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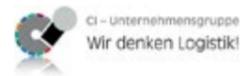
# L.I.T.ERATUR

THE MAGAZINE OF THE L.I.T. GROUP





LOGISTIK • INFORMATION • TRANSPORT



# OUR LOGISTICS: BY PEOPLE. FOR PEOPLE.

As a logistics service provider operating worldwide, the L.I.T. Group offers solutions for transport logistics, contract logistics, personnel logistics and IT services on the market. But much more important is the perspective and the determined look ahead, based on the support and drive of a motivated team: our employees. This is another reason why we are focussing on the individuals behind L.I.T. in our current issue.

2024 was characterised by growth and internationalisation for us. We integrated new companies into the L.I.T. Group, further expanded our service portfolio and strengthened our position in the market.

It is often said that everyone is driven by something. This is precisely what we benefit from as a group of companies when we tackle and realise projects and encounter different people in our day-to-day work. For example, in the acquisition of companies such as the Gübau Group in Wolfsburg, where we were able to attract more than 150 new colleagues and their passion and expertise. Our process and IT experts are on board for the digital transformation, which is essential for modern and efficient business development, and their professional and human skills enrich and improve us as a company.

I would particularly like to recommend the double page with the personal words of our cornerstones, who have all been with the L.I.T. Group for more than 30 years and talk about their personal motives and motivation.

In that sense »Together for success«  
– and enjoy reading!

Yours sincerely,



**Fokke Fels**  
Chairman of the  
L.I.T. Group



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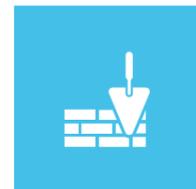
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We would like to thank all our business partners and colleagues for their support!

# »NUMBERS THAT COUNT«

THINGS YOU NEED TO KNOW ABOUT THE L.I.T. GROUP



**1988**  
Founded in Brake



**100 %**  
Owner-managed



**100 | 23**  
>100 locations  
in 23 countries



**€ 985 Mio.**  
Turnover in 2024\*



**€ 61 Mio.**  
EBITDA in 2024\*



**8.35 %**  
EBITDA/Turnover in 2024\*



**950,000 m<sup>2</sup>**  
Logistics space



**1,850 Trucks**  
5,400 Swap bodies  
1,600 Trailer



**4,450**  
Employees

\*expected

Last revision: November 2024

# »OUR TURNSTILES«

FROM WESERMARSCH INTO THE WORLD



Last revision: November 2024



# »FOR THE COMPANY AND MY GREAT TEAM!«

Fokke Fels, Chairman of the Board and Founder of the L.I.T. Group, has been awarded the LEO Award 2024 as »Entrepreneur of the Year« by the Deutsche Verkehrs-Zeitung (DVZ). This prestigious award honors his outstanding achievements in leading the company as well as his ability to successfully implement innovative business ideas. In recent years, Fels has developed the L.I.T. Group into a full-service logistics provider.



Chairman Fokke Fels with the other award winners (above) and Lutz Lauenroth from DVZ (below)

Today, the company employs over 4,000 people at more than 100 locations in 23 countries and pursues a consistent growth strategy under Fels' leadership.

»Our success is based on our strong cohesion and mutual trust. My job as a leader is to create an environment where new ideas and personal development are possible«, explains Fels. His employee-focused approach and pragmatic leadership style are key aspects of his entrepreneurial philosophy.

In recent years, the L.I.T. Group has made headlines primarily through expansion into new business areas and acquisitions. A milestone was the acquisition of the Bremen-based company Kieserling in 2018, which led the company into contract logistics as well as sea and air freight. Today, the L.I.T. Group operates warehouses in Germany with an area of almost 900,000 square meters and continues to expand its international presence.

Fels also has clear goals for the future: next year, the company aims for a turnover of one billion euros. »Our task is to actively shape the logistics industry and develop innovative solutions for the challenges of tomorrow«,

says Fels. Digitalization and sustainability are at the forefront of the company's strategic planning.

The recent founding of Compact Courier GmbH, which specializes in worldwide parcel and goods mail shipping, is another step towards the future. This initiative demonstrates that Fels continues to explore new markets and business opportunities.

Simeon Breuer, Board Member of the L.I.T. Group and longtime companion, emphasizes Fels' leadership qualities: »Fokke Fels has succeeded in sustainably strengthening the company through forward-thinking decisions. The trust he places in his workforce is the key to our collective success.«

Fokke Fels, who founded the L.I.T. Group in Brake in 1988, has made a significant contribution in driving the company's growth with a clear strategic vision and an acute understanding of market potential. The prestigious LEO Award 2024 not only celebrates his impressive achievements but also acknowledges his unwavering commitment to advancing the company while prioritizing the needs and satisfaction of both customers and employees at every stage.



**LEO**  
AWARD



The L.I.T. board:  
f.l.t.r. Fokke Fels, Simeon Breuer,  
Julian Lachnitt, Ingo Schreiber

# FULL THROTTLE TOWARDS GROWTH!

Despite economic challenges in Germany, the L.I.T. Group is looking to the future with confidence. The company continues to focus on growth, innovation and sustainability. In this interview, the management board reports on the current situation, important projects and the group's future prospects.



For Fokke Fels, Chairman of L.I.T. AG, the year 2024 has been a »rollercoaster ride«

**T**he past year was a rollercoaster ride for many companies. How would you describe the L.I.T. Group's current situation and in what ways does it differ from 2023?

**FELS** This description sums it up well, and we have also experienced this »rollercoaster ride«. Nevertheless, we are in a stable economic situation. We have had to face a number of challenges in recent months: There have been deviations from our original sales forecasts, mainly due to external factors such as volatility in global markets and delays in supply chains. These problems affect the entire industry.

**LACHNITT** The main difference compared to 2023 lies in the nature of the problems. While we were still struggling with the consequences of the pandemic in the previous year, we are now more concerned with geopolitical uncertainties and the resulting changes in market conditions. Nevertheless, we remain true to our motto »Together for success« and also see opportunities in these hurdles. We are using the situation to invest in areas that will strengthen us in the long term.

»We have had to face a number of challenges in recent months.«

Fokke Fels, Chairman of L.I.T. AG

**What specific challenges do you currently see?**

**BREUER** One of the biggest challenges is the situation in the construction industry, which currently offers no positive prospects for the future. As we have some of our equipment in this sector, this presents us with major challenges: Due to stagnating construction activities and declining orders, we are experiencing lower demand for our transport and logistics services and therefore have to increase sales in other industrial sectors to compensate for this. At the same time, we continue to be confronted with demographic change and a shortage of skilled labour.

The same applies to the automotive industry, which is currently placing great demands on us. Demand for vehicle orders has currently fallen, which has also led to a decline in the services we provide in this sector. Another major challenge that we are constantly facing and will continue to face in the future is definitely the issue of IT security. We have invested heavily in this area and work closely with external partners. Regular scans of our systems help us to recognise security gaps at an early stage.

We have also prepared ourselves for possible cyberattacks so that we remain capable of acting in an emergency. It is a constant balancing act between security and user-friendliness for our employees.

**The entire logistics industry currently has to find a way of dealing with many difficulties – from rising costs to the pressure to increase efficiency. How is the L.I.T. Group adapting to these changing market conditions?**

**BREUER** The industry is indeed in a state of constant change. At the L.I.T. Group, we endeavour to remain adaptable. We continuously monitor market developments and adapt our strategies accordingly. Logistics companies act as economic seismographs, registering even the smallest tremors in production and trade flows and thus being able to point out impending industry crises at an early stage. One example of this is the current situation in the German automotive industry – a development that was already apparent to us a year or two ago.

This is why the diversification of our services is particularly important. We are constantly looking for ways to expand our service portfolio and offer our customers innovative solutions. Since this year, for example, we have also been gaining a foothold in the courier services sector – with the L.I.T. Compact Courier.

Another example is our IT solutions, which we use to digitalise and automate logistics processes. L.I.T. Solutions GmbH uses innovative technologies such as cloud platforms, big data analyses, machine learning and AI to enable data processing in real time, optimise processes and develop new solutions.

»We are increasingly focussing on intermodal transport, where we combine the advantages of different modes of transport.«

Simeon Breuer, Member of the Board at L.I.T. AG

**These solutions give the company an important competitive advantage. Another important factor that both customers and junior staff are increasingly paying attention to is environmental awareness. What steps is L.I.T. taking to reduce its ecological footprint?**

**BREUER** One focus is on reducing our CO<sub>2</sub> emissions. We are increasingly focussing on intermodal transport, in which we combine the advantages of different modes of transport. One example of this is intermodal transport between Italy, the Iberian Peninsula, Scandinavia and Germany, where we travel long distances using green electricity thanks to the integration of rail transport.



Simeon Breuer, Managing Director of L.I.T. Spedition GmbH and Member of the Board at L.I.T. AG, sees the expansion of the intermodal transport network as a future factor for the group

**SCHREIBER** We are testing alternative drive systems such as electric and hydrogen technologies as well as HVO100 in our fleet. Although we are still in the early stages, we are convinced that these technologies will shape the future of transport. At the same time, we are aware that not all of these drive types will be the final solution to our challenges. But they are important building blocks in our strategy to minimise the ecological impact of our logistics activities. After all, if we just wait, we won't be able to take action.

**LACHNITT** We are also focussing on energy-efficient buildings and sustainable energy concepts in warehouse logistics. Many of our sites are already equipped with photovoltaic systems and we are working on further increasing the proportion of renewable energy. We are also increasingly transporting components for renewable energies, such as solar panels and electric batteries. In this way, we are not only contributing directly but also indirectly to the energy transition.

**The shortage of skilled labour is a major issue in the logistics industry. How is the L.I.T. Group tackling this problem, particularly in the field of drivers?**

**LACHNITT** Like all companies in the industry, we are not immune to the shortage of skilled labour. Although we have been able to fill all vacancies to date, the effort required to do so has increased enormously. Our HR department is increasingly advertising vacant positions, particularly for truck drivers and warehouse staff.

»Young talents not only need professional and personal development, but perspective.«

Julian Lachnitt, Member of the Board at L.I.T. AG



Julian Lachnitt, Managing Director of L.I.T. Lager & Logistik Holding GmbH and Member of the Board at L.I.T. AG, wants to use resource-saving technologies to promote sustainability within the group

We also invest heavily in personnel development. We offer further training programmes, including specialist and business administration courses, which we finance as a company. Internal training programmes and individual career plans are also part of our strategy to retain and promote employees.

We also aim to offer trainees at the L.I.T. Group – across all divisions – a wide range of career opportunities. Young talent not only needs professional and personal development, but also the prospect of long-term loyalty to the company.



For Ingo Schreiber, Managing Director of L.I.T. Cargo GmbH and Member of the Board at L.I.T. AG, trust in the company is a key factor

**What role do corporate culture and human values play in overcoming these challenges?**

**SCHREIBER** We attach great importance to teamwork, mutual respect and open communication. My job as a manager is to create an environment in which we facilitate new ideas and developments, including on a personal level. A key factor in the success of our company is the trust we have in our employees. Despite our growth, we have retained a family atmosphere in which every individual is valued.

**FELS** We cultivate a strong sense of team spirit, which we refer to internally as the »L.I.T. spirit«. This spirit is reflected in the way our teams work together across departments and how we overcome challenges together. The consistent expansion into new business areas and the modernisation of internal structures have positioned us as one of the leading logistics service providers in Germany – none of this would have been possible without the people and our spirit.

**In conclusion: How do you see the future?**

**FELS** We look to the future with confidence. Growth is part of our corporate DNA, and we plan to continue to expand internationally and diversify more broadly in order to minimise risks. Our aim is to establish ourselves in other markets and expand into sectors such as the food industry.

»Despite our growth, we have retained a family atmosphere in which every individual is valued.«

Ingo Schreiber, Member of the Board at L.I.T. AG

**BREUER** Despite the current challenges, we remain optimistic that the planned measures will bear fruit over time. Our teams are well positioned and fully prepared to overcome all obstacles that may come and we continue to focus on innovation and strategic expansion to capitalise on future growth opportunities.

Our focus on technology and sustainability as well as the introduction of new products and services will enable us not only to maintain our leading position in the industry, but also to further expand it. We are confident that our approach will allow us to stay ahead in an ever-evolving marketplace.



Bernd Kerpes,  
Managing Director of  
Südvolumen GmbH

## »NON-STOP QUALITY ON COURSE FOR SUCCESS!«

Since its foundation in 2021, Südvolumen GmbH has shown impressive growth and development. Operating under their motto »Non-stop Quality«, this year's »Department of the Year« within L.I.T. Speditionen GmbH masters first-class jumbo transports in south-west Germany. Managing Director Bernd Kerpes explains the success primarily with the »human factor«.

**S**üdvolumen transports jumbo full loads for companies in the insulation and building materials sectors as well as the packaging industry. Automotive and beverage manufacturers are also among its customers. The company handles all steps from initial contact to delivery of the goods, including downstream services such as checking the freight documents. Launched three and a half years ago with three vehicles, the fleet now consists of 50 mega trailers, long trucks and jumbo trucks. The focus is also on jumbo trucks. »We mainly work with bulky goods with a low weight. Around a third of our vehicles are equipped with truck-mounted forklifts, which gives us additional flexibility«, says Bernd Kerpes.

Südvolumen has gained a foothold since it was founded. Turnover rose from five million euros in 2022 to eight million euros in 2023. »I owe this above all to my employees«, emphasises Kerpes. Close cooperation and team cohesion are key success factors. »We support each other wherever we can«, explains Kerpes. He particularly emphasises the professional and personal cooperation both in the office and with the drivers.

Südvolumen emphasises high customer satisfaction and is well established in south-west Germany, particularly in the Rhine-Main region. »We don't want to be the classic haulage company that simply drives from A to B«, says Kerpes. Instead, the company concentra-

tes on a radius of 250 kilometres and combines routes for maximum efficiency.

Quality is at the centre of the company's strategy. »We focus on customers who match our core competences«, says Kerpes. He would like to further establish Südvolumen in the packaging industry, as it is active all year round. Developing new business areas is not currently a priority. The motto »Non-stop Quality« reflects the company's reliability and flexibility.

Südvolumen is aiming for further growth, but at a controlled pace. »Before we expand further, I plan to increase the size of our team. It is crucial that new colleagues fit into the team on a personal level«, says Kerpes.

Cooperation within the L.I.T. Group is also characterised by mutual respect. This applies to everyone involved, from the drivers to the management board. The partnership-based relationship with customers is just as important to Kerpes: »We offer customised solutions that are tailored to the individual needs of our customers.«

Honesty and openness are crucial for success. »We only take on projects that we can actually realise. This applies both to our business and to my personal life«, says Kerpes.

Südvolumen's success is based above all on the commitment and expertise of its team, whose dedication and skills make a significant contribution to the company's achievements and long-term growth.



# THINK, ACT, GROW GLOBALLY

The L.I.T. Group has not only set its sights on international expansion but, above all, aims to grow globally. Managing Directors of L.I.T. Air & Sea, Michael Borowski and Andreas Janetzko, along with Sebastian Luks, responsible for Mergers & Acquisitions, report on this strategic decision and the developments so far. They provide insights into the group's current steps, challenges, and future plans.

Michael Borowski,  
Managing Director of  
L.I.T. Air & Sea GmbH

**T**he L.I.T. Group clearly distinguishes between internationalization and globalization. »Internationalization means, in essence, that we open a new branch in a neighboring country – but our current efforts are of a global nature«, emphasizes Andreas Janetzko. Globalization, therefore, involves entering new markets on nearly every continent, including China, India, Mexico, and South Korea, aiming to tap into the vast potential of global trade flows.

The expansion gained momentum with the planned openings of new locations in India and China, where the decision was made to independently manage business areas previously operated by local agents. Existing contacts made entry into these markets significantly easier.

A key goal of global expansion is to capitalize on the potential of growth markets. Countries like India, currently one of the world's largest markets, are central to the expansion strategy.

»Through our back office in India, we gained increasing insights into the Indian market and recognized the potential to establish a presence there«, explains Borowski. In addition to India, L.I.T. has also established itself in countries such as Turkey and Mexico.

The selection of markets follows a clear principle: »We seek synergies«, Borowski adds. The aim is to choose locations that are both geographically and economically well-integrated into the existing L.I.T. Group network. Mexico, for example, is a key hub in global trade, offering connections to China, Europe, and other countries.

In addition to expanding air and sea freight operations, global growth is also intended to open doors for further national and international activities on the ground. In India, for instance, the L.I.T. Group is already discussing potential tenders in the field of warehousing services and actively planning additional steps to deepen value creation and extend its presence in key markets.

# GLOBALIZATION

## Challenges of Globalization

Globalization also presents numerous challenges. »Every country operates in a different way«, explains Sebastian Luks. Legal frameworks vary from country to country. Turkey, for example, poses a challenge due to currency regulations and specific credit rules.

In other countries, like Vietnam, companies require additional licenses to operate forwarding businesses. The internal effort should not be underestimated either. For instance, providing IT resources for locations on the other side of the world presents a new challenge.

Another challenge is cultural differences. L.I.T. works closely with local teams in each market, who better understand the local business environment. »We have to rely on the expertise of local leadership«, says Borowski. Specific business plans are developed for each market, driven by local management teams in close coordination with the global leadership team.

## Success Stories and Lessons Learned

The first fruits of the globalization strategy are already visible. The integration of locations in Mexico and Turkey has been particularly successful. »Mexico is a good example of how integration can work«, emphasizes Janetzko.

In Turkey, too, the company made progress and – even more importantly – generated its first revenues within just five months from the initial contact to the start of business activities. These rapid implementations and the decisiveness of the group's top committees are particularly pleasing to Janetzko: »De-

isions are made quickly and then consistently executed – this is one of our absolute strengths that makes us so successful on this globalization path.«

At the same time, the company learns with each new expansion. »We get better with every country we enter«, says Janetzko. And despite careful preparation, specific insights always emerge that can only be gained through direct interaction with local experts. These learnings help to ask the right questions in other markets. The team greatly benefits from this growing knowledge.

## Looking to the Future

Despite everything, the L.I.T. Group is still at the beginning of a »globalization process«, but the results so far are promising. All three are in agreement: »We are not just expanding into one or two countries but are taking on the entire globe.«

The consistent implementation of the globalization strategy not only promises further growth but also strengthens the L.I.T. Group's position in the market – internationally and now globally.



f.l.t.r. Michael Borowski, Rob Govers, Simeon Breuer, Stefano Pedot, Sergi Gómez Casas, Danny Slingerland, Mehmet Ozyilmaz, Maria Koczy, Tim Wullbrandt & Klaas Lange

# IT'S ALL IN THE MIX!

Issues such as shortage of skilled labour and reducing emissions are shaping the logistics industry and will also determine the future of the sector. Intermodal transport will become even more important in the future because it addresses both challenges simultaneously. The complexity of combined transport and the coordination of different modes of transport require flexible and, above all, meticulous teamwork – a challenge that a cross-industry team more than masters successfully.

## 150

SHARED TRAILERS  
ON SEVEN ROUTES

**T**he L.I.T. Spedition GmbH aims to find the most efficient and resource-conserving transport solutions for all routes. Depending on the requirements, this can involve alternative drives, such as electric trucks, or a combination of different modes of transport within the framework of so-called intermodal transport.

»I am convinced of the concept of intermodal transport. After all, considering climate change and the shortage of skilled workers, it will be important to reduce the number of pulling units and move more trailers with fewer vehicles«, says Max Österreicher, Project Manager at L.I.T. Solutions GmbH, and adds: »One must also be convinced in order to inspire colleagues, customers, and partners about the advantages of combined transport.«

### Intermodal access to Italy

This year, L.I.T. Spedition has significantly expanded intermodal transport between Italy, Germany, and the Benelux countries, especially following the acquisition of the traditional company AUTOTRASPORTI PEDOT s.r.l. In addition to further developing classic road transport in the Mediterranean country, seven routes are now operated daily.

»The development is excellent. Within half a year, we are jointly handling 150 trailers and are profitable at the same time«, says Klaas Lange, Head of Business Development at L.I.T. Spedition GmbH. The shift of transport from road to rail is also showing the desired effects: »Thanks to the intermodal solutions, we only need 40 drivers for the transport of 150 trailers. In pure road transport, it would require 120 drivers«, explains Robin Landgraf, Project Manager at L.I.T. Solutions GmbH.

In the Italy corridor, where crossing the Alps is necessary, rail transport offers an additional advantage: On the railway, the long traffic jams on the Brenner motorway can be avoided. Furthermore, drivers in intermodal transport only need to focus on the pre- and post-haul, which allows them to have regulated working



The L.I.T. Group's intermodal network is growing with sustainability in mind

tensive network, which also includes its own fleet and an EU license. Meanwhile, Jovan Mihailov from the Villach location coordinates and dispatches the ongoing business. »It's a unique combination of characters who not only work at different locations but in different countries, and it works exceptionally well because the individuals' qualities complement each other perfectly«, says Lange. Landgraf's rhetorical skills help in acquiring new customers, while Mihailov optimizes connections in the ongoing business with an analytical perspective. He himself is enthusiastic about the cross-border collaboration: »Working with wonderful, highly qualified people in a supportive environment – that's the simple recipe for achieving great things.«

**Expansion of the Intermodal Network**

The successful Italy corridor is set to serve as a model for future projects. So far, dedicated intermodal solutions for industrial customers have primarily been offered through the joint venture with SmartRail. These tailored solu-



Stefano Pedot, Managing Director at AUTOTRASPORTI PEDOT s.r.l.

tions ensure maximum efficiency for all planned transports. However, this model cannot be implemented on a broad scale for all customers. Therefore, the goal is to expand a network of various rail lines across Europe that can be used flexibly depending on the demand – similar to the Italy corridor. Whether dedicated solutions or network traffic, intermodal transport will become even more important at L.I.T. in the future.

The acquisition of the long-established Italian company AUTOTRASPORTI PEDOT s.r.l. was an important step in the further development of combined transport within the group



Jovan Mihailov, Head of Intermodal Operations at L.I.T. Alpe Adria GmbH

hours. »As a result, they can be home with their families in the evening. This makes us a significantly more attractive employer – an important competitive advantage that will only become more decisive in the coming years«, says Lange.

**Cross-border Collaboration**

The successful expansion of the Italy corridor is an exceptional achievement, particularly given the high planning requirements associated with intermodal connections, and the result of a successful cross-border and cross-company co-production.

»Especially in intermodal projects, meticulous work is essential. It is a major planning challenge to always deploy the exact number of trucks in the pre- and post-haul«, explains Österreicher, adding: »A seemingly small detail change can lead to the need to plan the entire traffic flow anew.« The responsibility for expanding transport to, from, and within Italy lay with a team that collaborated across the Brake, Villach (Austria), and Lavis (Italy) locations.

**Complementary Qualities**

The tasks were clearly divided: Robin Landgraf from the Brake location was responsible for the German customer base, the development of train connections to Germany, and customer service. AUTOTRASPORTI PEDOT in Lavis took care of communication with the Italian customers and managed the company's ex-



Max Österreicher, Project Manager at L.I.T. Solutions GmbH





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L.I.T. Solutions GmbH

From top left: Tammo Lübben, Pascal Ahrens & Sebastian Luks,  
Senior Project Managers at L.I.T. Solutions GmbH

# FOR EVERY PROJECT THE RIGHT SOLUTION

Developing efficient and customized solutions for cross-industry logistics projects – that's the goal of L.I.T. Solutions GmbH. Since its founding two years ago as an internal company, the team has supported project processes to assist colleagues in executing particularly challenging projects. Tammo Lübben, Pascal Ahrens, Sebastian Luks, and Klaas Lange share what makes the work within Solutions GmbH so special.

»The logistics world  
is a people business.«

Sebastian Luks, Senior Project Manager  
at L.I.T. Solutions GmbH



**L**.I.T. Solutions GmbH is an independent entity within the L.I.T. Group, brought in for particularly complex project requests. Its cross-industry, overarching project management ensures professional oversight, meeting the high demands of the logistics industry – whether for transport projects or intralogistics. The managing director of L.I.T. Solutions GmbH is Klaas Lange, who has built a team of twelve employees.

L.I.T. Solutions covers four different areas in total: transport and forwarding, contract logistics, mergers & acquisitions, and external consulting. The project managers Tammo Lübben, Sebastian Luks, and Pascal Ahrens are responsible for this. They maintain close communication with the respective project owners within the L.I.T. Group, regularly coordinate on the topics, and assign them to the appropriate area. They share responsibility

for the external consulting sector – of course, with the support of their team.

»All employees at L.I.T. Solutions are high performers – they not only possess strong technical expertise but are especially characterized by their high level of commitment and willingness to take initiative and work actively«, says Lange. However, what is particularly exciting for the project managers is also working with different personalities.

Sebastian Luks explains: »The world of logistics is a people business. It's important to work with different cultures, ways of thinking, and expectations, and to know how to manage these effectively.« The logistics industry is always in motion, incredibly dynamic, and exceptionally multifaceted, requiring adaptability and quick thinking to keep up with constant changes. To stay competitive, one must continuously question, evaluate, and strategically adjust their actions.



L.I.T. Solutions focusses on the individual requirements of its customers



Everything from a single source – by accessing the resources of the L.I.T. Group, L.I.T. Solutions can offer comprehensive solutions



Their hands-on mentality is a clear unique selling point of the three senior project managers



Communication at eye level is a must when implementing logistics projects

### Internal Expertise for External Clients

In addition to internal projects, L.I.T. Solutions GmbH aims to significantly strengthen the entire group's market position. »Our team utilizes the extensive knowledge we've built internally for external projects as well. This not only brings in new insights but also allows us to apply these insights to our own operations, generating additional revenue and providing the group with a competitive edge in the market«, explains Pascal Ahrens.

However, L.I.T. Solutions GmbH is much more than just a consulting firm. It offers a wide range of services, from strategic consulting to full implementation and interim management, in case the client only requires temporary support. The primary focus, however,

is always on creating sustainable, long-term solutions for the client. To ensure the most effective solutions, the consultants either recommend another trusted service provider or, ideally, handle the process themselves. Clients benefit not only from the team's broad and deep expertise but also gain access to the entire IT portfolio of the L.I.T. Group through its subsidiary, comLogis GmbH.

Custom-developed software solutions are provided, specifically tailored to meet the needs of each project, when required. This approach ensures that clients receive a complete solution from a single source, without the need for external third parties.

»Our customers can focus on their core tasks without having to assign their own employees to the implementation.«

Tammo Lübben, Senior Project Manager at L.I.T. Solutions GmbH

### Diverse Project Portfolio

The projects managed by the team are diverse and multi-faceted. For example, an industrial client has entrusted L.I.T. Solutions GmbH with managing its entire logistics processes with the goal of establishing a long-term partnership through forming a joint venture. For another client operating a plant in England, the team mediates between them and their local service provider in England. »Our clients can focus on their core tasks without needing to allocate their own staff for project implementation«, explains Tammo Lübben.

Looking ahead, Solutions GmbH is set to play a crucial role within L.I.T. in the coming years. Klaas Lange emphasizes, »We want to continue focusing on supporting our clients beyond just consulting and advising, actively implementing our own L.I.T. solutions for them. This helps relieve the strain of limited personnel resources. Combined with the increasing state of digitization, this will shape the future of our group of companies.«



From planning and design to implementation and subsequent monitoring – L.I.T. Solutions GmbH covers the entire process chain

# LOGISTICS SOLUTIONS WITH CUSTOMER FOCUS

The L.I.T. Group has successfully developed from a traditional transport company into a comprehensive logistics service provider. Today, the company covers the entire supply chain for its customers, from transport and contract logistics to specialised areas such as personnel logistics. With the introduction of a new CRM system, this expansion will be actively pursued in terms of sales in the future.

**T**he L.I.T. Group's approach is clear: the company sees itself as a strategic partner that develops individual solutions together with its customers. Through close cooperation and a deep understanding of industry-specific requirements, customized logistics concepts are developed that cover all stages of the value chain, ensuring efficient processes. These solutions are designed to optimize performance, reduce costs, and meet the specific needs of each client.

## Growth focus on contract logistics

A key focus of the growth lies in the expansion of contract logistics, particularly in the areas of automotive, consumer goods, and trade goods. In addition, the L.I.T. Group has expanded its product range in the forwarding sector and opened new markets in the Air & Sea segment. This multifaceted expansion also better leverages cross-selling potential. The L.I.T. Group has always placed great emphasis on the quality of its existing customer relationships. To effectively tap into these potentials, the company is focusing on the digitalization of sales processes with the implementation of a Microsoft Dynamics CRM system. With the go-live in 2025, the system will form the central platform, enabling sales activities to be made more transparent and efficient while ensuring more personalized customer care.

»With the introduction of Microsoft Dyna-

mics CRM, we are laying the foundation to further deepen our customer relationships and strengthen collaboration in sales", explains Julius Krahl, project manager for sales and CRM. Maria Koczy, head of tender management and sales control, adds: »This helps us to leverage synergies across departments and offer our customers an even broader range of services.«

The ongoing digitalization was already advanced in 2024 with the introduction of Microsoft Office 365. The combination of the systems improves internal collaboration and the flow of information within the corporate group. As a result, processes become more efficient and resources are optimally utilized.

## Range of the supply chain

»We want to offer customers the full range of all services – from transport logistics to contract logistics to personnel logistics. This allows us to cover every facet of the supply chain and provide modular solutions that help our customers achieve their business goals with us«, summarizes Fokke Fels, CEO of the L.I.T. Group.

In addition to the digitalization of processes, the L.I.T. Group places great emphasis on sustainability. Innovative solutions that are both ecologically and economically sensible are also being advanced. With a wide service offering, innovative strength, and a clear customer focus, the L.I.T. Group is well-positioned to meet the challenges of modern logistics.

Julius Krahl,  
Sales Coordination & CRM at  
L.I.T. Lager & Logistik Holding GmbH

# DIGITAL. SMARTER. BETTER.

Digital transformation drives almost every company today. However, while digitalization remains an abstract buzzword in some places, at the L.I.T. Group, two key individuals ensure that development and process management go hand in hand: André Hansen and Sören Heinze. In an interview, they explain how digitalization and IT become tangible in the daily operations of a large logistics company, where the challenges lie, and why, despite all the technology, people remain at the center.

**A**ndré Hansen is a team leader in the IT department of the L.I.T. Group. Together with his six-person development team, he is dedicated to optimizing and advancing the company's digital infrastructure. »We take care of everything that drives the forwarding company forward«, he summarizes his role. Hansen is not just a manager but also a driving force behind digital transformation, approaching processes holistically. Sören Heinze heads the »Digitalisation & Process Design« department and, together with his team colleagues, coordinates the areas of digitalization and process management. »Our tasks are both driving digital transformation and focusing on processes in general. Our goal is always optimization, either through digitalization and automation

Sören Heinze,  
Head of Digitalisation & Process Design  
at L.I.T. Spedition GmbH

or by adjusting processes to changing parameters. It's important to be on-site with the employees to better understand their daily challenges«, Heinze explains.

His team focuses on making digitalization accessible across all areas of the company. From his perspective, close collaboration with the operational departments is crucial to the success of the digital transformation at L.I.T.

## The Role of IT and Process Management

For the L.I.T. Group, digitalization is not just a project but a continuous evolution. »We are somewhere in the middle. There are certainly companies more digital than us, but also many that are less digital«, Heinze assesses the current state of digitalization within the company.

Some flagship projects clearly illustrate the digital shift. André Hansen reports on one particularly impressive example: »We have implemented an automated billing system that generates several thousand invoices overnight. This automation frees up time for employees, allowing them to focus on more important tasks«. Such projects highlight the value of digitalization: routine tasks are automated, enabling staff to focus on value-adding activities.

Heinze also emphasizes the focus on process optimization: »In every development, our goal is to make life easier for our colleagues. We aim to make them more productive by automating as many tasks as possible«. An example of this is the collaboration with NeoCargo. »NeoMatch«, a product from NeoCargo AG, automatically searches the freight exchange for our colleagues. This saves a tremendous amount of time for everyone«, says Heinze.

André Hansen,  
Team Lead IT-Development at  
comLogis computed logistics GmbH



»We always approach it from a technical perspective« – IT always checks the technical feasibility of projects

Close collaboration between various departments is key to success at L.I.T. »We handle requirements management and evaluate projects from a process perspective. After that we hand the projects over to IT and prioritize them together with IT project management«, Heinze explains the collaboration between the two departments. Hansen adds: »We always view it from a technical perspective to check what is feasible and what not, what licenses are needed, or if we need additional capacity on our servers«.

The development of various projects takes place in cycles every four weeks. To meet growing demands and changing priorities within the company, joint prioritization also follows the project cycles. »In recent months, we've changed our collaboration quite a bit to allow us to contribute ideas from our side as well. This leads to open discussions and better solutions for the entire group«, Hansen explains. Operational requirements are aligned with technical possibilities to create real value for the company.

The biggest challenge, Heinze sees, is bringing together the different requirements of customers, operational areas, and IT: »It's not always easy to coordinate everyone's wishes and needs. It requires a lot of communication and understanding«. Hansen agrees and adds: »It's about understanding what the main prob-



Unerring – not only at work



»For us, every development is about making life easier for our colleagues«, says Sören Heinze

lem is, that needs to be solved. Only then can we find a suitable solution that benefits all locations and departments«.

### Projects with Future Potential

A current project both highlight is the planned introduction of a new scanning function in the telematics app. »If we succeed in getting the drivers of L.I.T. Cargo GmbH and the subcontractors to scan documents directly after completing their trip, we could achieve a quantum leap in our billing processes«, Heinze reports enthusiastically. The documents will then automatically be sent to colleagues in Poland who review the receipts. »This would be an absolute game-changer, as it would revolutionize the entire process of document filing and reviewing«.

Another exciting topic is the use of artificial intelligence (AI). »We already have some approaches for using new technologies, such



Two who understand each other: André Hansen and Sören Heinze often see eye to eye

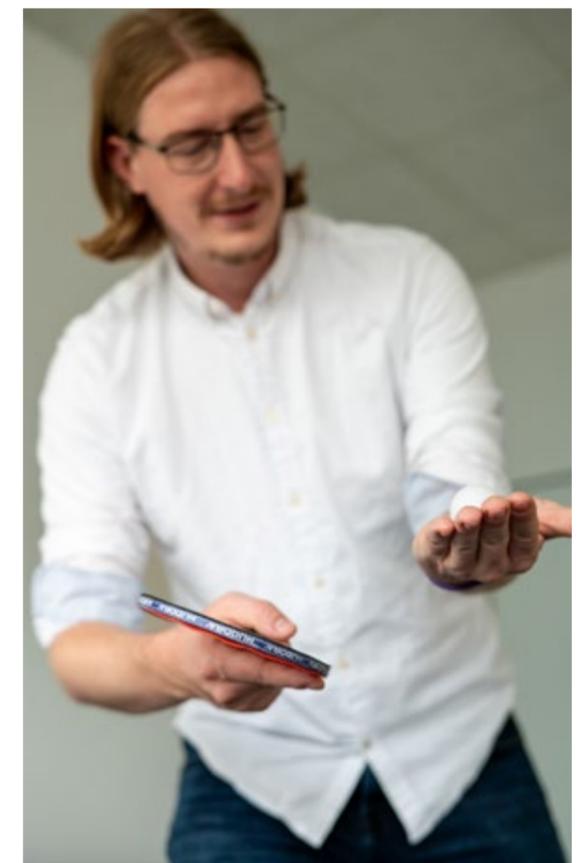
as automatic translation in our system or document recognition, for example, in invoices. But there's still a lot of potential for such solutions«, Hansen says.

Both agree that AI should be even more integrated into processes in the coming years. However, Heinze also emphasizes: »Digitalization only succeeds if everyone participates. Digital transformation brings changes. For example, AI is a tool that can take many tasks off our colleagues' hands, but you have to be open to it«.

### Collaboration and Appreciation

Besides the technical aspects, the human component also plays a significant role. »Working with Sören is always pleasant and constructive. He thinks globally and always has the bigger picture in mind«, Hansen describes his colleague. Heinze returns the compliment: »André impresses me with his incredible expertise and calmness. He understands the process side and always thinks ahead«.

Despite their busy schedules, both find balance in their private lives – whether with their children or during their free time. »We are both family men, and it's nice to occasionally share the little challenges outside of work«, they say with a smile.



»Serve«... When playing table tennis together, they sometimes compete against each other

# HÖLKEMEIER RELIES ON SUSTAINABLE LOGISTICS

Since the merger with the L.I.T. Group, Hölkemeier Spedition GmbH has been able to continuously expand its business and increase its turnover to approx. 28 million in 2023. By taking over the regional companies ESM (Ertl Systemlogistik Minden) and T+M Spedition on 1st January 2024, Hölkemeier Spedition is now gaining even more volume and intends to set new trends, particularly in the field of sustainable logistics, with the construction of the new warehouse at the RegioPort.

**C**onstruction of the new warehouse at the RegioPort in Minden-Päpinghausen is in full swing. In total, the new temperature-controlled warehouse building in the Minden-Päpinghausen industrial estate will cover more than 40,500 square metres, divided into nine individual hall segments. The unique aspect of this new warehouse is its ability to self-regulate its temperature through advanced insulation, heat pumps, and façade and exterior greening, setting a strong example of sustainability. A building of this scale, capable of such energy efficiency, is likely unprecedented in East Westphalia. The hall will also have a 4.3-megawatt photovoltaic system on the roof, one of the largest roof systems in the Minden-Lübbecke district.

This poses an immense challenge for the clients of L.I.T. and the Hölkemeier Group as well as the architects and civil engineers. The team led by Managing Director Lars Hölkemeier and his authorised signatory Nicole Aufderheide and their employees are kept busy almost every day with what is happening at RegioPort.

»We're always learning something new«, say Lars Hölkemeier and Nicole Aufderheide with a smile. In the midst of the construction project, the project team is dealing with a wide range of issues, including its own green power generation and the intermodal accessi-

**HÖLKEMEIER**  
Spedition GmbH

bility of the site, which is primarily planned as an import and export warehouse for containerised goods. A cost-efficient connection to the German seaports by rail or by barge via the Mittelland Canal will be optimised. This multimodal connection will play a central role in the construction of the new warehouse at RegioPort OWL, which is scheduled to go into partial operation in December 2024 and be completed in Q2/2025.

The products of a very well-known global chocolate bar manufacturer, which was also acquired as a customer of the ESM business, will then primarily be stored. »This customer has signalled us that they would like to double their business from the current 14,000 pallet spaces in the next five years«, says Lars Hölkemeier. A future perspective that gives pleasure.

The requirements for a temperature-controlled warehouse for this product group were taken into account when the new warehouse at RegioPort was created. In addition to the confectionery in the temperature-controlled area, sanitary products from a well-known manufacturer, which has been a major customer of Hölkemeier for more than 21 years, are also stored in other warehouse segments.

Lars Hölkemeier,  
Managing Director at  
Hölkemeier Spedition GmbH



The drone shots emphasise the spaciousness of the site. In total, the new temperature-controlled warehouse building will cover more than 40,500 square metres.



However, Lars Hölkemeier wants to break new and sustainable ground not only in warehousing but also in transport. »We want to live the topic of sustainability in our operational business and will use four to six tractor units with electric drives for shuttle transport between our regional warehouses in Minden and the surrounding area. Charging stations for energy-powered cars and trucks will be built at RegioPort for this purpose«, says Hölkemeier, describing one of the future means of transport to establish sustainable logistics. Local proximity is another important plus point for the construction of the new warehouse in Minden's industrial area. »We want to centralise our business and have already closed some locations that are not in East Westphalia, such as the warehouse in Isernhagen near Hanover. This will enable the Hölkemeier Group, which has more than 300 employees, to further optimise the deployment of personnel. Journeys will be shorter and employees can be deployed across the sites.« As of December 2024, the Hölkemeier Group will therefore have an impressive total warehouse area of more than 230,000 square metres. This includes a total of 17 warehouses spread across the towns of Minden, Löhne, Kirchlengern, Bad Oeynhausen, Porta Westfalica and Kalletal.



40,500 m<sup>2</sup>  
STORAGE SPACE



4.3 MW  
PHOTOVOLTAIC

A development that makes Managing Director Lars Hölkemeier happy. »Thanks to the successful integration into the L.I.T. Group, we have been able to develop strongly economically over the past five years. We want to further expand the synergies with the companies of the L.I.T. Group and intensify our warehousing and service offering for the consumer, furniture, packaging and pharmaceutical sectors as well as in the mechanical engineering and steel trading sectors. I can therefore look forward to a successful future. This is primarily due to our employees, who are in contact with each other and have approached this integration with great openness and interest and have now arrived very well in the L.I.T. world. I am particularly proud of this,« says Hölkemeier, praising the entire workforce.





PS&M Deutsche Werkslogistik GmbH packages products from the two largest international soft drink manufacturers for the beverage market throughout Germany. By building displays for the world-famous energy drinks in particular, Deutsche Werkslogistik is helping both companies to achieve greater visibility in German supermarkets.

#### Going high and far

»It's a great advertisement that we can work with Deutsche Werkslogistik for these two well-known beverage giants«, says Marius Leyendecker, Managing Director of the Hamburg-based company, referring to the energy drinks business. Since February 2024, a ten-strong team from Deutsche Werkslogistik has been responsible for packaging at the manufacturer's bottling plant as a direct logistics service provider. Deutsche Werkslogistik had previously worked successfully as a subcontractor, which is why the collaboration has now been intensified. Leyendecker proudly explains: »Every display of the two well-known energy brands that shoppers see in the supermarket was assembled by one of our employees.« This is because PS&M Deutsche Werkslogistik GmbH is the only company in Germany that works for the two drinks

manufacturers in this area, and Deutsche Werkslogistik has been working as a service provider for the fizzy drinks manufacturer with the red and white brand identity since 2021. At the L.I.T. site in Germersheim, almost 40 employees process a wide range of products. The core business here also includes the packaging of the energy division, and the energy drink displays of the two US companies offer capacity for a wide range of variants.

#### Millions of cans in displays

Leyendecker explains: »There are displays for an amount of 144, 192, 240 and 288 beverage cans.« In warehouse logistics, display construction refers to the construction of so-called cardboard displays and the placement of products specified by the customer for supermarkets, wholesalers and petrol stations, which highlight seasonal special promotions for the buyer. For example, before major events such as the European Football Championship or the start of the barbecue season, or simply to advertise a new product, flavour or variant. »The focus of display construction for both beverage manufacturers is on gaining market share in the energy drink sector«, says Leyendecker.

Several million cans are assembled by DWL every month. As part of the display construction process, the Hamburg-based company's staff take care of erecting the material, stabilising the trays and folding parts to the correct packaging size, which varies depending on the number of cans. In addition to packing the energy drinks, the employees at Deutsche Werkslogistik also pack so-called half-pallets for the drinks giants.

»By filling a half pallet with a wide variety of flavours, we create a completely new product for our customers, which is then sold as a whole to their customers«, explains Leyendecker, alluding to the bundling of the various flavours on one pallet. The business with the beverage groups has strengthened PS&M Deutsche Werkslogistik GmbH all round. In this case, this can even be understood literally: Energy levels successfully increased!

# THE BACKBONE OF THE ENTIRE SUPPLY CHAIN

In the logistics industry, it is clear: without the right property, nothing works. But for Mats-Ole Slowak, Managing Director of L.I.T. Real Estate, a warehouse means much more than just four walls and a roof. »Our properties are the backbone of the entire supply chain. They must function today and be prepared for tomorrow's demands«, he emphasizes in conversation.

**S**ustainability is not just a buzzword for Slowak; it is firmly embedded in L.I.T. Real Estate's strategy: »Sustainability is an absolute necessity for us – we don't just develop for today, but for future generations. It's about creating properties that make a long-term positive contribution to the environment while remaining economically viable«, he explains passionately. The company focuses on energy-efficient building materials, photovoltaic systems, and the use of rainwater.

Furthermore, Slowak emphasizes that sustainability must always be connected to technological innovations. Smart control systems enable the optimization of energy consumption and significantly reduce CO<sub>2</sub> emissions. »We have successfully modernized our existing properties to operate more efficiently, reducing costs while simultaneously minimizing environmental impact«, he explains.

A key element in L.I.T. Real Estate's property strategy is versatility. »We must ensure that our properties are designed flexibly, allowing them to be repurposed if logistics requirements change«, says Slowak. This includes, for example, preparing for e-mobility by ex-

panding charging infrastructure and creating storage facilities for items like lithium-ion batteries. »For every new development, we already consider special sealings, such as WGK-3 liners, to safely store such batteries and be prepared for future developments.«

With a portfolio of nearly 900,000 square meters of logistics space, Slowak faces the challenge of balancing efficiency with rising sustainability requirements. »We must remain flexible to respond to technological developments and stricter environmental regulations«, he says. At the same time, he is aware that flexibility should not come at the expense of efficiency. »Our properties must be operated efficiently without compromising sustainability. One does not exclude the other – on the contrary, they can complement each other perfectly.«

Another example of L.I.T. Real Estate's forward-thinking planning is the growing importance of urban logistics centers. »The ›last mile‹ is becoming increasingly important, and our properties must be equipped for that«, explains Slowak, pointing to new concepts for inner-city logistics solutions that the company is already developing.

One major achievement for Slowak and his team was creating transparency across the entire property portfolio of the L.I.T. Group. »This gives us the ability to act strategically – we can expand, consolidate, and improve the efficiency of locations in a targeted way«, he explains. For Slowak, it's not about simply increasing space but about intelligent solutions. »It's pointless to have vast areas that are not efficiently utilized. Quality and smart usage take priority.« Slowak's passion for the intersection between logistics and real estate runs throughout his entire career. »I am fascinated by how the two sectors interact. Without the right infrastructure, the logistics industry cannot maintain its efficiency and flexibility«, he explains. In his leadership role, Slowak emphasizes trust and personal responsibility. »I give my team the space to act independently and bring in their own ideas. A company's success always depends on a strong team.« Slowak has big plans for the future. »We want to create not only more efficient but also more sustainable properties«, he explains. The digitization of buildings and smart resource management are at the forefront of these efforts. »We already have technologies that allow us

to minimize energy consumption. We must fully exploit these potentials to further reduce the ecological footprint of our properties.«

In the long term, Slowak's goal is to create properties that can adapt flexibly to future requirements. »The logistics industry is constantly changing, and our properties must still be relevant in ten or twenty years«, he says. »Efficiency and sustainability are not contradictory. They are the key to long-term success – for us, our customers, and the environment.«



For Managing Director Mats-Ole Slowak, trust in the team is the key to success

View over the »L.I.T. Logistics Center (LLC)« in Bremen's Freight Village

## BETWEEN NEW BUILD AND SUSTAINABILITY

At the Güterverkehrszentrum (GVZ) in Bremen, the L.I.T. Group manages several existing and new construction projects for logistics halls and office spaces. Patrick Gluche, a trained real estate agent, brings industry experience and has been part of the facility management team at the Bremen location for almost three years.

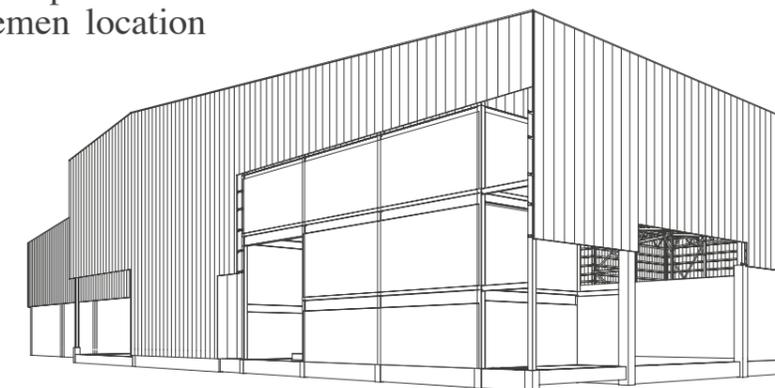
**M**y main responsibilities lie in the management and administration of properties in Bremen and the surrounding area«, explains Gluche. This includes not only the seven logistics halls, each around 30,000 square meters in size, but also office spaces, some of which are rented out to external partners.

With a small but growing team of technicians, gardeners, and administrative staff, he ensures the smooth operation of the halls and offices. »We are currently eight employees, but we already have job postings because we are growing with our new buildings and tasks«, reports Gluche.

**»Our people really can do everything – welding, bricklaying, painting, repairing.«**

Patrick Gluche, Employee at L.I.T. Facility Management GmbH

»Our operational facility management doesn't consist of traditional janitors – our people can do just about everything. They weld, build, paint, repair engines, and much more. What our managing director, Thimo Schulz, particularly appreciates is that we are not only technically skilled but also understand logistics.



He doesn't have to explain much to us when it comes to the core business of the L.I.T. Group – we know what matters.«

In addition to managing their own properties, the team is now also active as an external service provider in building management. »We not only manage our own halls but also take care of properties of other companies in the region«, says Gluche.

### **Many tasks, many challenges**

The field of facility management is very broad. »Deficiency management, inspection deadline control, budget planning, invoice verification, service charge settlements, which require special know-how due to the many consumers, as well as obtaining quotes for repairs, maintenance, renovations, and conversions are part of my daily tasks«, says Gluche. Contract management also plays an important role: »Here I don't just assist with the creation; we also have to live by the contracts – you need to know what's in the contract and what to do when it becomes relevant.« A strict time and structure management is particularly important: »Keeping an overview is one of

Patrick Gluche,  
Employee at  
L.I.T. Facility Management GmbH



Patrick Gluche on his patch – he and his team look after all the warehouses in the Bremen freight village



Nothing works without a plan – facility management always coordinates closely with other trades

fic suppliers and components, simplifying future maintenance and other aspects. »After the construction and official final acceptance, the hall comes under my management. As soon as defects or questions arise, I’m the point of contact«, he describes his role. It is crucial to build a good network with the specialist companies involved in the construction of the halls from the start.

**Sustainability and energy efficiency**

Another exciting aspect of his work in recent years has been energy efficiency. »I want to be the first point of contact when it comes to energy savings and photovoltaics. In our latest construction project, LLC 5, we’ve implemented a photovoltaic system and electric heaters«, says Gluche. Even with existing halls, he tries to implement sustainability improvements. However, this is not always easy: »We are not always the owners of the halls, so we can’t always decide on our own whether, for example, photovoltaic systems can be installed.« High electricity costs are a significant item in the properties’ budget: »For one hall, electricity costs can quickly run into four-digit sums per month«, Gluche explains. For him, this means a constant search for optimization opportunities to save energy and costs in the long term. The construction of logistics halls not only brings planning and cost-intensive challenges but also requires flexibility when unforeseen problems arise. One particularly curious example is the connection of the new LLC 5 to the city’s water and electricity network. »Although we registered everything early and met the required deadlines, the responsible company for the electricity and gas connection simply dropped the ball. Now we’re not connected

the biggest challenges. Several requests and issues come in every day, so you have to be well-organized to not lose track of things.« In addition to managing existing properties, L.I.T. Facility Management GmbH also plays an active role in the construction of new buildings. One

»For our latest building project, LLC 5, we have opted for a photovoltaic system and electric radiators.«

Patrick Gluche, Employee at L.I.T. Facility Mangament GmbH

example is the construction of the logistics hall »LLC 5«, which Gluche has been involved with from day one. His colleagues in operational facility management have much expertise that they can provide valuable input on how something should be designed in, around, or even inside the hall. They also make recommendations for speci-



Drone image of the newly built »LLC 5« in Bremen’s GVZ

to the grid and have to temporarily generate power using two large diesel generators«, reports Gluche. These situations highlight that adaptability and effective problem-solving abilities are absolutely essential in facility management. In this particular case, the architect and the external construction company swiftly took action to provide necessary assistance.

»We are available around the clock, even after hours, when really needed.«

Patrick Gluche, Employee at L.I.T. Facility Mangament GmbH

»Keeping operations running« Gluche and his team are therefore always focused on keeping the logistics halls and office spaces running smoothly. »We are available around the clock, even after hours, if there’s an emergency«, he emphasizes. There is a clear reporting chain so that when alarms occur – for example, due to malfunctions in the sprinkler systems – someone is always ready to respond. Despite the constant readiness, Gluche manages to balance work and personal life: »I try to switch off after work. My hobbies, such as darts and fitness, help me with that.«



Everything under control – even in critical situations and on public holidays Patrick Gluche keeps the overview



## MORE MANPOWER. MORE IMPACT.

The renowned Gübau Group has now been part of L.I.T. AG for more than a year. In addition to the two companies Gübau Logistics and Gübau Service GmbH, the subsidiary, Vetra Spedition GmbH, is now also part of the Brake-based group of companies. The reasons for the integration of Gübau as part of L.I.T.'s growth strategy are the valuable synergy effects that the companies are now realising.

Frank Plinke,  
Managing Director at  
Gübau Logistics GmbH



Gübau has a fleet of 40 towing units and 35 trailers and also utilises the trucks of the L.I.T. Group

GLOBAL PROJECTS & LOCATIONS

**W**hen the acquisition was made retroactively effective as of January 1st 2023, L.I.T. Board Member and Managing Director of L.I.T. Spedition GmbH, Simeon Breuer, stated: »The Gübau Group is an absolute expert in the automotive and chemical industries. Through the acquisition, we see several synergies in the automotive sector and an enhancement of our hazardous goods expertise in the Rhine-Ruhr metropolitan region.« Since then, Gübau, with a fleet of 40 trucks, 35 trailers, and 150 employees, has operated as an independent unit within the L.I.T. Group.

Gübau's new managing director, Frank Plinke, who transitioned from the position of operational manager to lead the company in January 2024, considers the decision to have been more than promising and absolutely right: »By integrating into the L.I.T. Group, we've gained significant momentum and are now able to respond to requests that we could not have handled before. We now have more personnel power, expertise, and capacity in terms of pricing and sales potential. At the same time, we've maintained a great brand and a strong team, whose courage and openness made this integration possible in the first place.«

The Gübau Group was founded 76 years ago and is headquartered in Wolfsburg. In addition, the traditional company has two other locations – one in Baden-Baden and another in Velbert. The portfolio includes, among other things, services in procurement and warehouse logistics as well as distribution and IT ser-

vices. Gübau Logistics has been working for a renowned automobile manufacturer since the 1950s. »Our central location in Wolfsburg is based on three key business pillars, namely contract logistics, JIT (just-in-time) transport, and round trips. Our main customers are primarily suppliers of auto parts.«

Martin Möhrmann, who was the managing partner of the Gübau Group before Plinke and is now active as a board member, says: »We are convinced that with the L.I.T. Group we have found a strong partner for the future of our company and our employees. Our goal is to continue developing successfully, and with L.I.T., we have the necessary strength to achieve this.«

From now on, he is focusing specifically on the strategic development of the Gübau Group, particularly with regard to sustainability. »This topic will become increasingly important in the future. Even now, we are striving to act sustainably; for instance, in Wolfsburg, we have a PV system that covers more than 40 percent of our electricity consumption.« Another worthwhile investment has been energy-efficient chargers for forklifts, which save 10 to 15 percent more energy than conventional chargers. Additionally, an energy management tool ensures optimal control and monitoring of consumption.

Möhrmann is especially looking forward to an innovation in this area. »The most challenging and critical issue remains fuel. I am confident that in 2025, we will be exploring alternative propulsion technologies once again, naturally always considering cost-effectiveness.«



Joachim Fehrenkötter,  
Managing Director at  
Fehrenkötter Transport & Logistik GmbH



## A COMPANY THAT ALWAYS REINVENTS ITSELF

As one of the leading agricultural machinery and vehicle logistics companies in Europe, Fehrenkötter Transport & Logistik GmbH now works for most manufacturers and distributors of agricultural machinery, vans and trailers throughout Europe. But the Münsterland-based company, which has been part of the L.I.T. Group since 2022, offers more than just transportation services.



A total of around 8,000 cars are currently being stored and prepared for resale



Joachim Fehrenkötter is Chairman of DocStop. The network offers mobile help in medical emergencies and more than 1,200 contact points for bus and truck drivers who need to see a doctor.



The Schwerin-Parchim airport site was open to air traffic until 2017

**S**chwerin-Parchim Airport was supposed to become an important hub between China and Germany, but the project of the former Chinese investor failed. The airfield was finally closed for flight operations in 2017. Today, Fehrenkötter Transport & Logistik GmbH uses the old airport site as a transshipment point for used and new cars – with complete success.

**Automotive logistics and more**

The expansion of automotive logistics has enabled the Münster-based company to grow dynamically. This is not only due to the storage of several thousand vehicles at the Parchim and Ladbergen warehouse locations.

The logistics provider also performs other tasks along the supply chain. These include vehicle washing, charging and refueling, as well as preparing vehicles for sale. A total of around 8,000 cars are currently stored and prepared for resale.

The former premises of Schwerin-Parchim Airport include storage facilities for up to 25,000 vehicles, which can be stored outside on the former airport's runways. »With up to 2.7 million square meters of space, the site is located so far outside the airport that, in principle, work could be carried out 24 hours a day in case there was any necessity for it«, explains Managing Director Joachim Fehrenkötter proudly.

And points directly to an advantage for the end customer. »Thanks to our new capacity and the expansion of the car transport fleet to up to 25 units in 2024, customers can rely on fast and reliable delivery of the vehicles.«



The old premises of Schwerin-Parchim Airport include storage facilities for up to 25,000 vehicles

Those who can always rely on Fehrenkötter Transport & Logistik GmbH are the company's own professional drivers. After all, the health and well-being of his employees is very important to Joachim Fehrenkötter. This is another reason why he has been volunteering since 2011 as Chairman of DocStop, a non-profit association that works to improve medical care for truck and bus drivers on the road. The L.I.T. Group has also been involved since 2014.

**Mobile care by DocStop**

»It is difficult for our drivers to visit their GP when they are ill or in pain, even if treatment is necessary. Self-medicating or continuing to drive while in pain or need for assistance would seriously endanger the road safety of the driver and other road users, so it is better to clarify things once in an emergency. DocStop offers ideal care for this«, explains Joachim Fehrenkötter. Thanks to his network and commitment, many important partners and sponsors have been acquired who now benefit from DocStop.

There are a large number of doctors and health-care facilities that drivers can go to in a medical emergency to get help without any complications. The contact points are usually located in areas that are easy to reach by truck and offer parking facilities. Because the network is specifically geared towards the needs of drivers, appointments can also be arranged at short notice.

The network currently includes more than 1,200 contact points and doctors. DocStop contact points with medical care nearby already exist in countries such as Germany, Austria, France and Denmark.



Joachim Fehrenkötter and his Weimaraner Dieter, who often accompanies him in everyday business

# TRANSPORT WITH HEART

A new business model from WESTFALIA intralog GmbH shows that the focus is not always just on transporting goods. Since February 2024, WESTFALIA has been driving for Stiegemeyer from Herford, a leading manufacturer of hospital beds.

**WESTFALIA**  
intralog

What doesn't sound very special at first turns out to be a real labour of love on closer inspection. In addition to the nationwide transport of beds weighing over 100 kilograms, the two drivers also provide additional services such as moving the beds to the patient's room, including minor assembly work if required. »We serve the customer's wishes and, in this case, sometimes the patient's too«, explains Lars Weisbrich, authorised signatory of WESTFALIA, with a smile.

When the enquiry came from Stiegemeyer, the implementation initially seemed utopian. »The requirement was a truck with a lifting platform to unload the hospital beds. In addition, there had to be at least two drivers for each route, who also had to have a good knowledge of German and the necessary reverence when dealing with the patients and the residents.« As there was no suitable truck in the company's own fleet, a smaller box swap body and the appropriate towing vehicle were promptly chartered.

The background: narrow access roads and driveways, which often cause parking and unloading difficulties with traditional articulated trucks, especially in front of care homes in urban areas. No sooner said than done. The Polish drivers Pawel and Anita were hired to take care of the special transports with the new truck with immediate effect. Silke Brinkmeyer and Marie Nacke, who are in close contact with Stiegemeyer, will provide operational support for the new business.

About a fortnight in advance, the two of them find out on which days and to which regions



The well-coordinated team around Authorised Signatory and Head of Sales Lars Weisbrich at WESTFALIA intralog

they have to transport the hospital beds. Once they arrive at a ward, the beds are unloaded via a lifting platform and assembled directly in the designated room. »In some cases, the beds are moved into the correct lying position or a bedside lamp is installed«, reports Lars Weisbrich. »The local people are delighted with this additional service, which is often rewarded with a great deal of gratitude and a cup of coffee or a piece of cake!«

WESTFALIA can even provide Stiegemeyer with efficient support when the customer collects their beds themselves – as was recently the case with an order for several hundred care beds to Turkmenistan. WESTFALIA stored more than half of these beds in their warehouse in Löhne in advance and then took care of loading the 400 hospital beds onto the trucks for the Turkmen partner, securing the load and assisting with the documentation. The remaining beds were loaded by Stiegemeyer. Thanks to the division of labour, the order was completed quickly and successfully – a truly special transport.



Modern hospital beds in the Stiegemeyer showroom



# ALL THE WAY UP

The L.I.T. Group is further expanding its management team and has made two key personnel decisions by granting powers of attorney to Steffanie Mayer and Maria Koczy. Both women, who can look back on remarkable careers, will play a key role in shaping the strategic direction of the company in future.

Maria Koczy,  
Head of Tendermanagement  
at L.I.T. Speditions GmbH

Steffanie Mayer,  
Head of Czech Operations  
at L.I.T. Speditions GmbH



Steffanie Mayer – From apprentice to manager



Maria Koczy – A successful career change

**S**teffanie Mayer, who began her career at the L.I.T. Group as a trainee, has distinguished herself in recent years through her versatility and commitment in various areas of the company. Most recently, as head of the locations in the Czech Republic, she was responsible for key operational processes and made a significant contribution to the successful implementation of projects. Her further academic studies at the Deutsche Außenhandels- und Verkehrs-Akademie (DAV) in Bremen complements her practical experience and underpins her extensive expertise.

### Understanding Projects and Processes

»Steffanie Mayer embodies the type of leader we aim to promote at L.I.T.«, says Klaas Lange, Managing Director of L.I.T. Solutions. »Her deep understanding of operational processes and her ability to drive projects forward both strategically and practically make her a valuable asset to our leadership team.«

Mayer has distinguished herself through her work with renowned partners and the new company UAB Thermo. These projects demonstrate her ability to successfully implement innovative solutions in a highly competitive market.

Maria Koczy, who started with the L.I.T. Group in 2019 as a trainee without a logistics background, quickly advanced thanks to her analytical strength and leadership skills. As Senior Project Manager, she led challenging logistics projects, including the complex Traileryard project in Hamburg. Since early 2024, she has been heading the team for tender management and sales steering.

### Communication Skills in Management

»Maria has proven that one can succeed in our industry even without a specialized background«, says Lange. »With her sense for strategic processes and her communicative skill, she brings valuable impulses to our management team.« Koczy's rapid advancement highlights the potential L.I.T. Group sees in nurturing talent – regardless of traditional career paths.

»It is a clear signal that we want to actively shape the future of our company with them.«

Klaas Lange, Managing Director at L.I.T. Solutions GmbH



Steffanie (left) and Maria (right) also get on well in other respects and spend the time between appointments having coffee or lunch together

However, Steffanie Mayer and Maria Koczy share more than just professional success. The two also connect on a personal level and enjoy spending time together outside of work. »We sometimes meet for coffee after work or go to the gym together. This not only strengthens our collaboration but also builds trust and a friendly atmosphere«, Koczy says with a smile. Mayer adds: »It's great to have someone by your side with whom you can connect both professionally and personally.«

### Strengthening the management structure

The decision to grant both managers power of attorney marks another step in the L.I.T. Group's efforts to professionalize its leadership structure. The company, which has established itself as a key player in the European logistics market in recent years, focuses on targeted talent development and strategic personnel advancement to meet the industry's growing challenges.

»Both Steffanie and Maria have demonstrated exceptional performance over the past years and



The combination of passion and commitment bears fruit



The personal dialogue between the two promotes cooperation in the office

have significantly contributed to the success of our company«, Lange emphasizes. »Their new responsibilities are not only a recognition of their achievements to date but also a clear signal that we intend to actively shape the future of our company with them.«

These recent personnel decisions align closely with the L.I.T. Group's long-term strategy to position itself as a reliable partner for innovative logistics solutions in a dynamic and highly competitive market environment. By relying on dedicated leaders like Mayer and Koczy, the company embraces both continuity and change, fostering resilience and laying the foundation for sustainable growth.



Moritz Feilbach,  
Customer Support UK at  
L.I.T. Spedition GmbH

Yara Bärwinkel,  
Process and IT Project Manager  
at L.I.T. Cargo GmbH

# JOINT SUCCESS

In today's working world, it is becoming increasingly important to continue learning and think outside the box. Especially in logistics, an industry that is rapidly changing, personal and professional development is crucial. Yara Bärwinkel and Moritz Feilbach, two rising talents at the L.I.T. Group, decided to pursue part-time studies after completing their apprenticeship. In an interview, they share what motivated them to take this path and what challenges they have to overcome.



Moritz appreciates his time at the Bremen office at Obernstraße

of community that comes with the part-time format plays a significant role, too. »Each of us has had a tough workday when we meet for lectures in the evening. Everyone knows the daily stress of managing work and study at the same time, and that brings us closer together«, says Moritz Feilbach, describing the special atmosphere among the students at DAV.

In addition to the familial environment, both especially appreciate the valuable contacts they are able to make. »DAV is like a small family; everyone knows everyone, and people help each other. The networking is just fantastic«, says Yara. These connections are not only helpful within the semester but also extend across the different years.

However, it's not just the network that has changed; their view of their own work has also shifted through their studies. »You become more broad-minded«, explains Yara. »The studies help you break free from tunnel vision and take on different perspectives.«

»It's not always easy to balance work and study, but that's exactly what helps you grow and become more resilient.«

Moritz Feilbach, Customer Support UK at L.I.T. Speditions GmbH and Student at DAV Bremen



Yara at the former DAV building – in the meantime the DAV has moved to Überseestadt

For Yara Bärwinkel, it quickly became clear that she wanted to take the next step after her training at L.I.T. »I definitely wanted to develop myself further and not stop learning«, she explains with a determined smile. The young Process and IT Project Manager saw the Digital Supply Chain Management degree as a great opportunity to better understand her daily tasks in the digital transformation of the logistics industry and to actively help shape it.

Moritz Feilbach, who works in freight forwarding at the Bremen location, also felt the desire to keep learning after his training: »Colleagues recommended I take this path. It was said to be a great way to further my education while staying on the job.« The combination of theory and practice offered by L.I.T. was the deciding factor for him to begin his studies right after his apprenticeship.

**Practical professors and community**

A key reason why both chose to study at the DAV (Deutsche Außenhandels- und Verkehrs-Akademie) instead of a traditional business administration degree at a university is the strong practical focus. »The DAV offers lecturers who come directly from the field with years of practical experience and a strong focus on logistics and digitalization«, emphasizes Yara Bärwinkel. For her, that's exactly what matters: »I absolutely didn't want to miss out on this focus because it's what really interests me.«

But it's not just the practical teaching that the two young talents enjoy about their studies. The sense



Many things are easier together, whether in the office or at university – this is something they both experience regularly

**Resilience and self-management**

A part-time degree also comes with some challenges. Both agree that organization and resilience are key skills they have further developed during their studies. »You learn to manage your time more efficiently«, says Moritz. »It's not always easy to balance work and studies, but that's exactly what helps you grow and become more resilient for upcoming challenges.«

Yara adds: »We had a self-management course during our first year, where we had to focus on ourselves – not just business administration or logistics. That was a valuable experience that has helped me a lot in my daily routine.«

**Conclusion: The journey is worth it**

For Yara and Moritz, it is clear that their part-time studies at L.I.T. and DAV are paying off. »If not now, then when?« Yara sums it up. Both see the combination of work and study as a unique opportunity not only for advancing their careers but also for personal development. »The work is fun, the colleagues are great, and I'm glad I chose this path«, Yara concludes.

Through their studies, Yara Bärwinkel and Moritz Feilbach have laid a strong foundation for a successful future – both within the company and for themselves.



The two of them like to spend their lunch break on Bremen's market square

# PUSH AND PROMOTE

Whether it is workshops to improve technical understanding or team-building measures – the training week strengthens the potential of the company's own junior staff. At the end, they are even allowed to present themselves to the executive board in group presentations.

**T**he motto »Push and Promote« is at the top of the agenda during the training week of the L.I.T. Group, which has been held annually at the headquarters in Brake since 2020 for all apprentices. The week is designed to provide the young, motivated trainees with deeper insights into the company group while simultaneously strengthening the potential of each individual. It was initiated by Apprenticeship Manager Astrid Jonat, her colleague Melanie Kalla, and HR Developer Julian Derst.

In addition, the training week provides an opportunity to network internally outside of everyday work and to expand connections beyond one's own training department. Alongside presentations by internal and external speakers, team-building activities, and a newly designed workshop to deepen the general and cross-departmental understanding of costs in the areas of warehousing, logistics, and cargo, the training week is completed by group presentations from the participants in front of the executive board members of the L.I.T. Group. This part of the program is certainly one of the highlights.

Melanie Kalla, who designed the program with her colleagues, explains: »The content of the presentations is pre-selected by each board member and passed on to a project mentor from the operational side. Each training group is supported by their mentor during the creation of the presentation to enrich the content and receive tips for the presentation itself.«

Apprenticeship Manager Astrid Jonat particularly highlights this part of the training week: »By working on the technical presentations, the participants not only expand their knowledge, which will benefit them in their future work, but they also have the opportunity to present themselves to the board and engage directly with each board member during the department presentations. This is a situation that is rarely found in everyday work and gives the apprentices an unique opportunity to train their rhetoric skills.«



In joint workshops, the apprentices work on exciting topics and strengthen their skills at an early stage



f.l.t.r. Melanie Kalla, Apprenticeship Manager Astrid Jonat & Nele Grenzbech

The tasks throughout the week are highly practical, aiming to achieve a greater learning success that can be applied to everyday work. The participants' feedback is also positive, as Jonas Köhler, an apprentice in freight forwarding and logistics services at the Minden location, explains: »What I particularly liked was the tour through the many warehouses in Bremen, as it gave us insight into how things really work in a warehouse. On top of that, we don't have our own warehouse at our location. We were also shown special features like the AutoStore and even had a live demonstration of how the system works.«

Melanie Kalla,  
HR Expert  
Apprenticeships  
at L.I.T. AG

# FIT TOGETHER

At the L.I.T. Group, Corporate Health Management (CHM) is firmly established. It not only promotes the health of employees but also strengthens team spirit. Since August 2022, Kim Ohlemacher has been part of the HR department and has been supporting the CHM team for about a year and a half. Together with Irina Schwarz and other colleagues, the team focuses on a variety of initiatives that combine fun and health.

At the L.I.T. Group, Corporate Health Management (CHM) is deeply embedded within the company culture. It not only promotes the well-being of employees but also fosters team spirit. Since August 2022, Kim Ohlemacher has been part of the HR department and has been supporting the CHM team for about a year and a half. Together with Irina Schwarz and other colleagues, the team focuses on a wide range of initiatives that blend enjoyment and health, encouraging a holistic approach to employee well-being.

Even before the COVID-19 pandemic, a comprehensive health program was established throughout the L.I.T. Group. Regular health days focusing on topics such as nutrition, back care, and stress, along with mobile massages and sports events like B2Run, Tough Mudder, and various health challenges organized by local health insurance companies, were very popular. »We have always oriented ourselves to the current needs and wishes of employees to cover a broad spectrum of topics«, explains Ohlemacher. »A good example was the nutrition counseling services we offered to support our colleagues.«

Even during the pandemic, the CHM team responded quickly and found new ways to support employees. »The health of our colleagues was especially important during this time. We organized flu and COVID-19 vaccinations, and continued to provide free fruit and beverages at the locations«, reports Ohlemacher. Regular company health examinations were also carried out to ensure comprehensive

health care, even in difficult times. The »Bike to Work« initiative was also continued, offering many employees a welcome opportunity to stay fit and be safe on the go.

L.I.T. was even officially recognized by a local health insurance company in the past as a »bicycle-active company«. Particularly in Brake, the company actively supports its employees by offering roadside assistance in case any bike issues arise on their way. With its own fleet and a small bike workshop, tires can be quickly repaired, ensuring that employees stay mobile.

The CHM team relies on variety: company runs promote physical fitness and strengthen team cohesion, while preventive measures such as health checks increase care for employees. »What's important is that the offerings are used with enthusiasm and contribute to well-being. If team spirit is also strengthened, we have achieved our goal«, says the CHM Officer.

Ohlemacher is working to further develop health management. »It's important to us that our colleagues feel comfortable and enjoy taking advantage of the measures – at as many locations as possible within the entire L.I.T. world«, she concludes.

In the future, the team plans closer cooperation with health insurance companies to continuously expand the offerings for the workforce. »I really enjoy it. We want to keep existing initiatives like yoga and company runs, while also developing new offers that fit our company and colleagues. There will definitely be more health days involved – but more won't be revealed yet...«



Kim Ohlemacher,  
CHM Officer  
at L.I.T. AG

# STARTING YOUNG

Since 2011, Baskets4life, a non-profit organization affiliated with EWE Baskets, has been promoting physical activity and sports for children and young people through various projects. One of these projects is BASKita, a weekly basketball training for children. The program aims, among other things, to help combat the rising number of diabetes cases while also promoting the sport of basketball.

It's important to us that the younger generation grows up in a healthy and athletic environment. We are all the more pleased to support this regionally with our sponsorship as the L.I.T. Group«, emphasizes Simeon Breuer, Board Member of the L.I.T. Group. With this support, the children can regularly participate in training and discover basketball in a playful way.

The BASKita project, part of the Baskets4Life association since 2011, is dedicated to promoting physical activity for children and young people, helping to counteract health issues such as the increasing incidence of diabetes. Today, around 1,400 children across 120 groups participate in the program. Around 25 trainers – many of whom are students or part-timers – accompany the children in their athletic activities.

The social aspect is also a key focus of Baskets4Life's projects. For example, »StreetBaskets4life« hosts basketball tournaments where each team must include at least two participants with a migrant background or who are refugees. This unique initiative, supported by the construction of public basketball courts accessible to all, is one of a kind across the country.

The partnership between the L.I.T. Group and the association has already borne fruit: since the launch of the BASKita project, the percentage of families attending games of the EWE Baskets has risen from 5 percent to an impressive 25 percent. Even more remarkable: ten children from the BASKita project have already made it onto the U16 team of the EWE Baskets.

»With our support, we want to contribute to

the promotion of sports and the development of children and young people in the region«, explains Simeon Breuer. And the future looks promising: the association is planning the construction of a large sports hall in Oldenburg, which will be used exclusively for children's and youth sports.

During L.I.T.'s recent visit to the Montessori Children's House »St. Marien«, the kids not only had the chance to shoot hoops with company representatives but also received practical seating cubes for taking breaks between games. »It's wonderful to see how much fun the children are having. We are happy to support such initiatives«, Breuer added.

With projects like BASKita, it's not just basketball that's being promoted, but above all, the joy of movement. A win for everyone – and especially for the bright, smiling faces of the children.



Fabian Lühning (EWE Baskets), Ronald Arping (L.I.T.), Claudia Reichel (St. Marien), Simeon Breuer (L.I.T.) & Dr. Bernhard Skupin (Baskets4Life)

For the children at Montessori Children's House the weekly training sessions are a real highlight



I have been working at the L.I.T. Group for 36 years and particularly appreciate the flexibility to shape my tasks freely. This trust is one of the main reasons why I still enjoy working here and plan to stay until retirement.

Since starting in December 1988, I have taken on various positions – from leading the dispatch department to working in the automotive sector – and have experienced many ups and downs within the company. Numerous projects and challenges have always made my daily work exciting. The area of intermodal transport is especially close to my heart, which is why the motto ›Goods belong on rails‹ is displayed in my office.

Klaus Bartels-Zlomke,  
Employee Central Disposition Intermodal  
and with L.I.T. Speditions GmbH since 05.12.1988

For almost 35 years, I have enjoyed working at L.I.T. because from the very beginning, I was able to help build, expand, and shape the HR department, initially also the accounting and cost accounting area. Today, over 3,500 employees are managed and paid by the HR department in Brake. There are plenty of challenges, often requiring quick solutions – whether in the case of acquisitions and company integrations or during economic changes such as Corona or short-time work – which makes the job exciting and varied.

What I appreciate about L.I.T. is the independent work, the flat hierarchies, and the family-like atmosphere, but the legendary trips and company parties also hold a special place in my memories.«

Dagmar Geveke,  
Head of HR Department  
and with L.I.T. AG since 01.03.1990



## CORNER STONES

In over 30 years of company history, we es who have been with us from the very what motivates and drives them.

## STONES

are particularly proud of our colleague-beginning. Four »cornerstones« tell us



Working with colleagues and solving problems brings me joy and gives me the feeling of having a positive impact on the company. Even many years later, I still face the challenges that L.I.T. offers, and I continue to overcome them. It never gets boring!

My daily motivation is not to stand still, to act in a constantly changing environment, and to acquire new knowledge along the way. Another important aspect of my 34 years of service is that I got the chance to balance family and work, with the weekly working hours adjusted to my needs.

Even after such a long time with the company, I still look forward to coming to the office every morning and mastering my tasks.«

Heike Lettow,  
Quality Management Officer  
and with L.I.T. AG since 01.04.1990

Actually, I was supposed to retire on December 1st 2026, but I will probably continue working until December 31st 2027, to complete 30 years at L.I.T., because I really enjoy it here. The work atmosphere, the pay, and the honesty in dealing with each other are things that are right here, and they make it enjoyable and are important to me.

A highlight for me was picking up my truck, the one I am currently driving. I got to pick it up myself from Poland, and I will drive it until I retire. For L.I.T., I've been to Spain, France, and Italy, and during school vacations, my son was even allowed to join me, which gave me the chance to show him the world.«

Rüdiger Thomaszick,  
Professional driver  
and with L.I.T. Cargo GmbH since 13.10.1997



