



# BEYOND BULBS

RELEASE 04/2026

MILESTONES AND INNOVATIONS 2025

A year of growth & stories







**JOB**

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## WELCOME TO JOB – SIMPLY. MORE. SAFETY.

We are pleased to welcome you to the JOB Group and to share insights into who we are and what drives us. Simply. More. Safety. reflects our commitment to protecting people, property, and the environment – today and in the future.

This brochure looks back on the year 2025, highlighting key developments, milestones, and how we successfully navigated a dynamic market environment while staying true to our values.

Since our foundation in 1971, the JOB Group has been dedicated to innovative fire protection solutions that set standards in safety and reliability. Quality, innovation, and customer focus form the basis of everything we do, as we continuously anticipate future requirements and turn them into sustainable solutions.

Our success is driven by the expertise and dedication of our employees. With products “Made in Germany” we stand for precision, responsibility, and trust.

We invite you to discover more about our company, our projects, and our achievements, and to join us in shaping the future of innovative fire protection.



Yours

Bodo Müller, Philip Müller

Managing Directors





ADMINISTRATION BUILDING AT OUR HEADQUARTERS IN AHRENSBURG, GERMANY

## THE JOB GROUP

JOB GmbH, part of the JOB Group was founded in 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, more than 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. electrical 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



## PARTICIPATION IN INTERNATIONAL FAIRS

In 2025, the JOB Group continued its strong presence at major international trade fairs. We participated in Intersec Dubai, FSI Salzburg, ISK Sodex in Istanbul, and several other key events. We were also part of the NFSA Annual Conference in Nashville, where we met important partners from around the world, exchanged ideas with industry experts, and strengthened valuable professional contacts. At Fire India, one of South Asia's largest fire protection fairs, we gained exciting insights into regional market trends and emerging solutions.



## BEST EVENTS – REDUCING RISKS. STRENGTHENING RESILIENCE

The JOB Group hosted several successful BEST events, in Ahrensburg, Cologne and Stuttgart, bringing together risk engineers, insurers, and fire protection professionals. Participants engaged in in depth discussions on innovative extinguishing systems and resilience, gained practical insights, and strengthened industry networks, reinforcing JOB's role as a key knowledge partner in fire safety.





## DRIVING SUSTAINABILITY: JOB GROUP CERTIFIED ISO 50001

The JOB Group achieved a major milestone by obtaining ISO 50001 certification for its energy management system. This internationally recognized standard highlights our commitment to energy efficiency, resource optimization, and continuous environmental improvement. Through advanced monitoring and infrastructure upgrades, we are reducing emissions and operating costs. The certification reflects our responsibility and strengthens our ongoing efforts to build a more sustainable and energy-efficient future.



July

August

September

October

November

December



## JOB AT THE HAMBURG REINBEK TRAINING FAIR

At the Hamburg Reinbek training fair, JOB showcased its commitment to future talent, presenting apprenticeship and dual study opportunities in electronics, mechatronics, machine operation, and business administration.

Emphasizing hands-on experience from day one, JOB invites aspiring apprentices to start shaping the future with the company this August.





## JOB GROUP AT CHINA FIRE BEIJING

At China Fire in Beijing 2025, the JOB Group strengthened its international footprint by exhibiting in one of the biggest fairs for fire safety. The team presented JOB's innovative fire protection solutions and connected directly with industry professionals. The event offered valuable opportunities to build relationships with key partners and explore new business prospects in the Asian market.

January

February

March

April

May

June



## AMFE PARTNER DAYS

In October 2025, the JOB Group hosted its AMFE Partner Days in Hamburg, welcoming partners from Europe, Brazil and South Africa. The event featured live demonstrations of AMFE fire-extinguishing technology, strategic workshops, and discussions on market trends. It fostered knowledge exchange, inspired new ideas, and strengthened global partner relationships.





### E-MOBILITY AT JOB – A GREEN MILESTONE

JOB is making mobility greener: Since December, our company owns wallboxes with 15 AC (11 kW) points. Employees with company cars can charge on-site quickly and conveniently. Powered by 100% green electricity, the wallboxes combine technology, sustainability, and employee convenience – a true milestone for JOB.

July

August

September

October

November

December

### CASE STUDY: PELZGROUP

In 2025, the JOB Group looks back on numerous references and success stories. Together with our partners, we successfully deliver outstanding projects: including for pelzGROUP, a manufacturer of hygiene and personal care products. Given the high ambient temperatures in their production environment, integrated fire protection solutions play a crucial role in ensuring operational safety and reliability.



## JOB IN CONVERSATION

### EXCERPT FROM THE ARTICLE „COMMITTED TO A CLIMATE-NEUTRAL INDUSTRIAL REGION (SCHLESWIG-HOLSTEIN)“

published in Wirtschaft – The IHK Magazine in the Hansebelt, December 2024/January 2025 issue.



Philip Müller, Organizational Development Manager at JOB GmbH, a manufacturer of preventive fire protection solutions in Ahrensburg, reports that their products also play an important role in sustainability. „A fire generates an enormous amount of CO<sub>2</sub> and releases other hazardous substances, for example through firefighting water. Preventive fire protection prevents major environmental damage, so our product itself is a great sustainable solution.“

JOB GmbH also places great importance on sustainable practices in the production of their glass bulbs, as commonly used in sprinkler heads in shopping centers. “We have been ISO 14001 certified for over 14 years and always consider product development and infrastructure with a strong sustainability perspective,” Müller explains.

Since 2017, the family-owned company has reduced CO<sub>2</sub> emissions per ampoule by one third, converted 70 percent of all products to more sustainable materials, and achieved a waste sorting rate of 91 percent.

Social aspects are also very important to Müller: “Our workforce is highly diverse, not just in terms of gender distribution. For decades, many nationalities have worked under our roof. Openness and inclusion are very important to us. Diversity is one of the most important indicators for me, as the company benefits from a variety of perspectives, approaches, and ideas,” he says.

Promoting a climate-neutral industrial Schleswig-Holstein and providing a secure foundation for future generations is not difficult. Many family-owned companies are already implementing numerous measures. And to everyone who wants to start now, Philip Müller recommends: “Just do it, don't hold back.”



PHILIP MÜLLER, MANAGING DIRECTOR

## JOB IN CONVERSATION

INTERVIEW WITH HANNO KAMP, HEAD OF RESEARCH & DEVELOPMENT,  
ON THE EMERGENCE OF INNOVATIONS



### **What technical challenges were there in 2025 and what were the particular successes?**

2025 was clearly marked by the further industrialization of the R-Bulb. The central challenge is to manufacture a product that has previously been produced mainly manually in small quantities on a larger scale without compromising on quality and safety. To achieve this, processes must be adapted or reestablished, and systems must be designed and constructed accordingly.

A particular milestone was the VdS approval of the Smart Bulb in sprinklers. Under official test conditions, we were able to prove that the glass bulb works exactly as we had designed and validated it internally.

### **What role do practical tests and real-life fire tests play in your development work?**

Practical tests are essential. Even though we are very familiar with how the thermo bulb behaves, we always have to validate newly developed bulbs in the real sprinkler system once they have been installed.

The real-life fire test is the ultimate proof of concept. The interaction of all components is verified under realistic conditions. Such tests create trust among approval bodies, insurers, and customers alike.

"THE REAL-LIFE FIRE TEST IS THE ULTIMATE TEST OF PERFORMANCE. THE INTERACTION OF ALL COMPONENTS IS VERIFIED UNDER REALISTIC CONDITIONS."

### **Do new projects and innovations tend to arise from specific customer problems or from the impulse to develop new concepts?**

Both are part of a balanced portfolio and new product strategy. On the one hand, we respond to external impulses such as customer requirements, changes in standards, or legal requirements, i.e., clearly defined problems.

On the other hand, there is the technology push. Here, we implement our own development ideas, identifying potential for real customer benefits and proactively presenting them.

Both approaches are crucial for sustainable innovation. In any case, close communication with our customers is essential in order to understand their needs precisely and to be able to realistically assess the actual added value of new ideas.



DR. HANNO KAMP,  
HEAD OF RESEARCH & DEVELOPMENT

PARTNERSHIPS AND COOPERATIONS



LISTED,  
RECOGNISED  
AND CERTIFIED  
PRODUCTS



RESPONSIBLE  
COMPANY  
ETHICS





SAFE AND  
SUSTAINABLE  
MARKET  
DEVELOPMENT

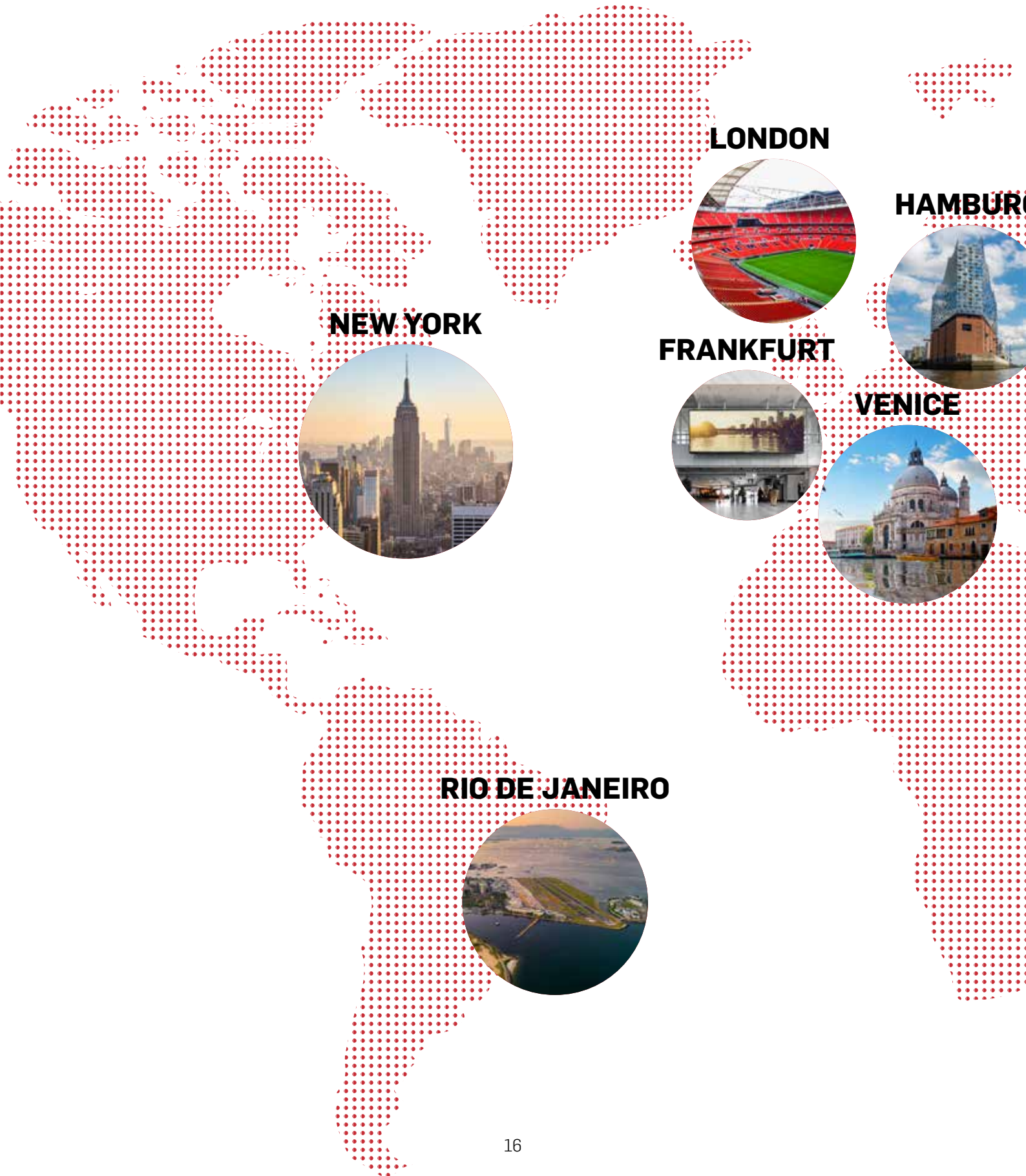


CARING FOR THE  
SOCIETY – MADE  
IN GERMANY



# ALL OVER THE WORLD

JOB technology protects buildings and applications around the globe. With more than 2.5 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.



**NEW YORK**



**LONDON**



**HAMBURG**



**FRANKFURT**



**VENICE**



**RIO DE JANEIRO**



G

**CHENGDU**



**SHANGHAI**



**HONG KONG**



**SYDNEY**

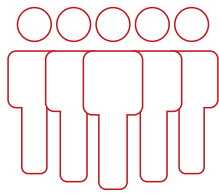


**HIGH SEAS**



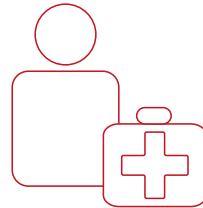


# EMPLOYEES AND TEAM – FACTS AND FIGURES 2025

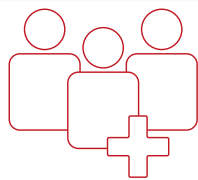


We currently have **167** employees.  
On average we are **46.11** years young.

**20%** of our employees are trained first aid responders.



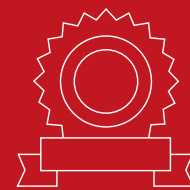
In 2025, we received around **2,004** applications.  
Of these, we invited **211** people to an interview.



**29** new colleagues joined the team.  
(Ø **39.06** years old)



We said farewell to **2 colleagues** as they went into well-deserved retirement.



## Long-service awards in 2025

10 years: 4 employees  
25 years: 12 employees  
40 years: 1 employee

About **30.300**



cups of coffee and tea were consumed in 2025.



## EMPLOYEES AND TEAM

### EMPLOYEE BENEFITS

Employees now benefit from a „Foodji“ vending machine offering fresh meals, snacks and drinks – subsidized and available around the clock.



### MODERNIZATION OF THE COMPANY PREMISES

As part of the modernization of our company premises new charging stations for company vehicles highlight our commitment to sustainability and modern employee benefits.

## SOCIAL ENGAGEMENT

### JOB SUPPORTS FC AHRENSBURG WITH A JERSEY DONATION

At JOB Group, we are proud to support local sports by donating a new set of jerseys to FC Ahrensburg. The club represents team spirit and commitment – values that reflect our own. We wish the team a successful season and continued success on the pitch.





## B2RUN 2025

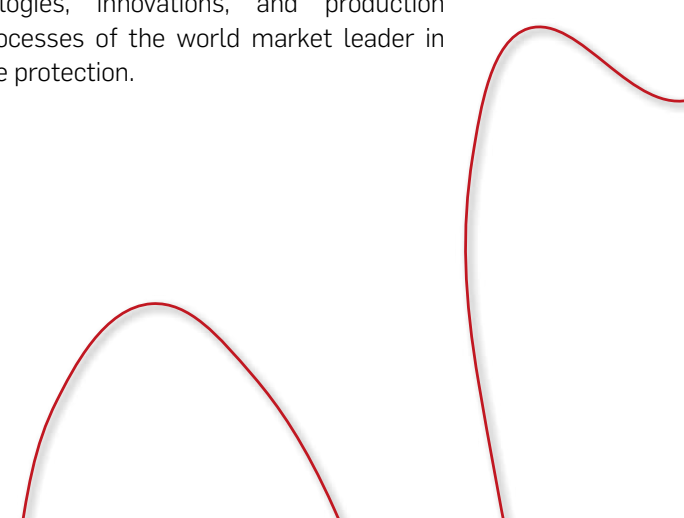
The JOB Group actively participated in this year's B2Run corporate run. Employees demonstrated team spirit and commitment on the course – a fantastic event promoting health, community, and motivation, strengthening company cohesion, and encouraging athletic exchange.



## MINISTERIAL VISIT

The JOB Group welcomed Claus Ruhe Madsen, Minister for Economic Affairs, Transport, Labor, Technology, and Tourism of the state of Schleswig-Holstein, to the company.

During a detailed tour, the minister and guests gained insights into the technologies, innovations, and production processes of the world market leader in fire protection.



## JOB CASE STUDIES

### AMFE – WKK KALTBRUNN AG RELIES ON AMFE FOR GREATER SAFETY IN PRODUCTION

#### Protection of employees and electrical facilities

Production using punching technology naturally involves risks: electrical installations, machines, and high material throughputs can quickly lead to smoldering fires or even larger fires in the event of an emergency. In fact, WKK has already experienced a smoldering fire caused by 24-volt cables.

Fortunately, worse consequences were prevented – but management decided to invest even more in preventive fire protection in the future in order to protect both employees and machines.



„THE AMFE IMMEDIATELY WON US OVER:  
QUICK TO INSTALL, UNCOMPLICATED,  
AND RELIABLE IN THE EVENT OF A FIRE.“

#### The solution

In its search for a reliable and straightforward solution for preventive fire protection, WKK opted to use AMFE (Automatic-Miniature-Fire-Extinguisher).






#### The reasons for the decision:

- Easy installation: The AMFE can be installed in just a few minutes – significantly faster than comparable systems on the market.
- Easy maintenance: Thanks to its well-thought-out design, maintenance is particularly easy.
- Safe in case of emergency: Initial extinguishing measures are carried out automatically – without putting employees at risk.

With the successful introduction of AMFE during ongoing operations, WKK has taken an important step toward safety and sustainability. Further projects with AMFE are planned for the future – as a contribution to the protection of employees, production facilities, and continuous delivery capability.



#### PROJECT SUMMARY:

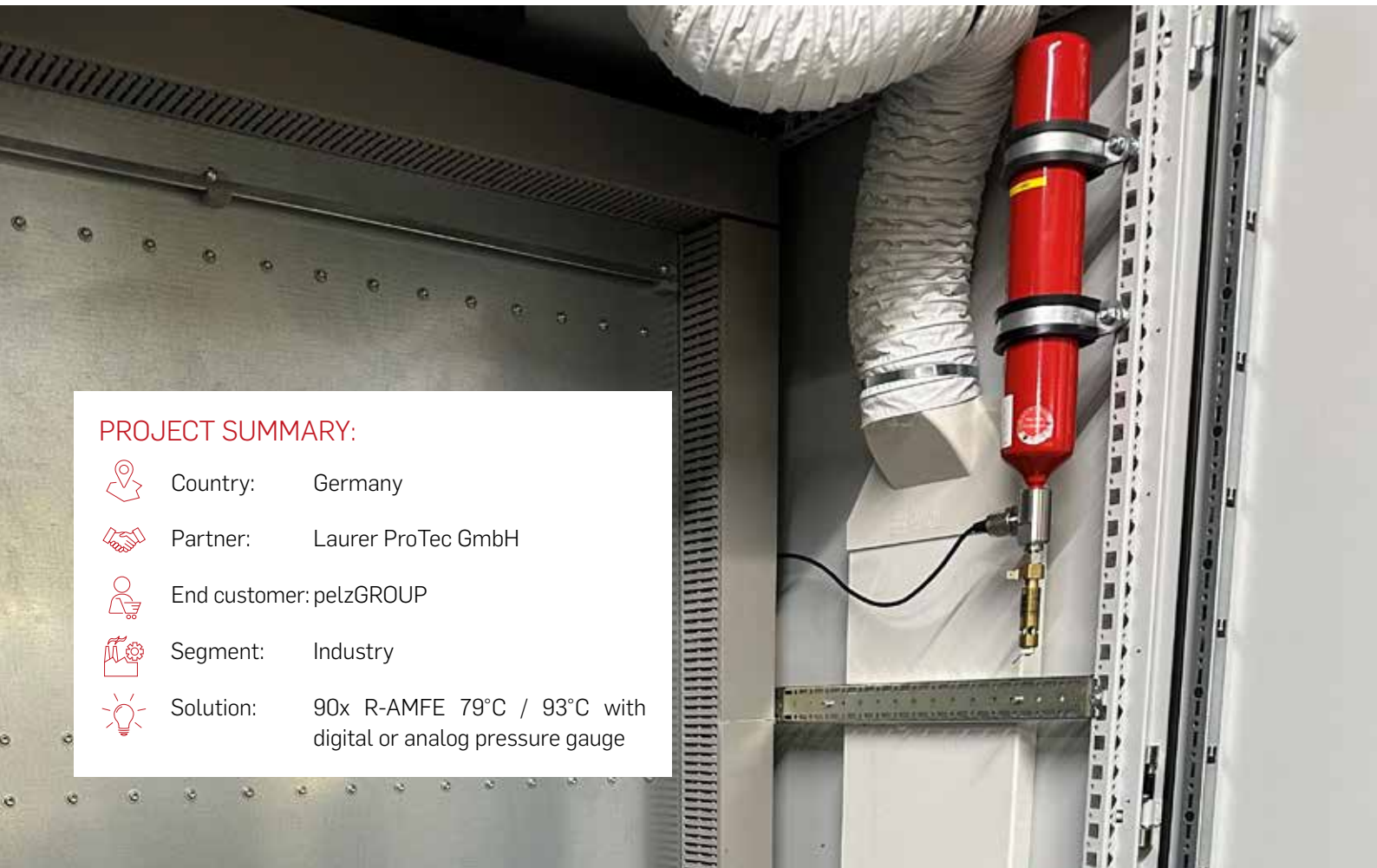
-  Country: Switzerland
-  Partner: Carl Geisser
-  End customer: WKK Kaltbrunn AG
-  Segment: Industry
-  Solution: R-AMFE with pressure gauge for remote monitoring

## AMFE – PELZGROUP, INTEGRATED FIRE PROTECTION IN THE INDUSTRY






### AMFE protects manufacturer of body care and hygiene products.

To prevent operational interruptions and ensure delivery capability, pelzGROUP has installed 90 R-AMFEs with a trigger temperature of 79°C or 93°C in its control cabinets. These were equipped with digital and analog pressure sensors to ensure permanent pressure monitoring. The R-AMFEs have been connected to the system's PLC control unit by the customer, allowing the pressure conditions of the AMFEs to be checked remotely. A decisive advantage of the solution lies in the clear and precise evaluation of the pressure values via the existing pelzGROUP PLC control unit.

This integration not only enables automated monitoring of the extinguishing cartridges, but also seamless documentation of the operating parameters.



**PROJECT SUMMARY:**

-  Country: Germany
-  Partner: Laurer ProTec GmbH
-  End customer: pelzGROUP
-  Segment: Industry
-  Solution: 90x R-AMFE 79°C / 93°C with digital or analog pressure gauge



"THE AMFE AS A DEVICE-INTEGRATED EXTINGUISHING SYSTEM PREVENTS OPERATIONAL FAILURES AND CONSEQUENTIAL FIRE DAMAGES."

## DEVELOPMENT PARTNERSHIP:



### GEKARTEL AG AND M-CUBE INTEGRATE JOB'S DEVICE-INTEGRATED FIRE PROTECTION SYSTEM INTO LED MODULES

With the growing use of large-format LED walls and digital information screens in public and semi-public areas, the requirements for fire protection of these media technology systems are also increasing. The goal is to ensure safe operation in sensitive environments such as public administrative buildings, transportation infrastructure (e.g., train stations, airports), event halls, and hospitals.

Operators, planners, and insurers alike are seeking a reliable solution that meets high fire safety and security standards without compromising the technical functionality or design flexibility of the media technology. The new VdS 6024 guideline, specifically for electrical devices such as media technology, establishes a uniform standard across Germany designed to simplify the assessment and approval of LED installations, for example, for fire safety planners and experts.

In collaboration with M-Cube, a leading European provider of comprehensive digital signage solutions and iconic LED Walls, gekartel AG has developed a device-integrated fire safety solution compliant with VdS 6024, including JOB's E-Bulb for their LED walls.

#### JOB Group with gekartel AG and M-Cube

Over the course of their long-standing collaboration, the JOB Group and gekartel AG have developed specialized expertise in VdS 6024-compliant fire protection solutions and device-integrated extinguishing systems for digital signage.

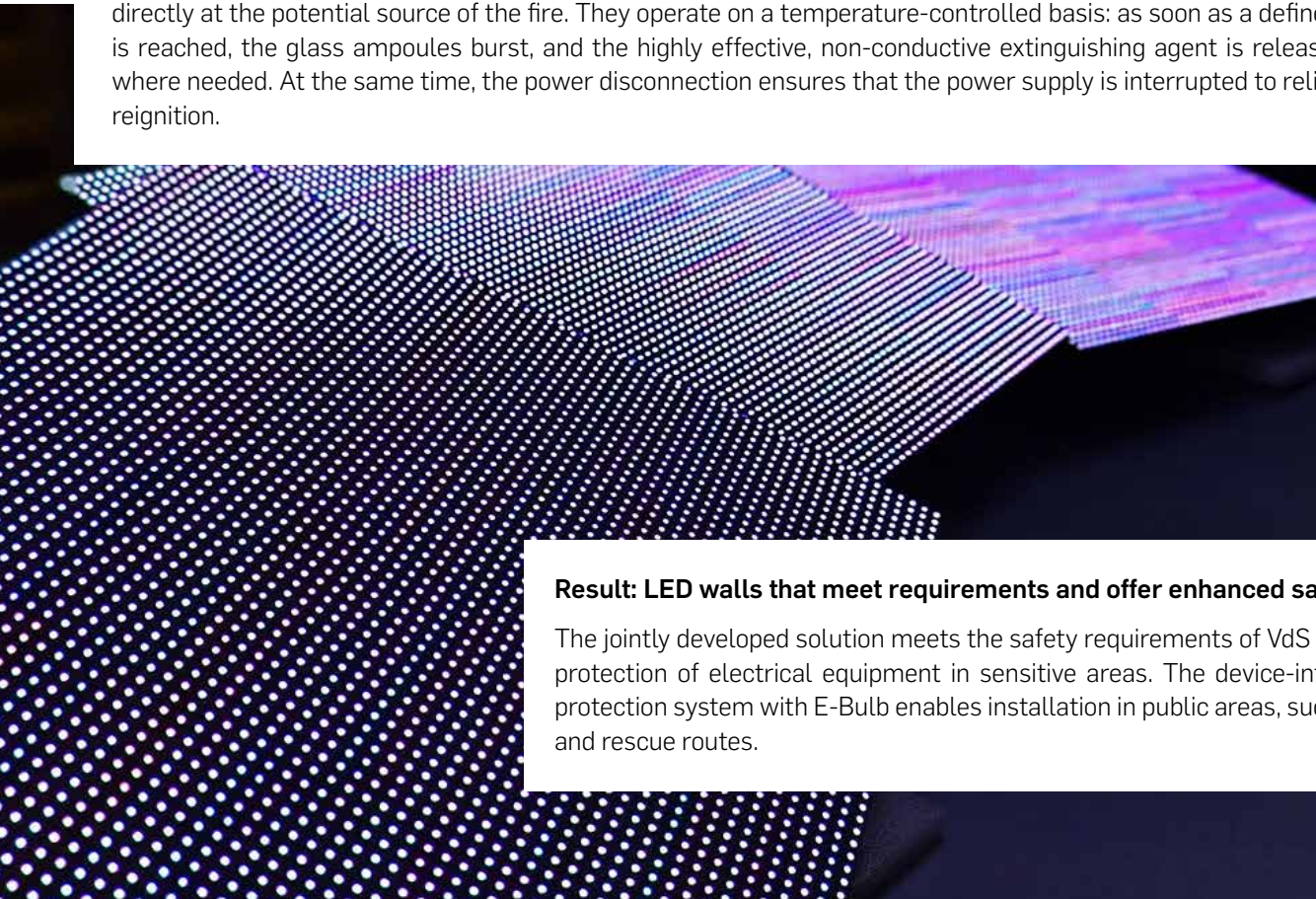
The goal of the current development project was to integrate an internal fire protection system into LED walls that:

- detects potential fires directly inside the LED displays
- extinguishes them locally and efficiently
- simultaneously ensures a safe power cut-off
- and meets all relevant requirements of VdS 6024



#### Technical Innovation: Fire Protection Directly Inside the Device

The JOB Group's E-Bulbs are patented, thermally triggered micro-extinguishing systems installed inside electronic devices directly at the potential source of the fire. They operate on a temperature-controlled basis: as soon as a defined heat level is reached, the glass ampoules burst, and the highly effective, non-conductive extinguishing agent is released precisely where needed. At the same time, the power disconnection ensures that the power supply is interrupted to reliably prevent reignition.



#### Result: LED walls that meet requirements and offer enhanced safety

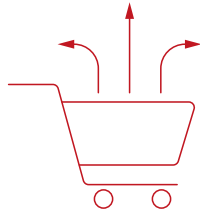
The jointly developed solution meets the safety requirements of VdS 6024 for fire protection of electrical equipment in sensitive areas. The device-integrated fire protection system with E-Bulb enables installation in public areas, such as escape and rescue routes.

## JOB IN FACTS

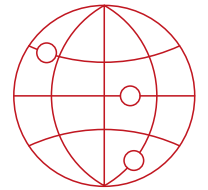
over  
**50**  
years

We have **over 50 years** of experience,  
with continuous research and development.

more than **2.5 billion**  
products have been  
sold since founding.



In 2025 we exported  
our products to **30**  
different countries.

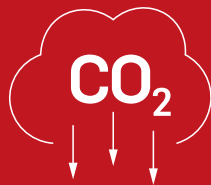


The total area of the buildings in  
Ahrensburg is **145.000 ft²**.



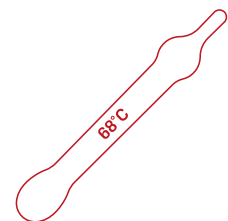
**Over 10%** of our revenue is  
invested annually in research  
and development.

Since 2017



We were able to reduce our CO2 emissions per  
ampoule produced by **more than 30%**.

Our most sold ampoule bursts at **68°C**.



**Two-thirds** of all reported fire suppression  
successes using sprinkler systems are  
achieved with only **one or two sprinklers**.

## 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 global market developments and to determine short- and medium-term strategies based on our long-term partnerships accordingly.

As a company, we see innovation not only as a challenge – innovation is key. We position ourselves in a flexible, independent, and solution-oriented manner to serve our customers in today's and future global markets.

Working together on innovative products with partners and approval bodies symbolises our shared commitment to our vision:

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

### KEY FOCUS POINTS:

- Strengthening our collaborative supplier and customer relationships
- Supporting total cost of ownership projects within the supply chain
- Increasing production synergies
- Working in committees
- Developing new areas of application in accordance with VdS, LPCB, UL, FM regulations, and other recognised agencies
- Working beyond ISO 9001, ISO 14001, ISO 50001, ECOVADIS, sustainability standards, and EPD



EMPLOYEES IN THE MACHINE ROOM



It is our commitment to becoming an even more sustainable company and demonstrating responsibility toward society. The cornerstone of our success is our exceptionally committed and experienced workforce, ensuring customer service at its best – delivering highest-quality products, reliability, service, and innovation every day.



"WE ARE GRATEFUL TO CONTRIBUTE TO THIS IMPORTANT INDUSTRY AND TO EVERYONE WHO SUPPORTS US IN SAVING LIVES AND PROTECTING PROPERTIES WORLDWIDE."

**JOB GmbH**

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Simply. More. Safety.