

THE ACKEREL

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Executive of the Year

CEO of Jebesen & Jessen Packaging
Chui Tau Siong honoured at
Singapore Business Review Awards



JEBSEN & JESSEN

Celebrating 25-Year Milestones

Congratulations to all staff who celebrated their silver jubilee in 2024

by Pierre Courso, Thailand, Ying Luo Lim and Rinnah Neo, Singapore

Marking 25 years with Jebsen & Jessen is no small feat. It's a quarter-century of commitment and hard work to make an impact.

One of the honourees Koh Hack Fong said, "Looking back, I remember the many faces I have worked with, the projects we have tackled and the remarkable progress we've made as a team. From switching our IT systems from CC Mail to Lotus Notes and now to Office 365, to moving from standalone servers to a virtualised IT platform, it's been a transformative experience. Each change has been a chance to learn and grow."

Another honouree Chadra Jobai said, "I am truly grateful to many people for this achievement, as their sage advice and inspiration kept me motivated throughout my journey. There's always been a lot of change at Jebsen & Jessen, and it's these constant shifts in direction, new strategies and pivots that gave me the chance to acquire new skills and learn."

These are the colleagues who have navigated through changing times and evolving industries, always bringing their best to the table. Their stories are woven into the fabric of the Group, as a reminder of the power of perseverance and the value of experience.

Thank you for your dedication, expertise and inspiring the rest to aim higher. Happy 25th anniversary!



Indonesia

Nur Islam Efendi
Warehouse Executive,
Jebsen & Jessen Technology

M. Syafei Yasin
Sales Manager,
Jebsen & Jessen Technology

Singapore

Koh Hack Fong
Data Centre Manager,
Jebsen & Jessen Group

Steven Loh
Department Manager,
Jebsen & Jessen Ingredients

Malaysia

Chadravatheni A/P F S Jobai
Sales Administrator,
Jebsen & Jessen Ingredients

Jason Goh
Sales Manager,
Jebsen & Jessen Ingredients

Thailand

Passpong Ghitranon
Parts & Service Manager,
Jebsen & Jessen Technology

Somsak Labaiyusob
Service Sales Executive,
Jebsen & Jessen Technology (MHE)

Vietnam – Great Place to Work

by Xuan Hoa Nguyen, Vietnam

Jebsen & Jessen in Vietnam has officially been recognised as a Great Place to Work® in 2024! This honour speaks to the incredible workplace we have created together in Vietnam across the different sites and member companies, where every individual feels respected, appreciated and supported.

At the heart of it all is our people. The recent Great Place to Work® survey results reveal a high participation rate of 96%. More importantly, 97% of respondents believe we are truly a Great Place to Work®, a testament to the inclusive culture we have built in Vietnam. Notably also, 99% of respondents shared that when joining the Group, they are made to feel welcome.

Moving forward, we will be continually improving our workplace, fostering a deeper sense of teamwork and enhancing our company culture.

CEO of the Year

The veteran leader has been recognised by Singapore Business Review

by Ranjetha Vijaya Kumar, Malaysia

When Chui Tau Siong joined Jebsen & Jessen Packaging's predecessor as a machine operator in 1973, he couldn't have imagined where the path would lead. Some 50 years later, he has been named Executive of the Year at the SBR Management Excellence Awards 2024. This accolade celebrates his vision, dedication and the transformative impact he has made as CEO of Jebsen & Jessen Packaging.



Mr Chui's rise to CEO is a story of grit and gratitude. Born in Malaysia, he moved to Singapore at 17, taking a chance on a factory job he spotted upon arriving in Jurong Industrial Estate. Over the years, he worked his way up, from machine operator to salesman, general manager and regional managing director in 1990, a role which has been since renamed CEO.

Mr Chui's leadership has been instrumental in turning Jebsen & Jessen Packaging into a regional leader. Under his guidance, the company has expanded its footprint across South East Asia, entering Malaysia, Vietnam and Indonesia. Five mergers and acquisitions have diversified its portfolio, while a strategic push into blow-moulded bottles in 2020 now accounts for half of the business unit's revenue.

His commitment to operational excellence has been nothing short of transformative. He spearheaded lean manufacturing initiatives to streamline operations and cut waste, which have sharpened the company's competitive edge. Sustainability has also been a cornerstone of his leadership. Under his guidance, the conversion of coal-fired boilers to biomass in Vietnam has drastically reduced the company's carbon footprint. Solar energy now powers packaging facilities in Malaysia and Singapore, with similar projects advancing in Indonesia and Vietnam.

Beyond business achievements, he has championed initiatives that create meaningful community impact. The Vietnam Charity Bursary, supporting employees' children with education funding, is just one example of his commitment to making a difference that extends beyond the factory floor.

Reflecting on his journey, Mr Chui credits the company's culture of trust and mentorship for his growth. He recalls a pivotal moment early in his career when a senior manager encouraged him to pursue a management role, steering him towards opportunities that would define his future. "The camaraderie and the trust placed in me were what kept me motivated," he says. "Being part of a team that values knowledge-sharing and well-being made all the difference."

As a leader, Mr Chui values the power of teamwork and believes that cultivating strong management teams is key to success. He often takes a hands-on approach, accompanying sales teams to secure key accounts and mentoring colleagues to help them unlock their potential. He also spoke about the power of reflection during his daily walks, which he uses to generate ideas and maintain focus amidst a demanding role.

To aspiring leaders, he advises, "Be willing to do more than your job description, seek guidance and learn to manage difficult relationships even with your boss."

Though retirement looms on the horizon, Mr Chui has no plans to slow down entirely. He envisions mentoring future leaders and sharing his experience while also enjoying a newfound love for pickleball.

Partnership in Action

Team of the Year JJ-LAPP inks another partnership deal with Deye
by Ranjetha Vijaya Kumar, Malaysia



Partnership is at the heart of what JJ-LAPP does. Take the recent partnership with Deye, for example. This collaboration brings Deye's cutting-edge solar energy products and solutions to Malaysia for the first time, underpinned by a shared commitment to a greener, more sustainable future.

As Malaysia accelerates its renewable energy adoption through initiatives like the Malaysia Renewable Energy Roadmap, JJ-LAPP is happy to play a key role in making solar technology more accessible to businesses and households. Deye's innovative offerings, including advanced inverters, batteries and smart energy systems, complement JJ-LAPP's existing portfolio of renewable energy solutions.

It's this same spirit of collaboration and resilience that earned JJ-LAPP the Team of the Year award at the SBR Management Excellence Awards. That recognition didn't come easy. In fact, it was forged in fire, literally.

After a devastating blaze tore through JJ-LAPP's factory in Tangerang, Indonesia, in late 2022, the road ahead seemed

impossibly tough. Yet, the JJ-LAPP team rallied together, working from a temporary site, leaning on the support of a sister company and keeping operations running against all odds.

In just five months, the factory reopened stronger than ever, implementing new safety measures, installing solar panels to boost sustainability and securing new partnerships for the future.

"This recognition is a testament to our resilience, teamwork and dedication to our customers", said Hanis Koh, General Manager of JJ-LAPP Singapore, who received the award on behalf of the team.

This spirit of partnership extends beyond challenges and triumphs. Just recently, JJ-LAPP had the privilege of hosting a group of visitors from Ho Chi Minh City at their Indonesia factory. It was a reminder of the value of the relationships built across borders.

Here's to the partnerships, new and old.



Trust

Living the JJ Values

Introducing JJ Values to new colleagues
by Tharathorn Suksawad, Thailand



Partnership



Entrepreneurship



Prudence



Commitment

Our Jebsen & Jessen Values, **TRUST, ENTREPRENEURSHIP, PRUDENCE, COMMITMENT** and **PARTNERSHIP** are the compass guiding how we work, connect and grow together. Fondly known as the JJ Values, they are introduced to every new joiner through dedicated workshops.

In Oct 2024, we had the privilege of introducing our JJ Values to over 60 colleagues from Safetech and EMS in Australia, some of the newest members of the Jebsen & Jessen Group. It was a shared journey of understanding what binds us together as one company.

With sessions held in Melbourne and Sydney, led by our Group Talent team and local HR leaders, we explored the essence of corporate culture, the role of personal values and practical ways

to live our JJ Values every day. What do they mean to us as individuals? How can we bring them to life in our daily work? And most importantly, how do they connect us as a global team?

Hearing our Australian colleagues' perspectives brought new dimensions to what these values mean in practice. Moments like these reinforce that our values transcend borders, creating a common language that strengthens our connections and fuels our collective success.

At the same time, our values were taking root elsewhere. Across the region, from Singapore to Indonesia, Malaysia to Thailand, our Employee Lifecycle Management workshops helped managers embrace their roles as champions of the employee experience.

The workshops were dynamic, hands-on sessions designed to tackle real challenges, crafting effective job descriptions, handling performance management, fostering growth and even navigating tough conversations with care.

In Singapore, the two-day workshop brought people managers together to dive into the art of talent acquisition and retention. In Indonesia, participants kicked off with a fun icebreaker game that set the tone for two days of thoughtful discussions on managing diverse teams and creating a positive work environment. What stood out most in every session was the energy. Our managers were unreserved in sharing experiences, asking questions and learning from one another.



The Mersing Miracle

One participant's account of what ticked during the latest Meet a Need trip to help local fishermen

by Darren How, Singapore

“One, two, three... Labubu!” shouted the makeshift team of volunteers in unison as the photographer snapped away.

We had just made the last of 42 fish traps, also known as “bubu” in the local Malaysian language, and wanted to take a group photo to commemorate the milestone.

Making “bubu” was one of the key activities for the latest volunteer trip under the Group’s signature Meet a Need programme. This time we were in Mersing, a quiet fishing village east of Johor, at least two hours away from city life.

There were 20 of us, mostly strangers from different business units across seven countries. From Dec 1-7, this temporary and unskilled group was supposed to produce a number of fishing tools to help some 300 local fishermen. How?

We barely knew one another, struggled to remember all the names, and could hardly strike up a decent conversation given the language barrier at first. Yet, we were expected to work together and deliver like a well oiled machine over the week.



The tasks organised by our NGO partner Social Hero were not easy either. Other than “bubu”, we had to construct fish houses for preserving marine life, establish mushroom farming foundations to supplement the villagers’ income, and help nature restoration by planting over 100 trees. It sounded like a job for professionals. Seriously, how?

Among the volunteers, someone had the answer. Someone who knew somewhere along the way, something would click. Someone who was there at the very first Meet a Need trip in 2007. Me.

In fact, this Mersing trip meant a lot to me. It was my first after a long time away. I wanted to know if, like before,

putting together a bunch of seemingly unrelated people could lead to unexpected results.

If magic still happens.

I was not disappointed, watching it all unfold. Clumsy hands became dexterous. Uneasy greetings made way for hearty hugs. Strangers, colleagues to begin with, turned into lifelong friends.

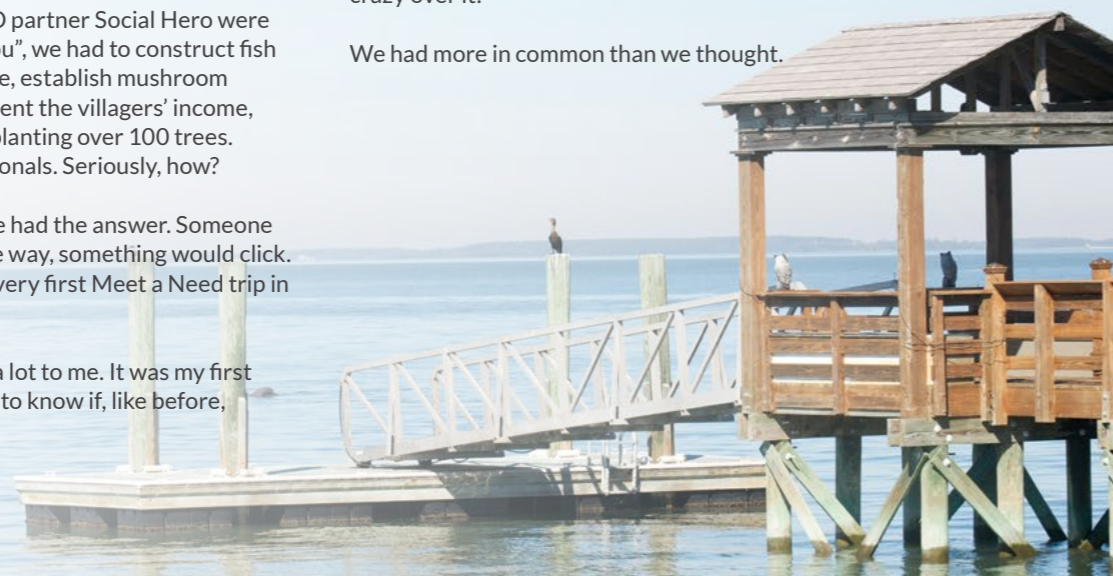
It was exactly why Meet a Need was set up. Other than meaningful community engagement, the Chairman back then envisioned bringing colleagues closer, galvanised by the same common purpose in contributing to a sustainable future.

As we inch closer to the 20-year mark of the programme, we have a lot to be grateful for. Meet a Need has since been nominated in various HR and business awards for best engagement in the region. More than 500 volunteers thus far have helped communities and witnessed the same miracle as I did in Mersing.

I will remember this trip for many reasons. Like how I had finger cramps for the first time in my life after excessive hammering. Like how Rini Marini from Ingredients made everyone smile with her infectious spirit despite the fatigue. Like how Reduan Abdul Aziz from Packaging, away from his family, spent his birthday with us under unusual circumstances. Like how Dudley Jove from Technology was still keen to make another “bubu” coming back from a taxing cement making day.

We improvised as we worked, just like how we improvised with the Labubu cheer during photo taking. Apparently, everyone in the team recognised Labubu the soft toy and talked enthusiastically about how the world had gone crazy over it.

We had more in common than we thought.



Victory on Track

Team Jebesen wins the 2024 Porsche Carrera Cup Asia Drivers’ Crown and Dealer Trophy

by Nikki Wang, Hong Kong

Establishing Comprehensive ESG Management

On the way to the first CSRD reporting

by Carlotta Westphal, Germany



The 2024 Porsche Carrera Cup Asia (PCCA) season came to a thrilling conclusion at the Shanghai International Circuit, with the final rounds 14-16. Team Jebesen’s driver, Alessandro Ghiretti, capped off an impressive season by securing two wins and one second-place finish across three rounds, amassing a total of 308 season points. Alongside his first ever PCCA Drivers’ Champion trophy, Team Jebesen also claimed the Porsche Dealer Trophy with 347 points – marking their fourth championship victory, following wins in 2006, 2008 and 2021.

Throughout the season, Team Jebesen delivered a stellar performance, achieving 14 podium finishes that included nine race wins, three second-place finishes and two third-place finishes. These victories were made possible by the drivers’ meticulous preparation and driving prowess, supported by a dedicated team of engineers and technicians, alongside the hard work of Jebesen colleagues on the track. The collaborative contributions from all our team members played a pivotal role in this extraordinary journey.

“Winning the season championship is another milestone in the history of Team Jebesen,” said Mr Frederic Bottlang, Managing Director of Jebesen Motors. “This victory is particularly special as it coincides with our 20th anniversary in the PCCA. I extend my heartfelt thanks to all our team members, both on and off the track. We are also grateful for the support of our fans. Together, we will continue to embrace both the challenges and endless possibilities ahead with passion and determination.”

As one of the very first teams to join the series, Team Jebesen has been a longstanding participant in the PCCA since its inception. Jebesen’s relationship with Porsche transcends the racetrack; next year, they will celebrate the 70th anniversary of their partnership.

As a prominent dealer group in Greater China, Jebesen Motors remains steadfast in providing an exceptional customer experience, embodying the essence of the Porsche brand and continuing to pursue the journey of dreams together with their partners and fans.



Sister group Jebesen & Jessen Hamburg has launched its fifth sustainability report, in German and English, the last in its current format before it adapts to new local ESG regulations.

At Jebesen & Jessen Hamburg, ESG management is viewed not merely as compliance but as a key to sustainable growth and long-term success. Since the start of the year, significant progress has been made in integrating ESG principles, including forming a working group and establishing a structured approach to embed these into its corporate strategy.

This commitment is strengthened by the active participation of a core ESG team and representatives from all divisions and business services, reflecting a unified, company-wide effort to advance ESG initiatives and meet (Corporate Sustainability Reporting Directive) CSRD reporting requirements.

Collaboration is a priority: the ESG working group fosters knowledge sharing and synergy across the organisation. A recent CSRD workshop kickstarted the capacity-building process, laying the foundation for upcoming reporting obligations.

Evolving regulations, including the EU Green Deal and the Paris Climate Agreement, require a disclosure of material ESG data for the 2024 financial year, beginning in 2025. This involves conducting a double materiality analysis, collecting and analysing data, and setting clear objectives—a significant step beyond previous voluntary reporting practices.

New Board Announcements

Bidding farewell to Alex Chan and welcoming three new Directors to the Board

by Heinrich Jessen, Singapore

We are pleased to welcome new directors to our board and bid farewell to a retiring board member.



Alex Chan



Chui Tau Siong



Euleen Goh



Elaine Yew

First, we express our sincere gratitude to Alex Chan, whose contributions to our Group have been truly remarkable. Mr Chan's leadership and guidance have been invaluable and we wish him all the very best.

Looking ahead, we are thrilled to introduce three distinguished individuals who will be part of the board soon. Joining us on Jan 1, 2025 is Chui Tau Siong, CEO of Jebsen & Jessen Packaging. A familiar face with a deep understanding of our business, Mr Chui brings years of experience and insights from within Jebsen & Jessen.

Euleen Goh, likewise appointed on Jan 1, 2025, will be our first external board director since Manu Bhaskaran concluded his second three-year term in June 2020. A renowned leader in the corporate world, Ms Goh's impressive career, particularly her time at the helm of SATS, brings a wealth of strategic expertise and a proven track record of success.

Starting Nov 1, 2025, Elaine Yew will become the seventh member of Jebsen & Jessen Group's board and our second external director. A seasoned leader in organisational consulting and leadership advisory, Ms Yew brings a unique perspective and a deep understanding of what it takes to thrive in today's dynamic business environment.

We believe this diverse group of leaders, with their unique backgrounds and complementary skillsets, will be instrumental in guiding Jebsen & Jessen to new heights. With our Group's Advance & Build strategy drawing to a close, we are excited to have such strong and visionary board directors to support us as we prepare our next strategic direction.

Supplying Regional Landmarks

Longstanding partnership powers regional projects

by Julie Lynton, Australia

The partnership between Garnet Arabia Company and Nasser S. Al Hajri (NSH) has resulted in the supply of over 145,000 tons of GMA and Arabian Garnet Abrasives for landmark projects such as Saudi Kayan, SATORP, SADARA, Jizan, Marjan, and the Berri

Gas Plant in Saudi Arabia, as well as the KNPC Clean Fuel Project in Kuwait.

"The longstanding relationships we have built with our customers is strongly reflected in our commitment to supporting major infrastructure projects in the region with high-quality, reliable abrasive solutions," said Soni John, General Manager of GAC Middle East.

Since 2006, Garnet Arabia Company, a joint venture between GMA Garnet Group and Global Suhaimi Company, has been a trusted supplier of high-quality garnet abrasives in the Middle East.

The latest order of 2,000MT of GMA Garnet™ will contribute to the Berri Gas Plant project in Saudi Arabia, reinforcing our commitment to delivering consistent quality and reliability for critical infrastructure projects in the region.

What a Performance

Performance Chemicals team making waves across ASEAN

by Pierre Courso, Thailand

Jebsen & Jessen Ingredients Performance Chemicals team is excited to share two significant customer success stories from Singapore and Thailand. These achievements highlight their commitment to excellence and mark rare milestones in customer partnerships.

In Singapore, they have secured a substantial order from the Singapore Refining Company (SRC), a joint venture between Singapore Petroleum Company Limited and Chevron Singapore. SRC operates a refinery processing 290,000 barrels of crude oil per day.

Collaborating with UNICAT Catalyst Technologies, Jebsen & Jessen Ingredients will supply pressure swing adsorption (PSA) adsorbents for SRC's hydrogen generation unit, crucial for purifying hydrogen-rich feed gas for downstream processes like hydrocracking and hydrotreating.

This partnership addresses SRC's need to replace their PSA adsorbents due to decreased hydrogen production. Our tailored five-layer adsorbent system aims to enhance efficiency and restore optimal production levels. This success strengthens Jebsen & Jessen Ingredients' relationship with SRC and positions them as a key player in hydrogen purification within the refining industry.

Meanwhile, in Thailand, the Performance Chemicals team has been honoured with the Platinum Award at the Business Partner Award Ceremony 2024—the highest accolade in Thai Beverage PLC's partner recognition program. This award celebrates their achievement of securing the Gold Award for three consecutive years, highlighting their commitment to quality, reliability and innovation.

The partnership with ThaiBev began in 2021, winning the Silver Award. Progressing to Gold in subsequent years, Jebsen & Jessen Ingredients' consistent excellence across five criteria—Quality, Delivery, Commercial Excellence, Sustainability and Project Support—has now been recognised with the Platinum Award.

Performance Chemicals department supplies essential enzyme solutions supporting ThaiBev's brewery operations, including the production of Chang Beer, one of Thailand's most iconic beverages. This achievement underscores their ability to meet evolving customer requirements, adhere to stringent standards and embrace sustainable practices.

These success stories exemplify the dedication and collaborative spirit of the Performance Chemicals teams across Asia. Whether enhancing hydrogen production in Singapore or supplying high-quality enzymes in Thailand, they consistently exceed customer expectations.



Innovating Beyond Borders

JJ-Lurgi driving innovation and sustainability across borders

by King Juan Siew, Malaysia

JJ-Lurgi is positioned as a trusted partner in the oleochemicals, biodiesel, and agribusiness sectors, helping businesses shape the future through innovation and sustainability. Their recent projects, spanning different continents, underscore this commitment.

One of these projects has brought JJ-Lurgi back to familiar ground in Malaysia. Natural Oleochemicals, a subsidiary of the Wilmar Group, entrusted JJ-Lurgi with a major rehabilitation of their fatty acid fractionation plant in Pasir Gudang after an operational accident. Working closely with their team, JJ-Lurgi developed tailored solutions to breathe new life into the plant, ensuring it's ready to meet the demands of a changing industry. JJ-Lurgi's quick action was instrumental in getting the plant back to operation swiftly. It's a collaboration that reflects the long-term partnerships we value so deeply.

Further afield, JJ-Lurgi has marked a significant milestone in Europe. JJ-Lurgi Germany, our newest entity, has partnered with Saipol in France, a leading processor of vegetable oils and producer of Diester® biodiesel. They are helping them restore their biodiesel production facilities after an operational accident by supplying critical equipment. It's an exciting opportunity for JJ-Lurgi to contribute to their success in a highly competitive market and a testament to our growing reputation in the renewable energy sector.

In China, JJ-Lurgi's expertise has been instrumental in two transformative projects with global agribusiness giants Louis Dreyfus and Bunge. At Louis Dreyfus's chemical refinery in Tianjin, JJ-Lurgi has introduced cutting-edge technologies to optimise processes and drive efficiency. Meanwhile, Bunge's Taixing plant has undergone JJ-Lurgi's Type A upgrade, designed to reduce energy consumption and lower operational costs.

This upgrade has been such a success that it's set to be rolled out to other Bunge facilities across Europe and Asia. It's incredibly rewarding to see JJ-Lurgi's work make such a tangible impact.

These projects reflect JJ-Lurgi's ability to adapt to diverse industry needs, their dedication to sustainability and the trust they have earned from industry leaders worldwide.



Engineering Smarter Cities

MHE delivers innovative solutions to tackle urban challenges

by Geraldine Sue, Malaysia

MHE is bringing innovative solutions to urban challenges, with two standout projects that showcase how engineering can shape smarter and more efficient cities.

In Malaysia, MHE has partnered with 99Speedmart to address a common urban problem: limited parking. At Wisma99, the company's headquarters in Klang, parking shortages have long been a challenge for staff and visitors alike. To solve this, MHE is introducing a fully automated Mechanised Car Parking System. The design makes the most of a tricky, irregularly shaped plot, combining advanced Tower Parking and Platform Lift Systems to create 200 parking spaces. Construction begins next year, with completion set for 2026.

Meanwhile, in Singapore, MHE is contributing to the future of building maintenance at Marina View, a prominent development by IOI Properties. MHE is installing four

state-of-the-art Building Maintenance Units (BMUs), designed to simplify facade upkeep while prioritising safety and efficiency. These advanced systems, featuring telescopic masts and luffing jibs, will provide full coverage of the building's exterior. MHE's team of experts played a pivotal role in securing this project. Their in-depth knowledge and technical expertise, coupled with commitment to providing cost-effective solutions, were instrumental in winning the bid.

With the project underway and completion expected in 2028, Marina View will set a new standard for maintenance innovation, ensuring the building remains functional and visually stunning for years to come.

These projects reflect MHE's dedication to creating solutions that make urban life easier and more sustainable.

W Residences Singapore
Marina View

IOI Central
Boulevard Towers

Shenton House
Redevelopment

South Beach



Celebrating Togetherness Joyfully

Halloween chills and Deepavali thrills
brought the festive spirit

by Noor Atikah Ain, Malaysia and Divine Castillo, Philippines

This season, our offices buzzed with the kind of energy only great celebrations can bring. Halloween and Deepavali offered us the perfect excuse to come together, enjoy some light-hearted fun and soak in the spirit of the season.

Halloween saw our spaces transform into spooky wonderlands. Creative costumes, friendly competitions and even a surprise visit from a beloved mascot turned our offices into hubs of festive fun. It's always a joy to see everyone step into the Halloween spirit with such enthusiasm and let's admit it, a little mischief.



On the other end of the spectrum, the glow of Deepavali celebrations filled our Singapore and Malaysia offices with joy. Vibrant Rangoli designs, traditional snacks, saree dressing and festive lunches brought the Festival of Lights to life. Friendly competitions like the Deepavali desk decorating contest added even more sparkle to the occasion, while the warmth and inclusivity of the day reminded us why these moments of cultural appreciation matter.

Take a look at some of the outfits our colleagues donned for these celebrations! They truly captured the essence of these festive occasions. From spooky to stunning, our team showed their creativity and flair for every occasion.

**Here's to more moments of fun,
connection and celebration that
bring us closer together!**



JEBSEN & JESSEN

Part of a global family enterprise that dates back to a trading partnership formed in Hong Kong in 1895, Jepsen & Jessen Group headquartered in Singapore is today an industrial conglomerate with a diverse network of businesses spanning manufacturing, engineering, mining and distribution activities. Core businesses include cable technology, garnet, ingredients, life sciences, packaging and other industrial technology, across more than 15 countries in five continents. Over 4,000 colleagues work as one to develop meaningful products and services for the myriad customers served.

For more information, visit www.jjsea.com