



# The MACKEREL

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02/BUSINESS

04/ INNOVATION

05/EVENT

06/PEOPLE

11/FAMILY ENTERPRISE

12/FEATURES



02/ Growing Stronger Together



03/ A World-Class Golfing Experience



09/ We can #BeatPlasticPollution!



10/ Inspiring a Growth Mindset

## ABOUT THE MASTHEAD

The Mackerel masthead subtly combines graphic images of the compass, sky and vast ocean to symbolise Jebesen & Jessen's sea-faring history and growth to become a leading distribution, manufacturing and engineering group. The ripples reflect the expanding and international character of our family enterprise and the communication function of this newsletter.

## Jebesen & Jessen Group Acquires EMS Australia

The Group adds to its MHE business as it continues to 'Advance & Build'

By Nina Jessen, Singapore



Left: Brian Williams. Right: Per Magnusson.

May 2023 Jebesen & Jessen Group is proud to announce its acquisition of the business activities and assets of Electro-Mechanical Services (EMS) in Australia, which was signed on 18 April 2023.

This acquisition came shortly after the Group acquired MHE-Demag's Industrial Products (IPD) Business from Konecranes Group and marks another key milestone on our 'Advance & Build' path towards strengthening our portfolio to capitalise on growing demand for technical solutions in the region.

By 1 May 2023, the ownership of the EMS brand and business was transferred to Jebesen & Jessen Pty. Ltd. With this, about 20 new colleagues have also joined the Jebesen & Jessen team in Australia.

As a multi-skilled service organisation, EMS has grown to become a one-stop shop with solutions for all materials handling movement and control requirements, as well as customised engineering and equipment. Its experience stretches across the construction, rail, mining, manufacturing, foundries, energy, defence, water and other industries.

EMS was previously a subcontractor for MHE-Demag in installation of their IPD products, which makes it a natural fit for Jebesen & Jessen, as we continue to build our new 'MHE' business in the country. It was also timely that the owner of EMS, Brian Williams was on a search for a long-term home for his business and employees as he nears retirement.

"We feel very fortunate to have discovered this excellent business and met Brian at precisely the right time for all parties," said Per Magnusson, CEO of Jebesen & Jessen Group. "EMS is playing an important part in establishing Jebesen & Jessen's presence in Australia. With MHE's exemplary products and EMS's experience, together they will be unmatched in their scale, knowledge, experience, resources, and thus, ability to serve more and advanced customers across Australia. I'm also delighted to welcome EMS's skilled colleagues into the family!"

EMS continues to operate as usual, under Jebesen & Jessen Technology, with Brian Williams closely involved. As he puts it, "This merger confirms a common set of values which is the fabric woven into the culture of our workforce."

HIGHLIGHTS

## BUSINESS

# Growing Stronger Together

## Jebsen & Jessen completes MHE integration across the region

By Nina Jessen, Singapore

June 2023 In April, Jebsen & Jessen completed the acquisition of MHE-Demag's Industrial Products (IPD) Business from the Konecranes Group.

After ensuring a smooth transition, we welcomed over 270 new colleagues across Indonesia, Malaysia, Singapore, Thailand, Vietnam, and the Philippines to Jebsen & Jessen Technology's Material Handling Equipment division, MHE. They are now settling into their new offices, with our Malaysian colleagues expected to do so by October.

With a team strength of over 300 people now, MHE has, in parallel, been continuing customer conversations, ensuring existing engagements are well serviced while exploring new opportunities.

To this end, the Group's latest acquisition of Electro-Mechanical Services (EMS) Australia will fortify our Australian presence and enable MHE to bring more industry-leading innovations, including a brand-new Automated Guided Vehicle (AGV) parking solution, to customers across all our active markets.



Welcome celebration for new MHE colleagues at their newly renovated office in Singapore.

# Chronicling a Shared Journey

## A new video showcases the flourishing partnership between Jebsen & Jessen Packaging and PT Indo Tirta Abadi

By Nina Jessen, Singapore



Left: Heinrich Jessen. Top right: Chui Tau Siong. Bottom right: Herman Ali.

Jun 2023 Jebsen & Jessen Packaging has released a special commemorative video to celebrate its journey with Indonesia's PT Indo Tirta Abadi (ITA), which began in March 2020 with the Group's acquisition of a 60% stake in the latter.

The six-minute video captures the remarkable milestones that the partners have achieved together. It has enabled Jebsen & Jessen Packaging to grow its ASEAN presence by 50%, while helping ITA grow locally.

Pak Herman Ali, who founded ITA 20 years ago, said, "This partnership is indeed unique because I do not feel that ITA has

simply been acquired. As minority shareholders, our voices are heard, and our opinions are respected."

This mutual success is built on a firm foundation of family business ethics and a commitment to long-term growth, which both partners share.

As Heinrich Jessen, Chairman of Jebsen & Jessen Group, noted, "At Jebsen & Jessen, we've always considered our colleagues and our partners as part of the family and we're very proud of these long-lasting relationships that we have built over the years."

Scan the QR code to watch the video!



## BUSINESS

# A World-class Golfing Experience

Jebsen & Jessen Technology Turf & Irrigation signs five-year agreement with Nikanti Golf Club

By Marcus Lye, Malaysia



Left: Mr Jonathan Lee, Managing Director of Jebsen & Jessen Technology Thailand. Right: Ms Warissara Sasomsub, Founder & Managing Director of Nikanti Golf Club.

May 2023 Nikanti Golf Club is a renowned golf course in Nakhon Pathom, Bangkok. Jebsen & Jessen Technology Turf & Irrigation Division has worked with Nikanti for over 10 years, providing the 6,789-yard course with irrigation systems, select equipment, and machinery.

Under a new five-year partnership agreement inked in May, Nikanti will access the division's full suite of products, services, and training programmes to further its operational excellence. These include access to the latest maintenance and irrigation equipment, technology for fleet upgrading, regular on-site product training, and both machinery and manpower support for the club's golfing events.

Managing Director of Jebsen & Jessen Technology Thailand, Jonathan Lee, said, "We are excited to supply Nikanti with our industry-leading turf equipment while assisting with implementing best management practices and training for their Agronomy Team."

# Greener Future for Our Customers

JJ-Lurgi launches technological innovation to reduce coal consumption for soybean extraction plants in China

By Siew King Juan, Malaysia

Jun 2023 In a two-pronged approach to boost efficiency and reduce carbon emissions, JJ-Lurgi in China has launched a new heat waste recovery technology for soybean extraction plants.

The upgraded system is specifically patented to reduce coal consumption on-site and is recognised by major domestic and international customers as an effective carbon emissions-reducing approach.

In general, extraction plants require a lot of steam, which is produced through burning fossil fuels. JJ-Lurgi's improved system will enable plants to maintain output while using less coal. This is fully aligned with the Chinese government's Dual Carbon policy and is a timely move given increasing energy prices in China and around Europe.

To date, the COFCO Group has adopted three units of the upgraded system. Since upgrading, they have significantly reduced their carbon and non-methane total hydrocarbon emissions. JJ-Lurgi is pleased to offer customers a more eco-friendly and fuel-saving solution, enabling them to save on producing up to 100 tonnes of steam per day.



A COFCO Group processing plant, Dongguan City, China.

## BUSINESS

# A New Source of Nutrition

Jebsen & Jessen Ingredients partners EW Nutrition to bring innovative animal nutrition solutions to Thailand and Vietnam

By Pierre Curso, Thailand

Apr 2023 Jebsen & Jessen Ingredients has entered into a strategic partnership with EW Nutrition, a global animal nutrition company that offers integrators, feed companies, and veterinarians' comprehensive solutions for animal gut health and performance, feed quality, digestibility, and more. EW Nutrition develops and commercialises in-feed and on-farm solutions supporting animal health and performance with reduced use of antimicrobials.

The partnership will see Jebsen & Jessen Ingredients distributing mycotoxin risk management solutions in Thailand and Vietnam. In particular, it will enable the business to introduce new technology for feed quality monitoring systems and provide specialised training for Solis and Solis Max mycotoxin mitigation products, with a focus on Swine, Poultry, and Ruminants.

With EW Nutrition's science-backed functional innovations and Jebsen & Jessen Ingredients' strong regional expertise, the partnership is expected to bring comprehensive and effective animal nutrition solutions to the livestock market and contribute to sustainable growth through reduced FCR, natural support against challenges, reduced need for antibiotics, and planet-friendly protein production.



The Feed team in Thailand warmly welcomes EW Nutrition to a technical sales training, strengthening our team's expertise in the market.

## INNOVATION

# Igniting the Spirit of Innovation

Jebsen & Jessen Ingredients' fifth annual innovation challenge is underway

By Pierre Curso, Thailand

Jun 2023 SPIRIT IGNITE is back! Now in its fifth year, the annual challenge by Jebsen & Jessen Ingredients is designed to empower employees and teams to think out-of-the-box and generate creative, impactful business ideas.

Over the years, SPIRIT has been the catalyst for pioneering initiatives. The New Business Development project stands out, having reached completion last year after two dedicated years of meticulous planning and execution. The soon-to-launch Electronic New Production Creation (eNPC) project is another testament to Jebsen & Jessen Ingredients' unwavering commitment to innovation.

The SPIRIT initiative has proven to be an effective platform for people development, fostering improved working practices, and driving process enhancements in areas such as productivity, cost-saving, income generation, and EHS (Environment, Health & Safety).



Talks and workshops are being scheduled to support participating teams as they prepare for their submissions, due in November. Ten shortlisted teams will progress to the championship round in December, where they will pitch their ideas to a panel of judges to determine this year's winner.

EVENT

# JJ-LAPP Indonesia Factory Reopens

A story of triumph for JJ-LAPP, as they bounce back from adversity

By Samantha Ling, Malaysia

**Jun 2023** On 5 June, JJ-LAPP's factory in Indonesia resumed operations. This was just five months after a devastating fire broke out in a neighbouring warehouse, damaging their building and machinery and, consequently, causing operations and sourcing issues.

Despite this setback, the team worked tirelessly and in unison to get back on track to success. This is their story of commitment and resilience.

## From Boom to Blaze

In 2011, the Indonesia factory was established as JJ-LAPP's first, as the business strove to become a prominent manufacturing hub supporting customers in ASEAN. Over the next decade, the company relocated to a new facility, optimised its operations for maximum efficiency, and greatly improved its production speed and capabilities.

By August 2022, the factory was profitable and running smoothly. Then unfortunately on 29 December that year, a fire broke out in a neighbouring warehouse, spreading to JJ-LAPP's warehouse and factory. The massive blaze caused extensive damage, and in the event's wake, many felt that their aspirations for the company were battered.

The 'mackerel spirit' of the team, however, remained unbroken. With determination in their hearts and a clear vision in their minds, the company rallied together to rebuild what was lost.



## Rising From the Ashes

The structural integrity of the factory building was assessed for safety and repairs; the same was done for the machinery, as parts needed to be replaced. All in all, demolition, repairs, cleaning, and refurbishing the needful took about five months.

Sales teams, which were reliant on the factory's outputs, faced sourcing challenges, which impacted delivery to customers. To overcome this, the teams explored alternatives and outsourced production to other LAPP factories to fulfil customer demands on time.

After months of work, the factory was ready for a fresh start and a gradual re-opening in phases, starting with operations which began again on 5 June.

Reflecting on the past few months, Marc von Grabowski, CEO of JJ-LAPP, said, "It was uplifting to see how quickly the team recovered from the shock of the fire and directed all focus towards navigating this reality in the best way possible. The result speaks for itself and while there are still many pending topics, we are now walking again, and very soon we will be running once more. My gratitude goes to the many JJ-LAPP colleagues who were actively involved onsite and remotely, moving towards a common goal."

The combined support and solidarity of the JJ-LAPP team enabled their factory to make a quick comeback and is a testament to their belief in its future potential!

## PEOPLE

# A Culture of Continuous Learning

Jebsen & Jessen named top three finalists in the 2022 LinkedIn Talent Awards

By Thipwadee Rattanaanantachote, Thailand

**May 2023** At Jebsen & Jessen, we are committed to supporting our people to their fullest potential. From providing LinkedIn Learning access to organising learning festivals and training programmes, **we are constantly innovating to help our employees advance their skills and grow their talents.**

We are honoured to have been shortlisted as finalists in the Learning Champion category at the 2022 LinkedIn Talent Awards. The prestigious awards celebrate organisations leading the way in talent acquisition, retention, and learning and development.

“This achievement is a testament to our dedicated efforts in investing in our people’s learning and development. By connecting them to relevant and applicable skills, we create a workplace culture that fosters innovation, creativity, and excellence,” said Olivia Chua, CHRO of Jebsen & Jessen.

“We will continue refining our people’s learning and development journey and use this achievement as a stepping stone to take our efforts to greater heights.”



# Thank You for Your Service

The Group honours Frederic Lye as he enters retirement

By Nina Jessen, Singapore

**Mar 2023** After nearly 10 years of dedicated service, Frederic Lye, Business Line Head of Jebsen & Jessen Ingredients' Chemical Division is retiring.

Frederic is known for his technical expertise, passion for people development, and sharp business acumen. During his time with us, he earned himself a solid reputation as a trustworthy and respectable leader not only within Jebsen & Jessen Ingredients, but across the chemical industry as well.

We wish him the very best in the next chapter of his life and a happy retirement!



From left to right: Fajar Prasetyo, Steven Loh, Frederic Lye, and Phutthiphong Konsen, Jebsen & Jessen Ingredients.

## PEOPLE

# Senior Management Changes

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

## Jebsen & Jessen Group Services

By Viktor Leendertz, Singapore



**Mandeep Kaur**  
Group Director,  
The Hub Malaysia

Mar 2023 The Group congratulates Mandeep Kaur on her appointment as Group Director of The Hub. Mandeep joined Jebsen & Jessen in 2019 as Procure-to-Pay Process Manager. In 2022, as part of a restructure, she took on the role of Record-to-Report Process Manager. She has demonstrated exceptional commitment and leadership in building The Hub and is expected to continue driving progress within the team.

## Jebsen & Jessen Technology – MHE

By Nina Jessen, Singapore



**Vince Di Costanzo**  
Managing Director,  
EMS Australia

Jul 2023 We are delighted to welcome back former MHE-Demag Australia company manager Vince Di Costanzo as Managing Director of EMS. With 27 years of industrial experience under his belt, Vince takes on the responsibility of establishing Jebsen & Jessen Technology's MHE brand as the top provider of industrial products in Australia.

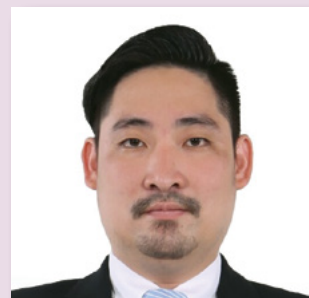
## JJ-Lurgi



**Zeng Gang Ben**  
General Manager  
China



**Siew King Juan**  
General Manager  
Rest of the World, Sales & Quotations



**Lim Si Howe**  
General Manager  
Global Contracts & Executions

Jun 2023 JJ-Lurgi congratulates Zeng Gang Ben, Siew King Juan, and Lim Si Howe on their recent promotions! With a revised reporting structure internally, Gang Ben, who has helped JJ-Lurgi's China operations as General Manager for seven years, now has authority to function as a company manager, reporting directly to CEO Martin Overgaard. Gang Ben is, in turn, supported by King Juan and Si Howe, both of whom have also taken on expanded roles. King Juan will spearhead efforts to expand sales beyond JJ-Lurgi's existing markets while Si Howe will oversee contract management and project executions globally.

## PEOPLE

# 25-Year Long Service Celebrations

Congratulations to Jenny Lam, Salim Bin Mohamed Kanny, and Torben Christensen on their 25th work anniversary with the Group!

By Kogilah Muthu Naidu, Malaysia



From left: Salim Bin Mohamed Kanny, Jenny Lam, Tee Hor Chang and Joshua Sang, Jebsen & Jessen Packaging.

Mar 2023 It was a joint celebration for Jebsen & Jessen Packaging's Key Account Manager, Jenny Lam and Production Operator Salim Bin Mohamed Kanny!

The Nilai team, Regional Operations Director Tee Hor Chang, and General Manager Joshua Sang, gathered at Tenera Hotel in Bangi, Malaysia. The event had Jenny and Salim retracing their career journeys with the Group and expressing their gratitude for being part of such a wonderful team!



## JJ-LAPP

By Desita Aisyari, Indonesia

Apr 2023 Torben Christensen, President & General Manager of JJ-LAPP Indonesia commemorated his 25th work anniversary with Jebsen & Jessen at a special event graced by Chairman Heinrich Jessen, JJ-LAPP CEO Marc von Grabowski, and Director - Technical & Production for JJ-LAPP Cable Works Indonesia Ashwani Saraf.

During his tenure, Torben has made countless contributions to the Group, beginning from the day he joined MHE-Demag in the Philippines as a Site Manager 25 years ago. He also served as Managing Director of Jebsen & Jessen Offshore, based in Singapore from 2012 to 2016, before relocating to Indonesia to take on his current role. The Group thanks Torben for his dedication and is confident that he will lead JJ-LAPP Indonesia to even greater heights!



## PEOPLE

# We can #BeatPlasticPollution!

## Jebsen & Jessen employees rally around a worthy cause

By Annisa Piranti, Indonesia

Jun 2023 Jebsen & Jessen's Health & Wellness Committees regularly organises employee programmes guided by five key pillars: Environmental, Financial, Mindfulness, Physical, and Social. So far this year, the Environmental pillar has taken the spotlight as the Group intensifies efforts to integrate sustainability into all its business.

Heeding the call to #BeatPlasticPollution, Health & Wellness Committees in all locations came up with creative ways to engage their colleagues and encourage positive action.

### Indonesia

Close to 60 colleagues attended an informative fireside chat where HR Manager Dwie Rizana and ITA Commercial Director Arief Dewanto discussed the recycling process of PET bottles. Two weeks later, they visited PT Polindo Utama, a recycling centre to witness how plastic waste can be transformed into reusable materials.

### Malaysia

Two Committees, the Health, Wellness and Environment, together with Health & Safety (EHS) joined forces for a beach cleanup, where close to 70 eager colleagues spent a few hours thoroughly combing through and removing rubbish from Bagan Lalang Beach in Sepang.



### Philippines

It was all about upcycling for the team in the Philippines! Their Piggy Bank Challenge saw over 10 colleagues showcasing creativity and resourcefulness in turning recyclables into valuable items.

### Thailand

Close to 60 colleagues in Thailand took to restoring and rejuvenating our natural environment through a mangrove-planting activity at Bangpu's Nature Reserve.



### Myanmar

In Myanmar, over 40 colleagues participated in a green planting session and cleared plastic trash at New Saung Beach.



### Singapore

The Health & Wellness Committee partnered with non-profit organisation Zero Waste SG to hold an enlightening seminar titled 'Climate Change,

Plastic and You' for over 60 colleagues, offering insights into the global plastic waste crisis and its affects on the environment.

### Vietnam

Over 60 Jebsen & Jessen colleagues in Vietnam swept Ngiah Do Park and Tao Dan Park clean of plastic waste while the Packaging team went a step further to incorporate a beach clean-up in their two-day team-building trip to Thanh Hoa Province.



A big 'thank you' to all Health & Wellness Committees for bringing our colleagues together and to all participants for turning awareness into action! The second half of the year will see new and exciting activities organised under the Physical and Mindfulness wellness pillar!

## PEOPLE

# Inspiring a Growth Mindset

Stories of growth and resilience emerge from Jebsen & Jessen Ingredients as colleagues put learnings into action

By Chalalai Poonsuk, Thailand



**Jun 2023** Since the Group-wide 'Growth Mindset' training took off in 2022, Jebsen & Jessen Ingredients has been showcasing real-life examples of colleagues who have embraced the growth mindset.

A growth mindset is characterised by the belief that abilities can be learnt and improved through diligence and dedication; it is a 'can-do' attitude embedded in our daily actions and behaviours.

At Jebsen & Jessen, we believe that each growth mindset story represents a journey of personal development and triumph. We celebrate these as beacons of inspiration for others and to cultivate a collective sense of possibility and empowerment.

### Mastering English through Practice

For Senior Office Assistant in Thailand, Khun Sudarat, her journey towards improving English proficiency has been clearly fuelled by a growth mindset. Confronting the fear of making mistakes, Khun Sudarat set herself the goal of mastering English as a second language and bravely immersed herself in the language by continuously practising. This commitment led to significant progress and is inspiring others around her to embrace a growth mindset in their own language learning endeavours.



### Overcoming Obstacles with Resilience

Nguyen Minh Quan, Sales Manager, Plastic & Rubber in Vietnam would be the first to admit that his conservative nature made it difficult for him to accept new ideas. Through the 'Growth Mindset' training, however, his perspective began to shift. He started welcoming new challenges, even venturing into unfamiliar territory within his job, determined to overcome any obstacles along the way. His teammates agree that he now exudes greater self-confidence and readily embraces any challenge that comes his way.

### Meeting New Challenges with Confidence

When Khun Noppon, Application Lab Manager in Thailand, was assigned to lead a customer training session in English, he was filled with nervousness. He was worried about teaching in a second language and not being able to connect well with his audience. Instead of withdrawing from the challenge, his growth mindset propelled him forward. While he practised delivering the training in English, Khun Noppon also focused on bringing out his strengths as a trainer and the value he could provide to the customers. By believing in himself, he successfully completed the training and received overwhelmingly positive feedback.

These stories offer just a small glimpse into how Jebsen & Jessen employees are embracing a growth mindset and how, over time, this will culminate into a culture of growth and a force for greatness from within the Group!



FAMILY ENTERPRISE

# Making Perfect Deals Perfectly

Sister company Jebsen & Jessen Hamburg wins 'Overall Deal of the Year Award' at TXF Global 2023

By Carlotta Westphal, Germany



Jun 2023 Jebsen & Jessen Hamburg's Industrial Solutions subsidiary has been awarded the prestigious 'Overall Deal of the Year Award' at this year's TXF Global, a leading platform and host for networking events for trade and export finance professionals.

The award is a testament to the hard work, dedication, and extra hours that the sister group's well-known Export Finance team, part of Jebsen & Jessen Industrial Solutions GmbH, invested in making the Cotton, Spinning, Weaving & Garment Holding – SERV Covered Loan project a resounding success.

With a focus on tailor-made financing structures under the cover of major export credit agencies (ECAs) and transactions involving numerous suppliers from various countries, the team unleashed their creative genius behind the scenes to achieve this remarkable milestone.

This triumph fuels Jebsen & Jessen Hamburg's commitment to continue delivering exceptional solutions and perfect deals in the dynamic world of international trade finance.

# Banking on Pet Care

Sister company Jebsen Group makes its first foray into Greater China's pet industry by investing in ADP Group

By Florence Li, China

Apr 2023 Jebsen Group has made its first investment in the pet care and retail industry with the acquisition of ADP Group, a leading pet food and supplies retailer. ADP Group is best known for its retail chain brands Q-Pets and Red Carrot and boasts 42 physical retail stores, an e-commerce platform, and six franchises in Hong Kong. It has also established a wholesale presence and e-commerce channels in the Chinese mainland.

With this investment, Jebsen Group is now poised to enhance and expand ADP's existing infrastructure, with a strategic aim of becoming a foremost player in both Hong Kong and Greater China.

"Jebsen has been actively pursuing opportunities to expand its footprint in attractive industries that are close to the consumer," said Alexander Spitzky, Chief Operating Officer of Jebsen Group and Managing Director of Jebsen Consumer. "As the foremost pet care retailer in Hong Kong, Q-Pets presents significant opportunities to not only tap into the domestic market but also to expand further into Greater China. We look forward to continuing Q-Pets' dominance as the preferred shopping destination for pet care customers and are excited to develop innovative pet care solutions."

Jebsen Group made clear its intention to maintaining Q-Pets' position as the top choice for pet care customers and is committed to contributing to the growth and development of the pet care sector:



A Q-Pets retail store in Hong Kong.

## FEATURES

# The Human Touch

## Reflections on Jebsen & Jessen Group's HR Regional Conference in Bali

By Thipwadee Rattanaantachote, Thailand

Jun 2023 Over 40 HR professionals from across the region gathered in the lush paradise of Ubud, Bali for a transformative experience on 8 to 10 June 2023. The HR Regional Conference, which was filled with mini workshops, engaging activities, and opportunities for connection, also served to update participants on the Group's 'Advance & Build' progress and highlight the role of HR in driving continuous growth and development.

### Aligning Goals for Success

A key focus of the conference was to align Country and Group HR goals with business HR strategies — a point that Olivia Chua, Chief HR Officer, highlighted is essential in transforming HR into effective business partners and providing tailored HR solutions to drive the success of the different businesses.

This brought the focus of discussions on bridging known gaps, developing unified goals for 2024 and 2025, and prioritising these at the Group HR, Regional HR, and Country HR level.

Participants also benefitted from a variety of training and ideation sessions which equipped them with both functional and technical skills as well as personal growth opportunities. A special session by the Corporate Communications team engaged them on ways to improve employer branding through candidate profiling.



### Laughter, Learning, and Cultural Exchange

It was not all work and no play, as an afternoon was dedicated to a team-building activity, Balinese style! The cultural experience saw participants having a blast playing games, creating a spectacular offering made of food and fruits, and cooking the popular Balinese dish, sate *lilit*.

The day ended on a high note with the Country Cultural Performances, where participants proudly showcased their traditions and talents.

"Overall, the HR regional conference in Bali was very impactful. It provided a platform for HR professionals to learn about the Group's latest initiatives and connect with like-minded individuals from diverse backgrounds," said Olivia.

"We are committed to taking action on the key takeaways from the conference, supporting each other on our journey toward transformation, and continuing to foster collaboration within the HR community. Together, we have the power to shape the future of HR."

### 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](http://www.jjsea.com)