building, our office combines sustainability, innovation and collaboration with a warm, family-like culture.

Life in Singapore

Singapore's multicultural heritage shapes daily life, with celebrations including Chinese New Year, Hari Raya, Deepavali and National Day.

Local Favourites

Chicken rice, chilli crab, laksa and kaya toast offer an introduction to Singapore's world-renowned food culture.

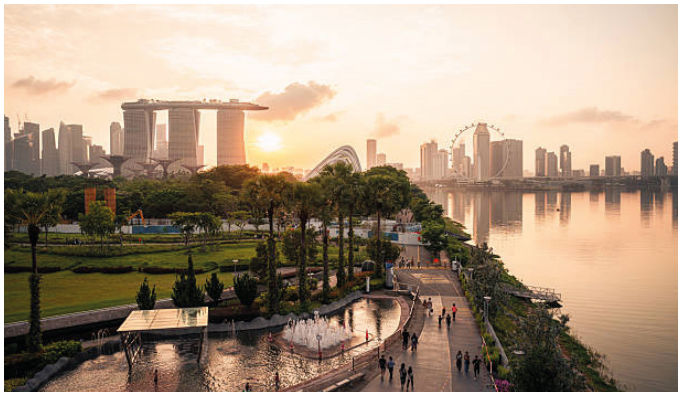
How We Come Together

They celebrate together over food and shared moments! From team lunches and festive gatherings to milestone events like our recent "Unlocking Our Brighter Future" celebration marking JHI's new chapter as a private company.

Did You Know?

Our office sits within one of Singapore's greenest skyscrapers, complete with its own rooftop sky forest.









SYDNEY





Welcoming. Inclusive. Vibrant.

Located in the heart of Sydney, our office combines a friendly, social culture with spectacular views of one of the world's most iconic harbours.

Why You'll Love Working Here

Visitors quickly notice how welcoming the team is. Relationships matter, collaboration comes naturally and colleagues enjoy spending time together inside and outside of work.

Life in Sydney

Sydney embraces a vibrant outdoor lifestyle. Throughout the year, the city celebrates cultural events, Pride, NAIDOC Week and world-famous New Year's Eve festivities.

Local Favourites

From Tim Tams to waterside dining, Sydney offers an incredible mix of local flavours and international cuisine.

How We Come Together

Recognition often happens through team call-outs, celebrations and social gatherings, including the much-loved monthly Winesday tradition.

Did You Know?

Our office offers one of the best vantage points in the city for Sydney's iconic New Year's Eve celebrations.



TOKYO







Collaborative. Proactive. Connected.

Situated in Marunouchi overlooking Tokyo Station, our Tokyo office blends global connectivity with the Japanese spirit of hospitality.

Why You'll Love Working Here

Our open office makes it easy to connect with colleagues, share ideas and work across teams. With a small team and strong relationships, people know and support one another.

Life in Tokyo

Tokyo is a city where tradition and innovation sit side by side. Whether it's seasonal festivals, local culture, world-class food or exploring a new neighbourhood, there's always something happening.

Local Favourites

Fresh seafood from Tsukiji or Toyosu Market is a must-try, followed by yakitori and an evening in the izakayas of nearby Kanda or Shinbashi.

How We Come Together

Throughout the year, colleagues come together for events including our New Year toast, International Women's Day celebrations, Summer Party, FIT for Charity Run and Year-End Party.

Did You Know?

Tokyo Station sits just outside our office, connecting us to every corner of Japan.



ZURICH

Inspiring. Vibrant. Innovative.

Our Zurich office combines Swiss innovation, stunning surroundings and a strong focus on wellbeing and collaboration.

Why You'll Love Working Here

Visitors are welcomed by a life-sized orange ampersand, while colleagues enjoy modern facilities, open spaces and access to one of the city's most impressive rooftop terraces.

Life in Zurich

Local traditions such as Sechseläuten and Knabenschiessen reflect the city's rich heritage and strong sense of community.

Local Favourites

Zürcher Geschnetzeltes with Rösti, Luxemburgerli macarons and Swiss specialities are all must-try local favourites.

How We Come Together

The rooftop terrace becomes the centre of office life during warmer months, hosting lunches, gatherings and celebrations with spectacular views across the city.

Did You Know?

Colleagues sometimes enjoy rounds of mini-golf in the office using a portable course brought in by one of the team.







Recognised for building an inclusive work space

Independent recognition reinforces our commitment to creating an environment where everyone can succeed.

Human Rights Campaign Corporate Equality Index
2026

Disability Confident Committed Employer
2026

UK Women in Finance Charter
2025

CEO Action for Diversity & Inclusion™
2026

Living Wage Employer
2026

LGBT Great
2026

Our partners

Inclusion in Finance
2026

Inclusion in Finance North America
2026

Investment 20/20
2026

Arupe Corporate Work Study Programme
2026

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Employee Resource Groups (ERGs) and Committees

JANUS HENDERSON
THE ABILITY ALLIANCE

The Ability Alliance focuses on physical, invisible disabilities and neurodiversity. It is an inclusive group focused on forming connections, identifying education and awareness opportunities, and increasing support for employees and potential candidates.

JANUS HENDERSON
BLACK PROFESSIONAL NETWORK

The **Black Professional Network** is committed to helping meet the needs of our clients and employees by providing resources that build and foster strong partnerships and further the Company's diversity efforts and expand the capabilities of our company through our diverse experiences and perspectives.

JANUS HENDERSON
CULTURAL CONNECTIONS

Cultural Connections acts as a link to a global society by helping others appreciate differences in background, traditions and cultures and we do this through education, support and awareness.

JANUS HENDERSON
HISPANIC/LATINO PROFESSIONAL ALLIANCE

The **Hispanic/Latino Professional Alliance** creates an environment of diversity within our organisation by promoting the understanding of the Hispanic/Latino culture, providing support to peers and having a voice within the company and community.

JANUS HENDERSON
PRIDE

Janus Henderson Pride is committed to sustaining and advancing a culture that supports LGBT+ employees and allies by fostering corporate inclusion and reducing barriers for advancement and success.

JANUS HENDERSON
SEASONED PROFESSIONALS
LOOKING FORWARD | LEADING OTHERS

Seasoned Professionals provides a voice in the development, retention and recruitment of older professionals within Janus Henderson.

JANUS HENDERSON
VETERAN'S NETWORK

The **Janus Henderson Veterans Network** is dedicated to creating an environment of support and development for former and/or current military professionals, their families and allies.

WOMEN'S NETWORK
JANUS HENDERSON INVESTORS

Our mission is to champion an inclusive and respectful environment that celebrates and supports women across the organisation, alongside their allies Together, we are committed to building a culture of empathy, respect, and equal opportunity, where diversity is not just accepted but embraced as a source of strength and innovation.

JANUS HENDERSON
WORKING PARENTS

The **Working Parents Network** provide strategies, information, and tips to working parents to help balance their careers and family.

JANUS HENDERSON
YOUNG PROFESSIONALS

The **Young Professionals** establish a voice in the development and retention of young professionals within Janus Henderson to foster an inclusive environment through career advancement, networking and mentorship programmes.

Employee Committees

Sports & Social

Mental Health Champions

Community Champions

Janus Henderson
INVESTORS

Important information

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