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Advance & Build: The Journey Thus Far

Jebsen & Jessen takes stock of its five-year plan at the 2023 Senior Management Conference

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ABOUT THE MASTHEAD

The Mackerel masthead subtly combines graphic images of the compass, sky and vast ocean to symbolise our sea-faring tradition and growth to become a leading distribution, manufacturing and engineering group in South East Asia. The ripples reflect the expanding and international character of our organisation and the communication function of this newsletter.



Senior Managers with Jebsen & Jessen Group Chairman Heinrich Jessen at the riverboat dinner in Bangkok, Thailand.

Mar 2023 In 2021, Jebsen & Jessen Group unveiled a five-year roadmap to achieve \$1 billion in revenue by 2025. Together with a rally cry to 'Advance & Build', the Group has been steadily working towards realising this vision.

With 2023 marking the strategy's mid-point and the Group's 60th year, we took stock of progress at our annual Senior Management Conference. Themed "Advance & Build Half-Time", it was held in Bangkok, Thailand from 26 to 28 March 2023 and brought together over 70 senior managers for the first time since the pandemic.



Opening the conference, Group CEO Per Magnusson shared that, with all Regional Business Units (RBU) implementing their respective strategies and recording strong growth, the Group is on track to achieve its target. This was supported by Group

CFO Viktor Leendertz's 2022 financial performance and 2023 forecast presentations.

The two-day conference was filled with informative sessions, team-building activities and social events. In addition to leaders of each RBU and Group function sharing milestone reports, we invited Dato Timothy Ong, former board director of Jebsen & Jessen, to give an update on the region's outlook, highlighting key macroeconomic changes since his last presentation at the Group's 50th anniversary 10 years ago. Participants also heard from Growth Mindset Master Trainer Dr Reza Abraham.

The conference was a huge success and allowed regional leaders to reconnect, share updates, and exchange insights on how everyone is working together to 'Advance & Build'.



Senior Managers heading out on their amazing race around Bangkok, Thailand.

HIGHLIGHTS

BUSINESS

A Reflection of Unwavering Commitment

Jebsen & Jessen Technology - Turf & Irrigation Division recognised at the Toro 2022 Partners in Excellence Awards

By Marcus Lye, Malaysia



Regional After-Sales Manager Sarina Shafiee took home the individual International APAC Aftermarket award.

Mar 2023 Jebsen & Jessen Technology — Turf & Irrigation Division has been honoured with the prestigious Top Performer Award at the Toro 2022 Partners in Excellence Awards. This speaks to the team's hard work and dedication, and

recognises their outstanding performance in market growth, customer care, and financial health.

Additionally, Regional After-Sales Manager Sarina Shafiee took home the individual International APAC Aftermarket award—a great achievement for Sarina and her After-Sales team.

According to Philipp Hoffmann, Regional Director of Turf & Irrigation, "Winning this prestigious award is a testament to our team's commitment to delivering the highest levels of customer care and driving sustainable growth. We are honoured to be recognised by Toro and will continue to exceed our customers' expectations and build on this success in the years to come."

As a trusted provider of turf and landscaping solutions across ASEAN, the Turf & Irrigation team is committed to forming long-term relationships with clients by providing comprehensive landscaping solutions and prompt, value-added services.

An Environmentally Sustainable Endeavour

Jebsen & Jessen Technology - Pumps Division secures tender for first electric vehicle battery plant in Indonesia

By Dimas Nugroho, Indonesia

Feb 2023 By 2025, the Indonesian government targets to have 20% of all cars on the road to be electric. Policies have been implemented to promote the use of electric vehicles (EVs), as the government strives to incentivise this transition.

Against this backdrop, LG and Hyundai have established Indonesia Joint Venture (IDJV), an EV battery plant located in the town of Kerawang. Jebsen & Jessen Technology - Pumps Division saw an opportunity to not only be a total solutions provider for IDJV, but to play a part as well in materialising Indonesia's sustainability vision.

IDJV accepted the team's proposal to customise and install a complete pump system for efficient water supply distribution at the plant.

This addition to the business unit's portfolio shows Jebsen & Jessen Technology's engineering skills and accomplishments.



BUSINESS

Growing and Expanding Globally

JJ-Lurgi's new CEO provides strategic update on the business's global growth mandate

By Martin Overgaard Hansen, Malaysia

Mar 2023 As the new CEO of JJ-Lurgi, I am excited to share an update on how the company is progressing in our global growth ambitions.

We used to operate in a manner where the business, as a joint-venture company, was split geographically between JJ-Lurgi and Air Liquide, with the latter interfacing with customers beyond Asia Pacific.

Now, governed by a new joint-venture agreement from 2022, Air Liquide is globally responsible for Green Chemicals & Fuels technologies while JJ-Lurgi leads Oleochemicals worldwide. This is the change that formed the basis of our 'Go Global' strategy.

We have since been working to finalise our financial targets while surveying and prioritising our new international markets. While we determine the best way to set up our organisation for global expansion, we have also been, and will continue to be, investing in talent to ensure that present and future opportunities and projects are well-staffed.

Another important stepping stone is the importance of sourcing reliably and providing compliant, on-ground services in our new



Company gathering on 24 February 2023 to celebrate Chinese New Year and JJ-Lurgi's birthday.

global markets. Thus, this is also a task we have placed high on our priority list, so there is enough to do as part of this exciting expansion.

While we are eager to move ahead, we also respect the complexity embedded in such tasks, so - as we say in Danish - we will 'Skynde os langsomt' or 'hurry slowly' to ensure we 'Go Global' prudently and successfully.

Powering Sustainability in ASEAN

JJ-LAPP and Trina Solar's new strategic cooperation agreement strengthens partnership ties

By Samantha Ling, Malaysia



MoU signing at Jebsen & Jessen Group headquarters in Singapore on 22 February 2023. JJ-LAPP team on the left and Trina Solar team on the right.

Feb 2023 On 22 February, JJ-LAPP and Trina Solar, a prominent global provider of photovoltaic (PV) and smart energy solutions, signed a Memorandum of Understanding (MoU) to promote strategic cooperation, recognising the growing demand for solar energy in South East Asia.

The agreement is a significant milestone in the partnership and underscores the partners' commitment to making a positive impact on the environment and society.

John H'ng, Head of Renewable Energy at JJ-LAPP, gave a welcome address at the ceremony, expressing his excitement about how this would benefit customers in the residential, commercial, industrial, and

utility-scale segments of the solar market. Marc von Grabowski, CEO of JJ-LAPP, and Helena Li, President of Solar Product Business Group at Trina Solar, followed with welcome remarks, highlighting their insights, opportunities, and the alignment of long-term partnerships for both companies.

Mr von Grabowski emphasised, "The solar segment is of strategic importance to JJ-LAPP. It is a privilege to find another committed partner in Trina Solar and work on our shared ambition to provide reliable solar power to the South East Asian region. Over the years, we have experienced not only the quality products of Trina Solar as part of the JJ-LAPP solar system bundle—but also their professional support at every step of the way."

BUSINESS

The Lightweight Solution of Choice

Jebsen & Jessen Packaging's Jeofoam® is Singapore's Light Rail Transit's preferred solution for train station extension project

By Leng Hwa Phoa, Singapore

Jan 2023 Jebsen & Jessen Packaging is proud to be awarded a multi-million-dollar project to supply 30,000 EPS Jeofoam® blocks for a Light Rail Transit project in Singapore, which involves constructing a station extension above an existing premise.

Jeofoam® is an engineered expanded polystyrene (EPS) foam by Jebsen & Jessen Packaging that is more than 100-times lighter than concrete and yet provides excellent stability due to its high compressive strength. Construction with Jeofoam® is fast and efficient, as it can be cut and fitted like Lego blocks, saving both time and resources.

The idea was first mooted to the customer in 2020. Though delayed by the pandemic, the team worked tirelessly with the project's engineers and contractors to resolve technical challenges, customising samples for testing and approval before finally signing the deal.

"We are happy that Jeofoam® is once again chosen as the best solution to lightweight a project's structure," said Chui Tau Siong, CEO of Jebsen & Jessen Packaging. This adds to the business's sterling track record in Singapore, which includes iconic projects like Gardens by the Bay and the Marina Bay Sands Skypark.



Jeofoam® blocks being transported.

A Promising New Partnership

Ingredion hosts exclusive workshop session in Singapore for Jebsen & Jessen Ingredients

By Joana Sim, Malaysia



Feb 2023 In 2021, Jebsen & Jessen Ingredients Thailand first formed a partnership with Ingredion, an American food ingredients group with global operations. This has since been extended to Malaysia, Indonesia and most recently, Singapore.

To kick-off the partnership in Singapore, Ingredion hosted an exclusive workshop for the local team in February. Group Chairman Heinrich Jessen and Jebsen & Jessen Ingredients CEO Lim Siew Tin, together with the Ingredients team, joined the session.

It was a valuable opportunity to get to know Ingredion's senior Asia-Pacific leadership, gain insights into how Ingredion's products match key global megatrends in the food industry, and tour their laboratory "kitchen". There, colleagues were exposed to the vast possibilities for starches to be combined with other ingredients to develop a multitude of innovative products. They were also invited to taste-test food and beverage items made with Ingredion's ingredients.

The workshop was an opportunity for both teams to better understand their respective strengths and share ideas on leveraging their mutual market capabilities to co-create success.

EVENT

A Showcase of Commitment and Creativity

Jebsen & Jessen Ingredients and Schill + Seilacher partner up for GRTE 2023

By Steven Loh, Singapore

Mar 2023 Jebsen & Jessen Ingredients and our premier partner, Schill + Seilacher "Struktol" GmbH, co-exhibited at the 5th Global Rubber Latex & Tyre Expo (GRTE 2023), held from 29 to 31 March in Bangkok, Thailand.

The creativity that went into designing a unique and modern booth paid off, judging by the compliments we received from our principals, customers and even competitors.

The combination of our eye-catching presence, the technical presentations delivered by Eleonora Bader, Schill + Seilacher's Technical Manager, as well as the industry-leading solutions on offer from Schill + Seilacher and other key principals such as Evonik and Orion Engineered Carbons earned us a steady flow of visitors throughout the three-day event.

Many of them expressed interest in new innovations like Schill + Seilacher's Performance Liquids (Struktol PFL 102/103) and Odour Absorbers (Struktol A756), which further strengthened our position as an industry leader and technology forerunner.

"I am glad to co-exhibit at this show with our long-time partner Jebsen & Jessen and am greatly impressed by the speed at which the Jebsen &



Jebsen team organised the booth that attracted so many customers at the show. Without a doubt, the most modern and creative booth here," said Guido Robbe, Schill + Seilacher's Head of Sales.

The success of GRTE 2023 reflects the long-standing partnership between Jebsen & Jessen Ingredients and Schill + Seilacher and our shared commitment to serving our customers with the latest in technological advancements.



Jebsen & Jessen team with partners from Schill+Seilacher "Struktol" GmbH. From left to right: Komon Lomchantrasilp, Frank Walke, Hans W. Barbe, Steven Loh, Lim Siew Tin, Guido Robbe, Paul Chan, Eleonora Bader; Sita Patompatarachart, Heinrich Jessen.

INNOVATION

Building the Future of Connectivity

JJ-LAPP implements cable design software to spur productivity gains

By Andreas Sihono, Indonesia and Samantha Ling, Malaysia

Mar 2023 After 12 months of tireless configuration work, JJ-LAPP has successfully implemented the CableBuilder Enterprise software application.

The market-standard solution is a cable design software for every type of cable. It simplifies the cable design data management from the initial design concept all the way through to delivering the full bill-of-materials directly to our SAP system.

Significant productivity gains are expected, as LAPP has over 30,000 different cables in its standard catalogue alone and multiples of that for specialised applications. With CableBuilder in place, we can look forward to more efficient product data handling, which ensures continuity and data integrity throughout the cable lifecycle while minimising the risk of human error.

Its integration with our SAP system also delivers improved accuracy of the prices we offer and promotes operational efficiency as a single source of truth for both design and costings.

The path to greater productivity

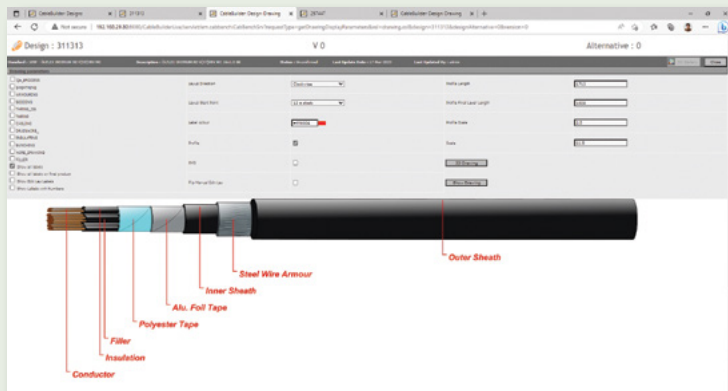
For us to reap these benefits, our team of dedicated software developers spent months configuring the software to JJ-LAPP's precise needs and ensuring a seamless integration with the Group's SAP system. Our goal was to ensure that the software is user-friendly, efficient, and meets all of our company's needs.

We started in February 2022 with an August 2022 go-live date in mind but encountered numerous roadblocks along the way.

Even though we had set out to replicate LAPP's implementation of CableBuilder, we had to reconfigure it substantially due to differences in the two companies' SAP systems. Our primary obstacle was that JavaScript fluency was necessary to navigate the software's complex formulas and settings.

This called for our developer team to quickly acquire new skillsets, which they did with outstanding speed and proficiency.

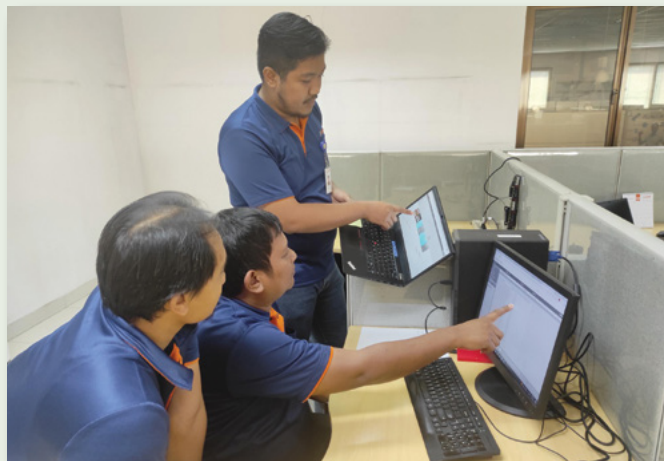
With CableBuilder now launched and available for use, we hope all colleagues will make the most of the software's benefits to supercharge productivity at work!



Auto-generated cable diagram using the software.



Cable builder software training for product development staff.



PEOPLE

Senior Management Updates Across the Group

The Executive Board is delighted to welcome new senior managers and congratulates new appointment holders across the Group.

Jebsen & Jessen Group

By Mimi Joreena, Malaysia



Nurul Ili Jamaluddin
Group Head of Rewards
Jebsen & Jessen Group, Malaysia

We are pleased to welcome **Nurul Ili Jamaluddin** as the Group Head of Rewards, based in Shah Alam, Malaysia. Nurul was previously the Group Head of Performance & Rewards in UMW Holdings, a public-listed industrial conglomerate headquartered in Malaysia, and has spent a stint as Senior Consultant with Korn Ferry. She started her career in benefits consulting and rewards for Towers Watson before moving into Corporate HR. She has a degree in Actuarial Science from University of New South Wales, Australia.

JJ-LAPP

By Samantha Ling, Malaysia



Khun Chatchai Wajakiet
General Manager
JJ-LAPP, Thailand

Khun Chatchai Wajakiet joins us as General Manager of JJ-LAPP Thailand with the responsibility of spearheading the development of our presence in Thailand to achieve the business's strategic, financial, and operational

objectives. He will do so under the guidance of CEO Marc von Grabowski. The Group looks forward to his contributions as he sets to put in place best practices and implement new initiatives for the team.



Yeap Khee Yong
Regional Head of Project Business
JJ-LAPP, Malaysia

We also congratulate **Yeap Khee Yong** on his promotion to Regional Head of Project Business. In his new role, Khee Yong reports directly to CEO Marc von Grabowski. He will use deep technical and sales know-

how of the complete LAPP product portfolio to lead the regional sales teams in strategically engaging new sectors and services across different geographical areas.

Cables International

By Nina Jessen, Singapore

In 2023, Cables International, the Offshore and Marine Cables division of Jebsen & Jessen Technology, marks 20 successful years. In this time, it has grown from a greenfield start-up to become the world's leading distributor of offshore cables and electrical accessories.

In preparation for its next growth chapter, Cables International has put in place a succession plan. This sees **Brian Sweeny**, joint founder and Managing Director, taking a step back to become an Advisor to the business while Managing Director **Johnson Soh** steps up and into the leadership role.

Johnson is a valued team member of 12 years who has risen through the ranks and demonstrated the drive and determination to take the business to new heights. He and the Cables International team will continue to benefit from Brian's support as well as his extensive business network and experience.



Left: Brian Sweeny. Right: Johnson Soh.

PEOPLE

Jessen & Jessen Ingredients

By Desita Aisyari, Indonesia and Pierre Courso, Thailand



Rudy Rusli

President Director
Jessen & Jessen
Ingredients, Indonesia

Rudy Rusli has joined Jessen & Jessen Ingredients Indonesia as President Director, reporting directly to CEO Lim Siew Tin. Rudy comes from a chemical engineering background and brings with him over 20 years of experience working in senior technical, sales, and marketing roles in multinational companies like BASF, DuPont, Givaudan, and DSM. He joined Mensa as their Deputy Managing Director in 2014, primarily overseeing their distributions. Rudy is based in Jakarta, Indonesia.

Meanwhile, RBU Controller Khun Itchaya Savanayana has retired after 19 years of dedicated service. Stepping up and into this role is **Lily Sun**. Based in Singapore, Lily reports to CEO Lim Siew Tin and, functionally, to Group CFO Viktor Leendertz. She joined Jessen Specialty Chemicals in 2018 and is credited for building the local finance team.



Lily Sun

RBU Controller
Jessen & Jessen
Ingredients, Singapore

JJ-Lurgi

By Nina Jessen, Singapore



Martin Overgaard Hansen

CEO
JJ-Lurgi

JJ-Lurgi continues to strengthen its management team to support its 'Go Global' strategy.

Joining the company as CEO is **Martin Overgaard Hansen**, who comes with an established track record in various industrial management roles, including Group Senior Vice President at Andritz and CEO for Glunz & Jensen, a Danish stock exchange-listed equipment manufacturer. A Danish citizen, Martin has a Master of Science in Business Administration and has relocated to Kuala Lumpur, Malaysia, for the role.



Jakob Helms

Executive Director
JJ-Lurgi

As part of a longer-term succession plan, **Jakob Helms** has transitioned into an Executive Director role within the business where he will oversee technical operations, with Engineering, Procurement, and Contracts departments reporting directly to him. Jakob will also take on the role of Advisor to the CEO to prepare the joint-venture for its next growth chapter.



Christian Ulrich Frey

General Manager
Technology, Integrity
& Development
JJ-Lurgi

Finally, **Christian Ulrich Frey** has been seconded by Air Liquide to hold the position of General Manager, for the Technology Integrity & Development business in JJ-Lurgi. Christian was previously based in Air Liquide, Hamburg.

PEOPLE

Jebsen & Jessen Packaging

By Quyen Luong, Vietnam

Jeffrey Cheng

Assistant General Director
Jebsen & Jessen Packaging, Vietnam

Jeffrey Cheng has joined Jebsen & Jessen Packaging Vietnam as an Assistant General Director, reporting directly to Loh Chin Joo, General Director. His role is part of the business's strategy to increase the senior management pool for succession planning and to support the Group's 'Advance & Build' strategy. Jeffrey has extensive international sales experience in the packaging industry and will be leading the sales teams to grow and develop new businesses. To assume the position, Jeffrey and his family have relocated to Hanoi, Vietnam.



Eric Lim

General Manager
Jebsen & Jessen Packaging, Sungai Buloh & Johor Bahru

In Malaysia, **Eric Lim**, General Manager of Jebsen & Jessen Packaging Sungai Buloh, has been given the additional responsibility of Jebsen & Jessen Packaging's plant in Johor Bahru. The latter began blow-moulding production in 2018 as a contract manufacturer for two key customers. With Eric leading both sites, the business expects to harness greater synergy and alignment for its blow-moulding operations in the country.

25-Year Long Service Celebrations

Congratulations to Jebsen & Jessen Ingredients' Alex Yap on his 25th work anniversary with the Group!

By Pierre Courso, Thailand

Mar 2023 Jebsen & Jessen Ingredients recently celebrated a major workplace milestone with Alex Yap, General Manager for Singapore and Malaysia, reaching his quarter-century anniversary with the Group.

In a world where talent is highly coveted and job-hopping has become commonplace, it is rare for someone of Alex's calibre to stay with one organisation for so long. This is why many colleagues from Singapore and Malaysia, including CEO Lim Siew Tin, were thrilled to hold a celebration to honour and thank Alex for his hard work and contributions.

Throughout his tenure, Alex has shown exceptional leadership skills and an unparalleled ability to motivate and inspire those around them. "He is an approachable person with an always can-do attitude, and a companionable and kind-hearted General Manager," shared Jessie Lim, Customer Service Executive (Singapore).

Maurice Lee from Performance Chemical said, "Alex is uniquely Alex. He has an endless energy of positivity and his door is always open to anyone."

On behalf of all of us, thank you, Alex and congratulations on 25 rewarding years with Jebsen & Jessen!



Alex Yap's celebration at the Jebsen & Jessen Group headquarters in Singapore. From left to right: Lim Siew Tin, Alex Yap, Heinrich Jessen.

PEOPLE

A New Digital Companion

Jebsen & Jessen Group launches a self-service HR tool to improve business process efficiencies

By Khairina Iffah, Malaysia

Jan 2023 Jebsen & Jessen Group has taken yet another step towards greater business process efficiency with the introduction of MORUS Companion. The self-service HR data tool, which underscores the Group's commitment to automation and digitalisation, received a warm welcome at 10 launch parties across the region with over 800 colleagues, representing close to 80% of our user base, in attendance.

Designed on the back of SAP SuccessFactors, which is a human capital management solution, MORUS Companion is a central "cockpit" from which employees can easily update their profile, apply for leave, and conduct other HR transactions without having to pivot between files or rely on HR for information.

During the launch, HRIS Manager Jitratda Tepsuwan and Corporate Communications Manager Anthea Ho demonstrated how MORUS Companion is fast, logically structured, and fun to use.



Companion launch party at Jebsen & Jessen Group headquarters in Singapore.

Embracing Equity

Jebsen & Jessen employees strike a pose for International Women's Day!

By Khairina Iffah, Malaysia

Mar 2023 With #EmbraceEquity being the theme of International Women's Day 2023, we joined the global movement of "giving equity a huge embrace" by encouraging our colleagues to take photos and videos of themselves in a self-hug.

Many gamely participated in our 'Strike Your Pose' challenge and posted these photos and videos on their social media pages along with the message: "#EmbraceEquity with Jebsen & Jessen". Their posts were amplified via the Group's official Facebook and Instagram pages to spread the message that true inclusion and belonging require equitable action.



Colleagues from Jebsen & Jessen Ingredients (left) and JJ-LAPP (right) in Indonesia pose for the campaign.

FAMILY ENTERPRISE

Responsible Business

Sister company GMA Garnet Group releases Sustainability Report 2022

By Julie Lynton, Australia



Jan 2023 Sister company GMA Garnet Group has released their second annual Sustainability Report, recording positive progress in the sustainability pillars of People, Community, Environment & Governance.

With an ongoing focus to reduce its environmental footprint through innovation and efficiency, GMA posted a 17.2% reduction in CO2 emissions per tonne of garnet produced, surpassing its own five-year targets. This is attributed to an increased volume with no material increase in emissions in the Americas, due to improved processing efficiency, and an increase in renewable energy generation from the Port Gregory wind & solar project from 2021. Approximately 70% of GMA's Port Gregory plant's annual energy consumption in 2022 has been generated by the 2.5MW wind farm and 1.1MW solar farm with a 2MW / 0.6MWh battery.

"Besides the economic benefits of reducing energy costs by up to 50%, we will be able to lower our carbon emissions by at least 50,000 tonnes over the life of the 15-year power purchase agreement. Now that we've reached our five-year targets in Year Two, we need to set some new goals," said GMA CEO Grant Cox.

As it looks to the future, GMA will continue to engage in environmentally sustainable practices across all its operations.

From Field to Fan Shop

Sister company Jebsen & Jessen Hamburg Group promotes sustainability in fan merchandise

By Carlotta Westphal, Germany

Jan 2023 "From Field to Fan Shop" is an initiative launched by the German Federal Ministry for Economic Cooperation and Development (BMZ) together with Jebsen & Jessen Hamburg Group's subsidiary BRANDS Fashion to foster sustainability in fan merchandise.

Over the next three years, it will support 450 smallholder farmers in India in converting to organic cotton cultivation with nine supporting soccer clubs from the 1st and 2nd German Bundesliga committed to buying the cotton to produce their merchandise. In addition, around 1,000 children and young people from the neighbouring communities of cotton cultivation will receive support through sports training as part of the project.

"The initiative will benefit greatly from the experience we had here in the region at the start of the project," said Mathias Diestelmann, Managing Partner/CEO of BRANDS Fashion, who was part of the contingent who recently travelled to India to kick off the initiative.

"As a sustainable textile company, we were particularly pleased to have the opportunity to meet our producers again and to get

to know the local partners. The exchange on opportunities and challenges in organic cotton cultivation was very valuable and will help to strengthen the sustainability awareness of everyone involved and will further advance the project."



Young women playing soccer at a sports and youth festival at a local school in the region of Rapar, Gujarat, India, promoting educational and sports opportunities for youths.

FEATURES

Growing Stronger as One

Jebsen & Jessen Packaging's conference brings regional colleagues to reconnect and bond

By Khairina Iffah, Malaysia



60 colleagues from all the Jebsen & Jessen Packaging offices gathered for the regional conference in Hanoi, Vietnam.

Feb 2023 Over 60 colleagues from all our countries gathered in Hanoi, Vietnam for Jebsen & Jessen Packaging's regional conference on 17 and 18 February.

The event, which aimed to build a stronger and more progressive business unit, was aptly themed 'Growth'. Recognising that our people are the driving force behind our growth and success, we invited colleagues to share their 2022 achievements and 2023 goals.

This was echoed by Group CEO Per Magnusson, who applauded the team, saying, "The Packaging business is doing well and you are the reason! The energy, competence, and dedication exhibited during these years are what make Packaging succeed."



Team-building activities including one around Jebsen & Jessen's five corporate values.

This energy was evident throughout the two-day conference, which also featured a factory tour and a plant visit for colleagues



Performances by all teams during the gala dinner.

to witness the end-to-end production process. They also experienced a literal 'day in the life' of their Vietnam-based colleagues by enjoying a meal together at the company cafeteria!

The team-building activities were clearly a highlight as well, with everyone relishing the opportunity to get to know their regional colleagues better. This culminated in a gala dinner where all teams — put on dance, song, and musical performances.

Before the conference drew to a close, colleagues were treated to a tour of Hanoi to take in the city's rich history and culture together.

The successful conference enabled the Packaging team to build stronger relationships and new connections, leaving everyone feeling refreshed, motivated, and inspired for the year ahead!

About Jebsen & Jessen Group

We are an ASEAN-focused industrial conglomerate with a diverse network of businesses spanning manufacturing, engineering, and distribution activities.

The five core business units - Cable Technology, Ingredients, Life Sciences, Packaging and Technology - are present in nine countries and deliver through various locations across Australia, China, Indonesia, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam. Our 11 manufacturing facilities are in Indonesia, Malaysia, Myanmar, Singapore and Vietnam. Our 2,800 people work as one to develop meaningful products and services for the 20,000 customers we serve.

Jebsen & Jessen Group forms part of a global family enterprise that dates back to a trading partnership formed in Hong Kong in 1895. Beyond the region we are closely connected to a network of sister companies in Australia, Europe and Greater China.

For more information, visit www.jjsea.com