



# BEYOND BULBS

MILESTONES AND INNOVATIONS 2024

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## **Table of contents**

<b>Introduction</b>	<b>04</b>
<b>Company profile</b>	<b>06</b>
The JOB Group	06
Mission and vision	07
<b>Milestones of the year</b>	<b>08</b>
<b>JOB in conversation</b>	<b>12</b>
<b>Projects and cooperations</b>	<b>14</b>
Partnerships and cooperations	14
All over the world	16
<b>Employees and team</b>	<b>18</b>
Facts and figures 2024	19
Team events	20
Office modernisation and competitions	21
<b>Commitment from JOB</b>	<b>22</b>
Sustainability initiatives	22
Corporate Social Responsibility	24
<b>Outlook for the coming year</b>	<b>26</b>

## Welcome to JOB – Simply. More. Safety.

We are delighted to give you an insight into our company, our values, and our vision with **Simply. More. Safety. – the JOB Group**. This brochure offers you a look back at the year 2024 and shows how we have achieved our goals and successfully mastered challenges.

Since our foundation in 1971, we have dedicated ourselves to protecting people from the dangers of fire with our products. Our commitment to quality, innovation, and customer satisfaction is at the heart of everything we do. In an ever-changing world, we pride ourselves on not only meeting the current needs of our customers, but also proactively developing solutions to meet future demands. Our team of dedicated professionals work hand-in-hand to ensure that we always offer the best products “Made in Germany”.

We invite you to find out more about our history, our projects, and our successes. Together with you, we want to shape the future of innovative fire protection products.



Yours

Bodo Müller, Philip Müller

Managing Directors





JOB

Administration building at our headquarters in Ahrensburg, Germany

## The JOB Group

JOB GmbH, part of the JOB Group was founded 1971 by Eduard Job. JOB Group is world leading in research and production of heat sensitive glass bulbs and Thermo Bulb Links for the sprinkler industry and other industries.

Due to their high quality and reliability, nearly two billion JOB Thermo Bulbs have been installed by all major sprinkler manufacturers worldwide. More than 50 years of continuous innovation and the implementation of innovative technologies guarantee the highest possible standard for life safety products. JOB uses its own drawn glass tubes and can offer a huge flexibility for different bulb specifications to meet customers' needs.

In addition to the Thermo Bulbs, JOB Group has developed products for device-integrated fire protection, the Extinguishing Bulb (E-Bulb), winner of the safety innovation award from Electrical Safety First (UK), and the TÜV- and VdS-certified Automatic Miniature Fire Extinguishing System (AMFE).

The smallest version of the E-Bulb is just two centimetres in size, as small as a typical microfuse or a 1-euro coin. This makes it the smallest fire extinguisher in the world, detecting the fire inside an electrical appliance and extinguishing it automatically.

The AMFE automatically detects fires in switch cabinets and electrical devices. The system prevents the fire from spreading and further damage to property. The AMFE from the JOB Group protects devices and systems in industrial, household, and consumer electronics (e.g. switch cabinets, household appliances, monitors).

The latest innovation from the JOB Group is a Smart Bulb. This Bulb can be triggered thermally and electrically. There is the possibility of electrical monitoring to directly identify which glass bulb triggered, when, and where.

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## Corporate values

The JOB Group is committed to overarching corporate social responsibility, in line with our motto **Simply. More. Safety.**

**Simply.** actionable measures and developments in the three areas of CSR.  
**More.** than just meeting legal guidelines and always being one step ahead.  
**Safety.** for employees, the environment, and the society.

The JOB Group's sustainability strategy pursues the long-term goal of examining the corporate group's entire value chain and decision-making processes, in accordance with the triple bottom line approach. The economic, ecological, and social aspects are considered and form the basis of the JOB Group's sustainable growth.

## Mission and vision

Through sustainable growth, technological leadership, customer partnership, and outstanding reliability, we constantly increase our reputation in both existing and new markets. As a globally recognised company in the field of fire protection, we always deliver high-end products and solutions and consistently fund new investments into research and development to generate innovative products to fulfill future market requirements.

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**”Our vision is a world where everyone is protected from the dangers of fire at all times.“**



## Milestones of the year



### Johnson Controls certifies JOB as a Gold Supplier

Johnson Controls has once again awarded JOB the Gold Supplier award. This means JOB continues to be one of the top three companies worldwide in the Gold category. The award underlines the excellent quality, delivery reliability, sustainability, diversity, and stability of a supplier. We are very proud of this recognition and will continue to do our best to maintain this high standard in the future.



### Berlin Brandenburg Airport (BER) relies on device-integrated fire protection

With around 23.1 million passengers (2023) and 176,649 aircraft movements (2023), Berlin Brandenburg Airport (BER) is the third largest airport in Germany. Four new LED walls were installed above the marketplace, which comply with the latest safety and fire protection regulations, thanks to integrated fire protection made by JOB with the E-Bulb – the smallest fire extinguisher in the world.



### Honoured with the Ecovadis Bronze Award for Sustainability 2024

We are proud to have been awarded the EcoVadis bronze medal for 2024 for the second time! This recognition underlines our commitment to sustainability and ethical business practices. We would like to thank our team and partners for their commitment and support. Together we are making a positive impact on our planet. The Ecovadis sustainability assessment is a service for evaluating the material sustainability impacts of companies based on documented evidence.



### Participation in international fairs

In 2024, we were once again represented at numerous international trade fairs. We were represented at AFSA 43 in Denver, FireIndia in India, Secutech in Vietnam and many more. We traveled to Denver to exchange ideas with experts and make valuable contacts. At FireIndia in New Delhi, one of the largest trade fairs in South Asia, we gained exciting insights into local fire protection. In addition, our Head of Sales for Thermo Bulbs traveled to Ho Chi Minh City to find out about the latest innovations in Vietnam.

 **JOB at the 14th Hamburg apprenticeship fair**

The 14th Hamburg apprenticeship fair took place on 11<sup>th</sup> September. Our team members Philip Müller, Isabelle Röhr and Kim Möller were there to present the wide range of training and study opportunities to the students. We got to know many new faces and look forward to seeing some of you again in the coming years.



 **JOB successfully organises AMFE Partner Days 2024**

On November 4<sup>th</sup> and 5<sup>th</sup>, we welcomed AMFE distributors from around the world to our headquarters in Northern Germany. Highlights included a live fire test, in-depth product insights, and engaging workshops on new products and distribution strategies. We also enjoyed valuable discussions during a joint cooking class. A big thank you to all partners – we look forward to the next steps together!



### **JOB successfully organises training for fire safety professionals in sensitive areas**

In an increasingly digitalised world, digital media technology plays a central role in public areas. However, the requirements for fire protection and planning permission are often complex. Vending machines, ticket printers, and touchscreens are subject to strict regulations. The symposium promoted the exchange between operators, building authorities, manufacturers, and fire protection experts in order to optimise the implementation of future projects. The new VdS 6024 offers a valuable set of rules for the implementation of digitalisation projects with a well-thought-out fire protection concept.



### **JOB receives VdS approval for smart sprinkler**

At the VdS Fire Protection Days on 4<sup>th</sup> December, our partners from the VINCI Group received the approval certificate for the electrically triggered sprinkler. Equipped with JOB's Smart Bulb, this innovation marks a major milestone for our team. The sprinkler combines thermal and electric activation for reliable fire protection, with real-time monitoring of the glass bulbs.

## JOB in conversation

### Interview with Hanno Kamp on why to work in fire protection



**What motivated you to work in the field of fire protection?**

I have a professional background (PHD in chemistry) in security technology, so the topic of fire protection was not completely foreign to me, even before my move from Dräger Safety to JOB. However, I was specifically motivated by the company JOB itself, which combines decades of in-depth product expertise in sprinkler glass bulbs, technological excellence, and an extremely high level of quality awareness with revolutionary innovative strength. These aspects, and the passion for protecting human life, were decisive factors in my decision to switch to the fire protection industry.

**What factors make fire protection a fascinating field to work in?**

First of all, of course, the task of protecting human life, property, and the environment. This goal drives us all every day. Then there is the interaction of many fields of work from the natural and engineering sciences, with the unconditional demand for quality and reliability in our own work and the products we manufacture. After all, people entrust their lives, their safety, and their possessions to our products. This responsibility is a great motivation.



**How has your perception of fire safety changed as a result of your professional activity?**

While I already consider fire protection in an industrial environment from my previous work, fire protection in public and private areas is new to me. As a result, it is naturally more visible to me. I no longer enter a hotel or public building without looking at the ceiling in search of smoke detectors or sprinkler heads. Even in historic buildings or wooden houses, the movie always starts running in my head: what is the best way to protect this place effectively? Overall, I can say that fire protection is omnipresent, even if it only really became visible to me through my role at JOB.

**To what extent do you see the opportunity to be continuously innovative in fire protection?**

There is no alternative to fire protection, a fire can occur at any time. The increasing number of electronic devices, often battery-powered, multiplies the number of ignition sources around us. As a result, the qualitative and quantitative requirements for effective fire protection are increasing, both in terms of building technology and integrated devices, and it is necessary to create efficient solutions. Excitingly, it is once again digitalisation that is showing us the way forward.

**How does digitalisation enhance the efficiency and effectiveness of fire protection?**

Digitalisation enables us to have intelligent sprinkler systems that can detect and contain the spread of fire. For example, in the event of a fire, targeted infrared-optical or sensor-based monitoring of buildings is an advantage for the emergency services, who can act in a much more targeted manner and with less risk. Finally, smart control of extinguishing devices, which can be integrated directly into electronic products, also helps to prevent fires from spreading or from starting in the first place. The possibilities are therefore far-reaching, and the future is full of exciting innovations.

Dr. Hanno Kamp,  
Head of Research & Development at JOB Group

## JOB in conversation

### Interview with Jürgen Teschner on the technology of Smart Bulbs

**What are the main features of the JOB Smart Bulb compared to the traditional JOB Thermo Bulbs?**

The JOB Smart Bulb offers a dual activation option that allows both thermal and electrical triggering. Unlike traditional JOB Thermo Bulbs, which are only thermally activated, the Smart Bulb also combines continuous monitoring with the intelligent features of dual activation. The sensors in the JOB Smart Bulb enable activation based on temperature measurements. They help to ensure that the bulb is activated in a targeted manner, which increases efficiency and reaction time in the event of a fire.

**What are the advantages of direct integration of the JOB Smart Bulb with fire alarm systems?**

Direct integration enables early localisation of fires, which leads to a faster response. This allows the sprinkler system to work more efficiently, reducing water consumption and CO2 emissions from firefighting.

**How does continuous monitoring of the individual bulbs enable more efficient firefighting?**

Continuous monitoring makes it possible to immediately identify which Smart Bulb has been activated, when and where this happened. This improves responsiveness and targeted firefighting.

**How has the technology of JOB Thermo Bulbs developed since their introduction in the 1970s?**

Since their introduction to the market, JOB Thermo Bulbs have established themselves as the benchmark for heat sensitive glass bulbs in the sprinkler industry. Their outstanding quality and reliability have resulted in over 2 billion of these bulbs being installed worldwide. Over the past decades, we have continuously worked on further developing our technology to increase the reaction speed and reduce the diameter of the bulbs, enabling us to offer even more efficient fire protection solutions.

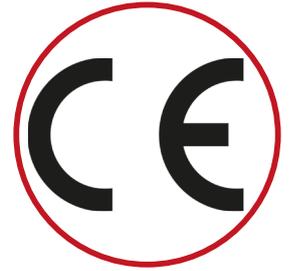


Jürgen Teschner,  
Head of Marketing & Sales Thermo Bulbs & Thermo Bulb Links



**“Digitalisation opens up completely new avenues in the field of fire protection and creates opportunities.”**

## Partnerships and cooperations



**LISTED,  
RECOGNISED  
AND CERTIFIED  
PRODUCTS**



**RESPONSIBLE  
COMPANY  
ETHICS**





# SAFE AND SUSTAINABLE MARKET DEVELOPMENT



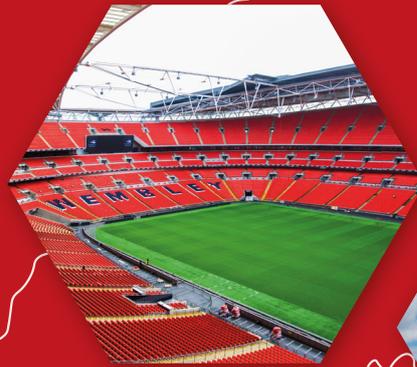
# CARING FOR THE SOCIETY – MADE IN GERMANY



## All over the world

JOB technology protects buildings and applications around the globe. With more than 2 billion Thermo Bulbs installed worldwide, a number which is constantly rising, we are taking action to make the world a safer place every day. Our portfolio is consistently growing to improve our technologies.

London



Hamburg



New York



Frankfurt



Venice



Rio de Janeiro



Chengdu



Shanghai



Hong Kong



Sydney



High Seas





12

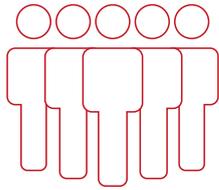
Fertigware  
SWA 4

CAUTION! NOT TO EXCEED 40°C / 104°F

700  
Thermo Bulbs  
MADE IN GERMANY

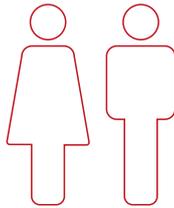
Employees in production

## Employees and team – facts and figures 2024



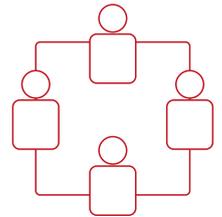
We currently have **153** employees  
On average we are **46.56** years young

Female employees **21%**

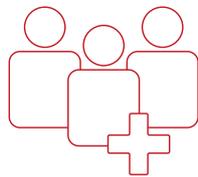


**79%** Male employees

Working in **8 departments**



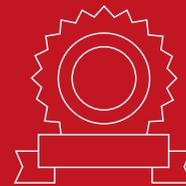
In 2024, we received around **780** applications.  
Of these, we invited **90** people to an interview.



**15** new colleagues joined the team  
(Ø **33.1** years old)



We said farewell to  
**6 colleagues** as they went into  
well-deserved retirement.



**Long-service awards in 2024**

10 years: 6 employees  
25 years: 8 employees  
40 years: 1 employee

About **30.300**



cups of coffee and tea were consumed in 2024



## Employees and team

### Team events

This year, several team events took place within the departments. The R&D department went boating together in Lübeck and the equipment construction department spent the day together in an action arena. Purchasing, Warehouse and MM-Revision went to Adventure Golf, and the Admin building went to Movie Golf together. Afterwards all the teams enjoyed a nice dinner.



### Modernisation of the offices

In 2024 some changes have been made both in the IT office and the think tank in the R&D department.



### Competitions

This year, we launched two competitions. We competed for points and kilometres in the City-Cycling and the UEFA Euro Cup betting.



# Commitment from JOB

## Sustainability initiatives

For many years, the JOB Group has endeavored to consider the various effects of the company against a social, economic and ecological background. The company, product orientation, and further development are primarily focused on protecting people from the dangers of fire, preventing fires and the resulting environmental impact, and strengthening the region and its employees. Climate protection measures are firmly anchored in the corporate strategy.



Since 2017 CO2 emissions per bulb have been reduced by 1/3rd



Waste sorting rate 91%



23,760 m of adhesive tape saved since the beginning of 2023



>70% of all products switched to more sustainable materials



Approximately 20% of employees are first aiders



100% digital incoming orders



The JOB Group actively assumes social responsibility. The personal and professional development of employees is supported by targeted training and further education programs.

In addition, the JOB Group is involved in social projects and initiatives in the region in order to give something back to society.



"Sustainability is not just a goal, but a responsibility that we bear for future generations. Together, we are shaping a future in which the economy and the environment are in harmony."

## Corporate Social Responsibility

### JOB donates firefighter clothing to the „Löschis“

The children's fire brigade group "Die Löschi" in Klein Rönau can now hit the ground running in winter too. All 20 young firefighter candidates aged 6 to 10 have been donated new firefighting uniforms by JOB.

The contact to the "Löschi" was established by our sales manager for extinguishing products, Markus Fiebig, who lives in the neighborhood of the fire department and became aware of the call for donations. Petra Gross, group leader of the "Löschi", is delighted:

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“We are extremely grateful that JOB is sponsoring the winter jackets for our children's fire brigade group. This support is a real blessing for us.”



Donation handover at the "Löschi"

The initiative promotes young people's commitment to fire safety and enables children to learn about fire-fighting techniques and tactics in a fun and safe way. With their new, professional uniform, the "Löschis" can now practise safely and take part in events.

We are proud to be able to support the Klein Rönau children's fire brigade group. The work that is done here is of great importance for the community and future safety. We hope that our donation will help to further promote children's interest in the fire brigade and fire safety.

The handover of the firefighter outfits took place on 11<sup>th</sup> October and the children were thrilled with their new gear. Philip Müller (Managing Director), Isabelle Röhr (Marketing Manager) and Markus Fiebig (Sales Manager for extinguishing products) were on hand to accompany the handover and talk to the young firefighters.



## Outlook for the coming year

JOB will continue to consistently pursue its long-term goals in the coming years. Nevertheless, it will be of great importance to observe the global market developments and therefore to determine the short- and medium-term strategies accordingly. The current outlook is clearly characterised by the changing political and economic developments worldwide.

As a company, we see this not only as a challenge, but also as an opportunity. We are positioning ourselves in a flexible, independent and solution-oriented manner to service our customers on the global market. Working together on innovative products with partners and approval bodies symbolises the shared commitment to our vision:

### **A world where everyone is protected from the dangers of fire at all times.**

Another focus of great importance is strengthening our collaborative supplier and customer relationships and supporting total cost of ownership projects within the supply chain. For this reason we are responding to the challenges of the current times by, for example, leveraging process optimisation potential, increasing production synergies, committee work, and project support. The further development of new areas of application, in accordance with VdS, LPCB, UL, and FM regulations and other recognised agencies, remains of increasing importance for further growth and stable earnings.

In the coming year, we will continue achieving ISO 9001 and ISO 14001 certification, ECOVADIS and will implement further measures to increase efficiency and conserve resources. In addition, we will be certified for ISO 50001 for the first time and will fully implement this standard into our IMS (Integrated Management System). Our commitment to becoming a more sustainable company will continue to be a core value of our actions and proves our responsibility towards society. The latest results will always be shared in our expanded online presence, especially via frequent updates on our Group's website and social media channels.

The cornerstone of our success is our exceptionally committed and experienced workforce, who ensure high-quality products, delivery reliability, service, and innovation on a daily basis.

We are grateful to be able to contribute to this important industry and for everyone who supports us.

Thank you for making it possible!



Employees in the machine room



Employees from the administration

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