

L.I.T.ERATUR

THE MAGAZINE OF THE L.I.T. GROUP

EXPANSION INTO AMERICA

L.I.T. Group Opens Spare Parts
Warehouse in Huntley, Illinois

CROSS SELLING

How Smart Networking
Creates Added Value

TRANSPORT LOGISTIC 2025

Successful Kickoff at
Munich's Leading Trade Fair



WHAT IS CREATED
WHEN WE CONNECT?



LOGISTIK • INFORMATION • TRANSPORT

BLOG

DEUTSCHE WERKSLOGISTIK
emöli

GRÜBING
SPEDITION GMBH

HLKEMEIER
Spedition GmbH

KOMET
FRACHT

M.B.
TRANSPORTE

OTC
Ostfriesisches Transport-Contor

SAPPHIRE
INTERNATIONAL TRANSPORT

SÜDVOLUMEN
NON-STOP QUALITY!

[T&P]

comLogis

ESM
ESM ist ein Unternehmen der Hochtief AG

Gübau
LOGISTICS

KCO
REPARATUR • WARTUNG • HANDEL
KUTZFAHRZEUGSERVICE GMBH

LLW
LAGERHAUS • LOGISTIK GMBH

MÖLLER
Internationale Spedition-GmbH+Co. KG

PEDOT

SL
Systemlogistik

TRUCK & TRAILER
Logistics GmbH

VEIRA

dataform
dialog, fulfillment

FEHRENKÖTTER
Qualität kommt an.

Hohl
LOGISTIK

KIESERLING

max
PERSONAL SERVICE

MW Logistics
Dienstleister GmbH

REWOTEC

SmartRail
LOGISTICS

TM
SPEDITION

WESTFALIA
intralog

CONNECTING PEOPLE AND IDEAS.

Networks are the heartbeat of modern logistics. And for us at L.I.T., they are far more than data lines or transport routes. They are living connections – between people, companies, locations, ideas, and opportunities. What happens when these components come together? You can read about it in this year's edition of L.I.T.eratur.

With over 100 locations and numerous business divisions, the L.I.T. Group is a strong, dynamic network. This is particularly evident in the new logistics center of our long-standing customer, Palfinger AG, in Huntley, Illinois: there, we operate the spare parts warehouse for the entire North American market as their exclusive logistics partner. A flagship project made possible only through international collaboration and mutual trust.

Within the group, we are also growing closer. Our new CRM system is specifically designed to foster cross selling opportunities and create connections between colleagues who previously had not met in daily work life. This generates synergies, orders, projects – and ultimately new success stories. Another networking highlight was our first-ever trade show presence at transport logistic in Munich. On 90 square meters, we not only showcased our service portfolio but, above all, the strength of our connections – with customers, partners, and each other.

This edition makes it clear: networking is not just about size. It is about proximity, exchange, and collaboration. And that is what sets L.I.T. apart. Because true networking builds trust – and trust creates a strong market presence.

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

Yours sincerely,



F. Fels

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

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

»NUMBERS THAT COUNT«

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



COMPANY

1988

Founded in Brake

100

% Owner-managed

4,600

Employees

1.06

Billion € in Revenue in 2025 (unconsolidated)*



FLEET

2,160

Trucks

5,650

Swap bodies

2,100

Semi-trailer

890

Trailer



LOCATIONS

1,000,000

m² Logistics space

100|22

>100 Locations in 22 countries

*expected

Last revision: October 2025

»OUR TURNSTILES«

FROM WESERMARSCH TO THE WORLD



Last revision: October 2025

FROM BRAKE

TO THE WORLD



1988



2025

What began in 1988 with a handful of dedicated and visionary employees in a modest wooden hut in Brake (Unterweser) has grown into a globally operating logistics service provider with more than 4,600 employees, a proprietary fleet of over 2,100 trucks, and a comprehensive network spanning more than 22 countries. The history of the L.I.T. Group is not only a remarkable story of entrepreneurial success; it also serves as a reflection of the economic and societal developments that have shaped the past decades.

The L.I.T. Group was founded in 1988 during a period of profound political transformation and change – just before the fall of the Iron Curtain and the opening between East and West Germany. Originally established as a traditional trucking company, the business initially consisted of L.I.T. Spedition GmbH and another fleet company, the predecessor of today's L.I.T. Cargo GmbH. »We started out in a wooden hut, with only a handful of colleagues but with great drive and an extraordinary level of commitment to building and expanding L.I.T. as a company,« recalls Fokke Fels, one of the three founders and today the sole owner of the L.I.T. Group.

The pioneering spirit of those early years – characterized by hands-on work, solidarity, and a down-to-earth mentality – continues to shape the company culture to this day.

Growth Despite Crises

With the beginning of the new millennium, the global economy faced multiple profound and far-reaching challenges. In particular, the global financial and economic crisis of 2008 severely affected large parts of the logistics sector. The L.I.T. Group responded with entrepreneurial foresight and strategically realigned its overall approach: to better mitigate crisis-related risks, the company placed greater emphasis on industry and service diversification, in particular through the targeted expansion of long-term business relationships outside the automotive sector.

In parallel, the structure and composition of the company's own fleet was thoroughly re-evaluated: a more flexible and optimized mix of proprietary equipment, increased use of independent con-

»We started out in a wooden hut, with only a handful of colleagues but with great drive and an extraordinary level of commitment!«

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



tractors and specialized service providers, and the expansion of trailer transport operations enhanced adaptability and efficiency in operational activities, creating the solid foundation for the L.I.T. Group's continued success today.

Shaping Globalization Actively

With the acquisition of Compass Logistic International AG and the associated development and expansion of L.I.T. Air & Sea GmbH in 2018, the corporate group took a decisive strategic step. Entry into the international air and sea freight market not only expanded the range of services but also extended the geographical reach of the previously regional logistics provider, from Europe to the rest of the world.

»It is the people and their dedication...«

Simeon Breuer, Board Member of the L.I.T. Group

Simeon Breuer, board member responsible for transport logistics, explains: »Over decades, we have not only evolved but have become a globally operating logistics provider.« A prime example of this strategic development is the establishment of several offices in India, which are primarily responsible for coordinating operations across the Asian transport and logistics market.

Consolidation and Acquisitions

The development into a global logistics provider also extends to contract logistics. Through the acquisition of the Hölkemeier Group in 2019, warehouse capacity was increased by more than 150,000 square meters and prominent customers from the consumer goods sector were added. At the Minden site, the completion of the RegioPort in 2025 created a facility that is a rarity in Germany: a 40,000-square-meter hall, of which 18,000 square meters can self-regulate its climate, providing ideal conditions for fresh logistics operations. The company's own infrastructure has been consistently expanded over the years: L.I.T. currently operates approximately 1,000,000 square meters of warehouse space, 2,160 trucks, 5,650 swap bodies, and 2,100 semi-trailers – a remarkable development compared to the modest fleet of the early years.

Digitalization and Sustainability

In addition to operational growth, the Group also pursues strategic initiatives such as digitalization and climate protection. Recent projects confirm this forward-looking direction: the introduction of electric trucks for shuttle services, the opening of new logistics centers with a focus on energy efficiency, and the establishment of L.I.T. Speed GmbH, a specialized company for time-critical logistics processes.

With the acquisition of dataform dialogservices GmbH in August 2025, L.I.T. further expanded its service portfolio in the areas of fulfillment, print

and output solutions for e-commerce, and dialog marketing – a clear signal of commitment to a digital future.

People at the Center

Despite its size, the L.I.T. Group has preserved a family-oriented spirit. Simeon Breuer, who is with the company since his apprenticeship in 1992, summarizes it succinctly: »It is the people and their dedication across all areas – whether in the fleet, logistics, transport, or warehouse – that form the foundation and secure the future.« This is reflected in a strong core of L.I.T. employees, who, like Breuer, have been with the company since the beginning, occupy key positions, and continue to hold them today. It is also evident in the career paths of the board members: Not only Simeon Breuer, but also Ingo Schreiber and Julian Lachnitt all began as young professionals and, since 2020, alongside Fokke Fels, have taken on leadership roles within the company.

A Look Ahead

Today, the L.I.T. Group stands as a global full-service logistics provider on a stable foundation – both economically and culturally. With consistent depth of services, technological innovation, and a corporate culture that combines reliability with openness, the Group is well prepared to meet future challenges.

The story of the L.I.T. Group is far from complete. One thing is certain: it will continue to be guided with vision, responsibility, and dedication.



CONNECTING INDUSTRIES, UNLOCKING POTENTIAL.

The L.I.T. Group operates in 2025 within a challenging market environment. Volatile demand, a shortage of drivers, as well as new opportunities arising from digitalization and international expansion, shape the business landscape. In this context, board members Fokke Fels, Simeon Breuer, Julian Lachnitt, and Ingo Schreiber explain how networked structures and strategic partnerships form the foundation for sustainable growth.



The L.I.T. Board (from left to right):
Simeon Breuer, Fokke Fels,
Ingo Schreiber, and Julian Lachnitt.

»Finding and connecting the right people is at the heart of our company's mission.«

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

The year 2025 has so far been characterized by a tense overall economic environment – a year full of challenges for many industries. The logistics sector is also feeling the impact, whether through fluctuating demand, rising costs, or structural bottlenecks. Against this backdrop, what is the current market situation for the L.I.T. Group?

FOKKE FELS In this environment, 2025 presents significant challenges. We are experiencing extreme volatility – from calm periods to genuine surges in demand and back again. Specifically, we see a quiet first quarter, followed by a »wild« second quarter, another period of calm in the third quarter, and likely an intense fourth quarter. These fluctuations underscore the need for the Group to operate in a highly networked manner and to intelligently orchestrate our various business divisions.

SIMEON BREUER The high level of dynamism was particularly noticeable during the short holiday weeks in spring and summer. During this period, we reached our capacity limits, as there was very little additional cargo space available on the market. Therefore, we must act counter-cyclically – building capacity early in order to be able to respond during peak periods. The challenge lies in ensuring that this approach remains economically viable.

How does the L.I.T. Group address these challenges in driver and fleet management, particularly in light of structural labor shortages?

INGO SCHREIBER The shortage of drivers continues to be a significant challenge for our operations. We also observe that the issue is becoming structurally more severe: during quieter market periods, many drivers leave the industry to pursue employment

in other sectors. Once these professionals depart, they are often no longer available in the long term, which further reduces overall cargo capacity in the market and increases competitive pressure.

We have recognized that the solution to this challenge goes beyond simply offering higher wages. It requires the creation of a comprehensive network of touchpoints and support services for our drivers. Our driver hubs at the locations of Brake, Bremen, Wolfsburg, Kassel, and Koblenz are much more than parking facilities – they serve as community hubs equipped with kitchens, laundry facilities, and sleeping quarters. This infrastructure not only enhances driver retention but also strengthens our ability to attract and integrate new talent, ensuring operational continuity and maintaining high service standards even in a tight labor market.

How does this networking work in other areas – for example, in terms of collaboration between the different companies within the Group?

FELS This is one of our greatest success factors as a corporate group. When a contract logistics customer also requires transport services, the respective division steps in. And when specialized personnel are needed for logistics centers, the HR logistics team provides support. These types of connections are created on a daily basis and serve to strengthen the Group as a whole.

BREUER During acquisitions and the establishment of new companies, this becomes particularly evident. Synergies only emerge through an understanding of the respective business. Transparency achieved through volume flow analyses and process harmonization is key. Many of our companies have developed their own structures and processes over decades that work well independently but do not align with our current standard for an integrated, networked L.I.T. system.

Internationalization is a key growth driver for many companies. How does the L.I.T. Group approach this – do you rely on partners or establish your own structures?

JULIAN LACHNITT It depends on the specific market. First, we assess whether reliable local partners are available and whether the existing business volume is sustainable. In addition, we always evaluate which solution is faster and better suited to the respective situation.

BREUER Our business is a people-driven business. When a suitable and reliable partner is not available, we need local entrepreneurs who are willing to operate within the L.I.T. Group's processes. The existing volume is also critical: establishing our own structures makes sense primarily in markets where we already manage significant flow volumes and where moving away from agents provides a genuine added value. Markets without relevant traffic flows are therefore currently not considered. Each decision is ultimately made on a case-by-case basis.

»Synergies only emerge through an understanding of the respective business.«

Simeon Breuer, Board Member of the L.I.T. Group

What role does digitalization play in the integration of new companies into the Group?

LACHNITT Digitalization is our network enabler. We have already implemented an AI-based solution that automatically converts unstructured incoming documents into transport orders. While this may sound technical, the underlying objective is to ensure that all locations operate with the same streamlined and efficient processes

BREUER In the transport sector, leverage a range of targeted digital tools. Through NeoCargo, cargo searches are now largely automated, saving time and increasing productivity. Additionally, our new Data Warehouse provides full transparency during acquisitions without immediately requiring new companies to migrate to a different TMS. This facilitates smoother integration and allows us to remain flexible.

Fokke Fels focuses on the intelligent networking of business divisions – the core of the L.I.T. strategy.



Simeon Breuer, Managing Director of L.I.T. Spedition GmbH and Board Member of the L.I.T. Group, sees growth primarily driven by synergies, internationalization, and sustainable networks.

Networks are composed not only of locations and processes, but above all of the people behind them. How important are employees as part of the company's network?

FELS Finding and connecting the right people is at the heart of our company's mission. Recruiting today goes far beyond simply attracting new drivers – skilled professionals in other areas, such as dispatch, administration, or warehouse operations, are also increasingly difficult to find. Traditional training and development alone are no longer sufficient, which is why we are creating new and innovative programs. These initiatives provide career perspectives, enhance employee retention, and ensure that we meet our long-term demand for skilled personnel. Equally important is providing employees with enough freedom to take initiative. Those who want to make an impact find a platform at L.I.T. – whether through formal training, new opportunities within the Group, or independent projects. L.I.T. thrives on the fact that people bring forward their ideas and assume responsibility, which is central to our culture and long-term success.

Sustainability is becoming an increasingly strategic factor for companies – not only from an ecological perspective but also from an economic responsibility standpoint. What role does this play in your network strategy?

BREUER Sustainability only works in an integrated approach – ecology and economy must go hand in hand. Our goal is to reduce our CO₂ footprint while continuing to grow. To achieve this, we rely on an intelligent and intermodal network. We have recently expanded it further, for example with new connections to Scandinavia. Long-distance transport is deliberately shifted to rail and ferry, while trucks are primarily used for first- and last-mile operations. This way, we combine economic efficiency with ecological responsibility.

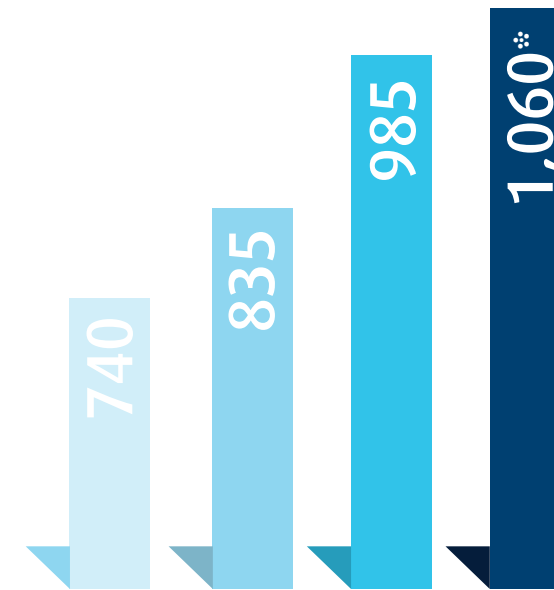
SCHREIBER Our first electric trucks are already in operation, for example on the Brake – Bremen route. Drivers have responded very positively. However, infrastructure remains a bottleneck: electric trucks are ideal for regional operations, but charging infrastructure is still lacking for long-haul routes. Hydrogen technology remains a promising alternative, though it is not yet widely accessible. The key point is that there is no single solution – we combine multiple approaches and adjust them for each business case in collaboration with our customers and partners.

»We combine multiple approaches and adjust them for each business case in collaboration with our customers and partners.«

Ingo Schreiber, Board Member of the L.I.T. Group

In light of dynamic market conditions and the increasing complexity of logistics, where is the L.I.T. Group heading strategically, and where do you see the company in the coming years?

BREUER The market will remain volatile. That is precisely why our networked structures are so valuable. I see growth primarily in Europe, for example in France, and internationally in the United States, where we are currently launching our first contract logistics projects. As has already been mentioned, logistics remains a people-driven business. Digitalization and AI will make our processes more transparent and efficient, but ultima-



Revenue development of the L.I.T. Group over the past four years in million euros.
*Projected, as of October 2025



Ingo Schreiber, Managing Director of L.I.T. Cargo GmbH and Board Member of the L.I.T. Group, focuses primarily on driver retention – through modern hubs, enhanced infrastructure, and innovative approaches to fleet management.

»Digitalization is our network enabler.«

Julian Lachnitt, Board Member of the L.I.T. Group

tely, we always need employees to maintain customer contact and nurture relationships. The critical factor is ensuring that our IT, process, and personnel structures can keep pace with growth. We do not think in rigid revenue targets, but in terms of the capacity of each unit within our Group. This approach allows us to remain flexible and achieve sustainable growth even in a volatile market.

FELS The future lies in the intelligent integration of our business divisions. When HR and contract logistics, transport, and fleet management function seamlessly together, we can deliver innovative and unique solutions that no competitor can easily replicate. This integration is at the very core of our DNA: not pursuing growth for its own sake, but leveraging intelligent networking. Internal networks between colleagues, external networks with customers and partners, and international networks opening access to new markets – all of these elements strengthen resilience, enhance efficiency, and ultimately support continuous, scalable, and sustainable growth across the Group.

For Julian Lachnitt, Managing Director of L.I.T. Lager & Logistik Holding GmbH and Board Member of the L.I.T. Group, digitalization is a key factor for achieving efficient processes within the company.





tl transport
logistic

L.I.T. AT

TRANSPORT LOGISTIC 2025

Munich, early June 2025: Amid the bustling trade fair crowds, rolling transport robots, and visionary future studies, visitors enter a space defined by openness – the L.I.T. Group's exhibition stand. No artificial barriers, no closed-off rooms. Instead: transparency, a willingness to engage, and closeness. This was the Group's first-ever exhibition at Transport Logistic, yet it feels as if it has always existed.

Photo: Heilmaier GmbH



For Hagen Ziemke, Director of Sales at L.I.T. Lager & Logistik Holding GmbH, and Simeon Breuer, Board Member of the L.I.T. Group, the trade fair debut was a complete success!



Amid networking and new ideas, there was also room for delicious snacks – with a different selection each day!

not only by numerous expert discussions but also by tangible results: a multitude of new contacts, exciting project initiations, and initial agreements, for example in the field of value-added goods logistics with subsequent Europe-wide distribution.

Strength Lies in the Network

At the center of attention was the L.I.T. Group's comprehensive and modular service portfolio. This portfolio spans multimodal transport solutions, just-in-time services, and bespoke warehouse concepts, reflecting the Group's commitment to flexibility and innovation. Particularly in demand were rapid, adaptable, and holistic solutions – precisely the offerings of the subsidiaries L.I.T. Speed GmbH and L.I.T. Compact Courier GmbH. Their expertise in emergency logistics, procurement, and express courier services directly addressed the evolving needs of the professional audience, showcasing how integrated capabilities can create real competitive advantage.

Three key topics were particularly in focus:

1. Comprehensive logistics services – meeting customer demand for smart, end-to-end solutions.
2. Structural capacity constraints – and how they can be addressed through intelligent network utilization.
3. Integrated networking – the strength of the House-of-Brands model with its many specialized brands.

»It is precisely our internal diversity within the Group that proves to be a real added value,« says Breuer. »It allows us to respond flexibly to individual customer requirements while simultaneously developing innovative solutions – often faster than the market itself.«

A Fresh Start with Tailwind

Even internally, the trade fair made a notable impact. The joint presentation strengthened collaboration among the Group's various units and fostered dialogue across departmental boundaries. The L.I.T. Group now uses the event as an impetus to further deepen internal cooperation and to develop customer solutions more consistently from within its network.

»There is nothing good unless you do it,« Breuer concludes, quoting a well-known proverb. He refers not only to the exceptional trade fair presence itself, but also to the subsequent actions stemming from the discussions: new customer relationships are to be nurtured, project ideas translated into concrete processes, and synergies actively designed and expanded.

A Signal for the Industry

The L.I.T. Group's appearance at Transport Logistic 2025 in Munich clearly demonstrated that the company is more than a service provider. It is a shaper of the industry, a globally relevant player distinguished by proximity, competence, and a structured, networked approach. The strong response at the trade fair highlighted the market's urgent demand for partnership-based and fully integrated logistics solutions as well as its readiness to explore new and innovative operational models.

Thus, the circle closes where it began: amid an industry in constant transformation, the L.I.T. Group sends a clear signal – for customer focus, for collaboration, and for a new understanding of logistics.



Fokke Fels, Chairman of the L.I.T. Group, at the VerkehrsRundschau panel discussion on the future of mid-sized companies in logistics.

With a clear message and an open concept, the L.I.T. Group presented itself from June 2 to 5, 2025, at the world's leading trade fair for logistics, mobility, IT, and supply chain management. The joint appearance of all business divisions highlights a trend increasingly evident in the industry: logistics is no longer a single-discipline activity, but a collaboration of specialized competencies – bundled in the so-called House-of-Brands model, exemplified by the L.I.T. Group.

A Debut That Makes an Impact

Around 80 professionals from all areas of the Group – from freight forwarding to express courier services, from warehousing to distribution – were on site in Munich. »Our goal was to show who we are and what we deliver: a full-service logistics provider with genuine customer proximity, practical versatility, and tangible synergies,« explains Simeon Breuer, Managing Director of L.I.T. Spedition GmbH and Board Member of the Group. This goal was clearly achieved, as demonstrated

Visible from a distance – thanks to the striking ceiling banner, the stand is easy to locate within the busy trade fair hall.

The inner side of the ceiling banner showcases the scope and diversity of the L.I.T. Group.

GEMEINSAM ZUM ERFOLG!



TOGETHER TO SUCCESS!

At our bar, visitors enjoyed delicious barista coffee and Northern German catering. The counter invites attendees to arrive, network, and enjoy food together.

At the interactive touchpoints, visitors receive initial information about the L.I.T. Group.

The separate meeting pods create a calm atmosphere – perfect for further discussions with our conversation partners.

Our »goodie corner« made from Euro pallets was stocked with a wide range of flyers, brochures, and merchandise throughout the trade fair.

Thanks to the open-stand design on all four sides, initial contact points are easily accessible.



A NEW CHAPTER IN NORTH AMERICA

The L.I.T. Group has reached another milestone in its international growth strategy. Together with its long-standing partner, Palfinger AG, the company opened a state-of-the-art spare parts logistics center on October 1, 2025, in Huntley, Illinois, near Chicago. The location marks the Group's official entry into the North American market – and was completed in record time.

An important hub in the USA: the new location in Huntley, near the metropolis of Chicago, is optimally connected.

The foundation for the project was laid at the end of October 2024 during the official opening of the Palfinger Hub in Bremen. Representatives from Palfinger North America were present and expressed strong interest in establishing a comparable site in the United States. Within a few weeks, initial discussions had evolved into a concrete project plan. By December, it was confirmed: L.I.T. would become the strategic partner for the development of the new Distribution Center. Strategic oversight was provided by Thimo Schulz, CEO of L.I.T. Global Logistics Inc., who traveled shortly thereafter to Canada to set the first course alongside an interdisciplinary project team. Just seven months after project commencement, the logistics center became fully operational. During this period, not only was the facility selected and developed, but a cutting-edge AutoStore system, complete with shelving units, was integrated. All warehouse and office layouts were meticulously designed by L.I.T. and provided as blueprints for local architects and construction teams, ensuring alignment with operational best practices.

Central Hub for North America

The new Huntley hub consolidates four existing Palfinger locations across the U.S. and Canada. In the future, the facility will store and distribute up to 60,000 spare parts, serving as a key logistical backbone for the region. As the exclusive logistics partner, L.I.T. is responsible for all processes: transportation, storage, order picking, and shipping. The core of the facility is an AutoStore robotic system that automates workflows and is complemented by digital track-and-trace solutions as well as real-time inventory management. This combination of technology and process design aims to significantly accelerate spare parts delivery across North America and minimize machine and vehicle downtime, ensuring maximum operational uptime for Palfinger customers.

Complex Project Under Pressure

Establishing the Huntley site presented the team with extraordinary challenges. There was no pre-existing infrastructure, and all operational, HR, and IT processes had to be developed from the ground up. Within a few weeks, a U.S. entity was founded with headquarters in New York City. Simultaneously, recruiting, contract negotiations, site planning, and logistical fine-tuning with partners and authorities were underway. Operational project management was led by Rico von Hollen and Tammo Lübben, who ensured that all sub-project leaders were aligned and that am-



On 16,500 square meters of warehouse space, L.I.T. is setting a benchmark for logistics operations in the United States.



The success of the new multi-user facility in Huntley is immediately being leveraged, with the first shipments now en route to North America.

bitious timelines were strictly adhered to. Significant contributions were made by Saskia Kerbstadt, Anna Sahin, and Jens Jackson, who ensured a smooth start-up phase and addressed unforeseen operational challenges in real time. Personnel recruitment was overseen by Conny Bienen from Bremen, while the strategic appointment of Jeremy Beck as U.S. Site Manager in August provided crucial on-site leadership and continuity for the local team.

In spring 2025, the rollout began. Within six days, over 1,000 items were relocated from the first location in Oklahoma City to Huntley. The warehouse was initially empty, requiring even social and staff areas to be planned and built to German standards. The arrival of IT hardware from Germany established the foundation for operational readiness, while Thomas Rey from ComLogis GmbH ensured that all technical systems were fully functional in record time.



The new facility was officially inaugurated in a ceremonial event attended by representatives from L.I.T., Palfinger, and the Mayor of Huntley.

»We have demonstrated that we can perform internationally even under the most challenging conditions.«

Thimo Schulz, President and CEO of L.I.T. Global Logistics Inc.

Precision in Scheduling

During the summer, installation of the AutoStore system commenced. In less than four weeks, the system was installed, tested, and made fully operational. Shortly before the official opening, more than 12,000 bins were manually stored to ensure full operational capacity from day one. Process management was led by Faruk Demiral and Sebastian Otoo, who had successfully managed the Palfinger project in Bremen.

The go-live took place on September 17, 2025, accompanied by a ceremonial opening with over 250 guests, including representatives from Palfinger management and the L.I.T. leadership, such as Chairman Fokke Fels, Board Member Julian Lachnitt, and CEO Thimo Schulz.

Strategic Expansion of the Partnership

More than \$20 million was invested in the Huntley project, with financial support provided by Deutsche Leasing AG and Nord/LB, underscoring the confidence of strategic partners in the venture. The successful launch not only validates the long-standing partnership between L.I.T. and Palfinger, in place since 2021, but also positions the facility as a key node for future growth. Once fully operational, the Huntley site is expected to employ



View of Wall Street: The headquarters of L.I.T. Global Logistics Inc. in New York represents the cornerstone of the expansion into the United States.

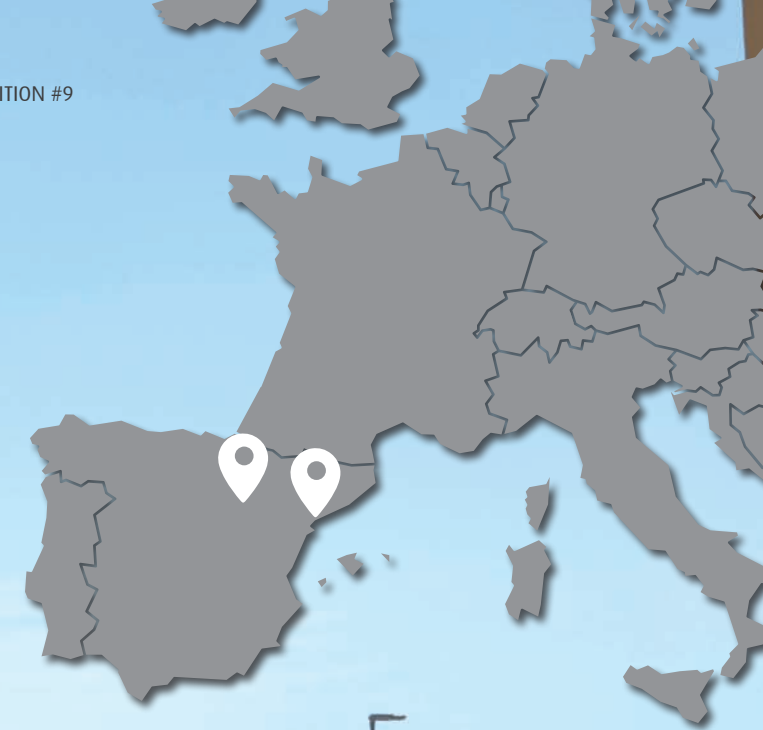
approximately 50 staff members by early 2026, including warehouse specialists, operational managers, IT experts, and administrative personnel, all working in tightly integrated teams.

»Our new multi-user site in Huntley also allows other customers to access the full service portfolio of the L.I.T. Group,« emphasizes Rico von Hollen, COO and Head of Global Business Development at L.I.T. Global Logistics Inc., highlighting the scalability of the Group's processes. Thimo Schulz, President and CEO, describes the project as a milestone: »We have demonstrated that we can perform internationally even under the most challenging conditions. Huntley exemplifies speed, precision, and L.I.T. spirit. The site strengthens our presence in a strategically critical market and proves that we can execute complex projects both quickly and reliably.«

For Palfinger, the Huntley hub represents a cornerstone of its North American growth strategy. By 2030, the crane and lifting solutions provider aims to increase its regional revenue to over one billion dollars. L.I.T. not only provides the logistical foundation but also showcases its own ability to deliver comprehensive contract logistics solutions from a single source.

¡HOLA TARRAGONA! ¡HOLA ZARAGOZA!

Blue skies, Mediterranean flair – and plenty of action in between: Since June 2024, L.I.T. has been operating on the Iberian Peninsula with strong commitment, clear focus, and a dedicated team spirit. With two locations in northeastern Spain, the colleagues are building a dynamic logistics operation.



View of the bustling terminal: here, petrochemical and food-grade ISO tanks are dispatched on international journeys.

The small team at L.I.T. Iberian Forwarding S.R.L. in Tarragona, consisting of Carlos Pastor, Marc Guery, and Munni Martin, specializes in ISO tank and container transport. Under the leadership of Oscar Verdu, they leverage their strengths daily to ensure seamless, reliable, and fully integrated logistics processes for customers across Spain, Portugal, France, and beyond.

Marc Guery is the organizational backbone of the operation, maintaining a balanced relationship between customers, service providers, and internal systems. »Our target group includes tank and container operators, leasing companies, petrochemical producers and traders, as well as food manufacturers,« summarizes Guery. Munni Martin, the youngest member of the team, complements this structure perfectly: she acts as the central contact point for numerous Spain-based service providers and coordinates customer-specific inquiries. Oscar Verdu, as Managing Director, closes the loop by bridging office administration, client interactions, and strategic communication with business partners and the headquarters in Brake.

Intermodal and Sustainable Approach

In its first year of operations, the focus was on establishing a reliable network for ISO tank transports across the Iberian Peninsula and beyond. Container logistics now complements this offering, allowing for a broader range of customer solutions and improved operational flexibility. A key priority is intermodal transport – combining different modes of transport whenever possible. Whether by truck, rail, or short-sea shipping, the most sustainable and cost-efficient solution is always selected for the customer. Typical routes such as Valencia–Madrid, Antwerp–Barcelona, or Algeciras–Valencia demonstrate the versatility and scalability of the network. Transported goods include bourbon, olive oil, wine, polyolefins, and other petrochemical and food-grade products loaded in ISO tanks and shipped internationally, ensuring both safety and traceability.

Economic Goals with Foresight

Current conditions, as in many industries, are challenging. »The global economy presents constant challenges. Events such as geopolitical tensions, U.S. tariffs, or strikes have direct impacts on our customers – and thus on us,« says Oscar Verdu, describing the daily market challenges that he and his team have successfully navigated. Despite these external pressures, the Tarragona team has already reached its first milestone: »In our first year, we reached the break-even point. Our focus now is on sustainable growth, expanding our service offerings, and strengthening international customer relationships,« Verdu explains, outlining the strategic vision and next objectives. Part of this strategy is enhancing collaboration with other L.I.T. locations. »We aim to expand our container logistics capacities and integrate intermodal transports as a central part of our operations. Shipments from India to Barcelona via sea and then by rail are already being coordinated, and similar models are planned with our hubs in Turkey and other key markets. Regular communication and joint planning between branches ensures seamless execution, reduces transit times, and maximizes efficiency. Cross-selling, knowledge transfer, and shared technology platforms must become part of everyday work to provide our customers with the best possible service,« Verdu continues. Continuous coordination ensures that all teams work together – even across borders.



From the Spanish coast: Marc Guery, Oscar Verdu and Munni Martin (from left to right) at the Tarragona site.



Whether bourbon, olive oil, or chemical products: through intelligent networking and reliable partners, we connect regional goods with global supply chains.



Expansion of Road & Logistics Iberia

Alongside strengthening international collaboration, another key focus lies in consolidating Spain as a domestic transport market. »The local market holds enormous potential, and we see significant opportunities in building our own structures,« explains Oscar Verdu. To achieve this, cooperation with the sister company L.I.T. Transport & Logistics S.L., based in Zaragoza, is being significantly intensified.

From its location at PLAZA – Europe's largest logistics platform – the company operates at the heart of Spain's economic centers. The Zaragoza office offers a wide range of services, including full and partial load transport, distribution solutions, industry-specific concepts (e.g., for wood, steel, food, and textiles), as well as specialized equipment for individual customer requirements. National and international transport is carried out both with in-house resources and through long-standing partnerships, ensuring flexibility and reliability.

The team currently consists of seven experienced professionals. Under the leadership of Javier López, the operations department with four staff members manages daily transport flows. David Zamora drives business development, focusing on

acquiring new customers and expanding existing business. Pilar Ros plays a key role in her dual function as administration and project manager, ensuring smooth processes. »Her local know-how and operational expertise are critical to us. By consistently leveraging our strengths, we aim to offer integrated services across both branches,« emphasizes Verdu. Regular cross-training and team workshops ensure knowledge transfer and prepare the staff for handling complex, high-volume projects.

The strategic goal from autumn 2025 is clear: to provide customers with a comprehensive service portfolio that combines international reach with strong domestic execution. What started with a small team on the Iberian Peninsula is gradually evolving into a significant part of the international L.I.T. network. The combination of customer proximity, intermodal expertise, and strong personal commitment makes the Zaragoza location a true asset – for the region, the network, and the entire corporate group. Looking ahead, Verdu envisions expansion into additional Spanish regions and southern Europe, further integrating Iberia into the L.I.T. global supply chain and increasing the resilience and efficiency of international operations.



The expert team from Zaragoza (from left to right): Julian Barca, Diana Romeo, Javier Lopez, Oscar Verdu, Pilar Ros, David Zamora und Ionut Mahalu.

SEE. SYNC. SELL!

How can customer needs be not only met, but anticipated? For the L.I.T. Group, the answer lies in a newly structured sales organization that consistently focuses on collaboration, transparency, and networking. Instead of rigid departmental boundaries, cross-functional action is at the center – delivering measurable success for both customers and the company.

Maria Koczy, Head of
Tender management at
L.I.T. Spedition GmbH



With Maria Koczy and her team in tender management, no potential goes untapped. Together, they consolidate requirements and, in doing so, open up new cross-selling opportunities.

Maria Koczy is a true key figure at L.I.T. Spedition GmbH. As Head of Tender Management, she and her team ensure that all tenders, customer contacts, and inquiries are directed to the areas where they create the greatest value, leaving no potential untapped. Her personal drive is not only to find solutions for existing needs but also to proactively identify and strategically leverage cross-selling opportunities, turning every customer interaction into a chance for growth. The team is supported by a new CRM system: Microsoft Dynamics, specifically tailored to the internal processes of the L.I.T. Group. By centralizing data and enabling seamless collaboration, the system strengthens the Group's ability to act swiftly on emerging needs, ensures consistency in customer engagement, and maximizes the efficiency of the cross-selling strategy. The effectiveness of this approach is demonstrated by two impressive projects within the Group:

Sweetening Success with Gummy Bears

A striking example of the power of networking within the L.I.T. Group comes from a request by a well-known confectionery manufacturer based in Bonn: around 2,500 displays were to be filled with various gummy candies, stored, and then distributed nationwide to supermarkets.

What makes this project special is a team of three young and motivated colleagues, exemplifying how the cross-selling approach is actively lived at L.I.T.

- + **Marius Leyendecker, Managing Director of PS&M Deutsche Werkslogistik GmbH**, acted as the central point of contact – a true embodiment of the one-face-to-the-customer principle. Together with his team, he ensured the displays were built exactly to specification, meeting the ambitious schedule.
- + **Bastian Kühl, Branch Manager of L.I.T. Concepts & Services GmbH in Velbert**, quickly provided the necessary production and storage space – demonstrating great flexibility while operations continued.
- + **Steffanie Mayer, Venture and M&A Integration Manager at L.I.T. Spedition GmbH**, organized over 78 transports within three days in collaboration with the group's subsidiaries – leveraging a strong internal network, precise timing, and clear communication.

»Overall, it was a demanding project involving many participants and a very challenging timeline,« says Marius Leyendecker. The result: a delighted customer and follow-up orders already in the pipeline.

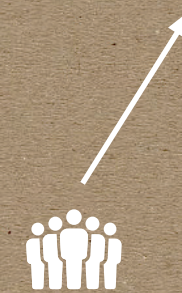


Through smart networking, the displays of a well-known confectionery manufacturer were produced, stored, and delivered in record time.

L.I.T. Spedition GmbH



**2,500 DISPLAYS
78 TRANSPORTS
IN ONLY 2 WEEKS**



PS&M Deutsche
Werkslogistik GmbH



L.I.T. Lager & Logistik
Holding GmbH

Cross-Selling That is Tuned for Success

Another example perfectly illustrates the cross-selling principle: a customer from the defense industry submitted an inquiry for the assembly of hearing protection devices with integrated communication functions.

Sandra Franz, Branch Manager at L.I.T. Spedition in Bremen, immediately recognized the potential and forwarded the request to colleagues from the contract logistics division. Only a few days later, it became part of daily business: in one of L.I.T.'s northern German branches, communication headsets with hearing protection are now assembled on site. »Depending on rank and packaging level, the sets consist of various components, including hearing protection with integrated communication units, push-to-talk buttons, cables, accessories, and documentation. Each package is meticulously tailored to the customer's specifications to ensure safe storage and protection from environmental influences,« explains Daniel Schlüter, Site Manager at L.I.T. Automotive Solutions GmbH and responsible for this business area.

The subsequent transport, also handled by L.I.T. Spedition, provides the customer with a complete one-stop solution. A project that vividly demonstrates how an initially simple transport request can evolve into a complex, high-value service package through intelligent internal collaboration.

Future Built on Connection

With its restructured sales organization, the L.I.T. Group is able to support customers holistically — delivering value far beyond traditional logistics. Requests are no longer handled in isolation; they are assessed across divisions, uncovering additional services that create measurable benefits for customers.

»Cross-selling is more than a sales strategy — It is a guiding principle. By leveraging internal networks, sharing expertise, and coordinating across departments, we generate solutions that no single unit could provide alone. Our industry expertise and diverse service portfolio allow us to deliver tangible value across all business units,« summarizes Maria Koczy.

The objective is clear: the L.I.T. Group aims not only to be a service provider, but a trusted strategic partner with full visibility across the entire value chain and an acute understanding of client requirements. Through seamless collaboration and proactive solutions, L.I.T. ensures operational excellence, enhanced efficiency, and long-term business growth for its clients. By consistently integrating departments, systems, and expertise, L.I.T. turns customer inquiries into end-to-end solutions — reinforcing trust, strengthening partnerships, and positioning the company as a forward-thinking leader in international logistics.

Dr. Melina Knoke,
Sustainability Manager
at L.I.T. AG

WHEN THE FLEET GOES QUIET AND THE VALUES SPEAK LOUD

Sustainability requires commitment – and people who embody it. Since autumn 2024, Dr. Melina Knoke has been bringing fresh ideas and scientific expertise to L.I.T. as Sustainability Manager. With a background in marine environmental sciences and a PhD from Oldenburg, her goal is to connect ecological, social, and economic responsibility in a meaningful way – from electric trucks to ESG reporting. A glimpse into a future that has already begun.

One thing is clear: sustainability is no longer just a trend – it is a requirement, both socially and commercially. For the L.I.T. Group, it is equally clear: long-term economic success depends on acting responsibly, both environmentally and socially. This is driven not only by legal requirements, such as the reporting obligation coming into effect in 2027, but also by a growing conviction: without sustainable thinking, logistics cannot be future-proof.

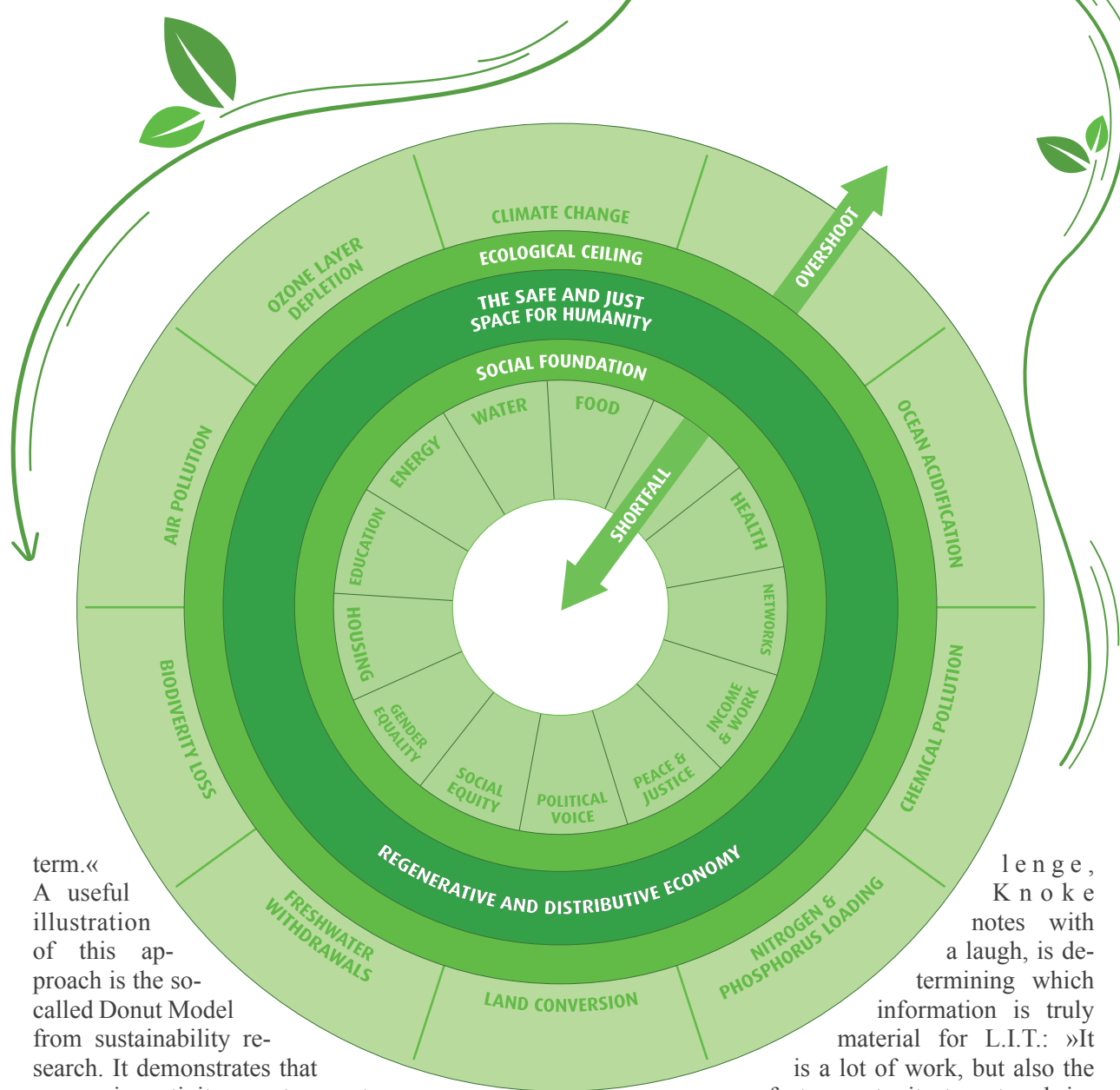
Knowledge Meets Impact

Melina Knoke knows exactly what she is talking about. She is well-versed in standards, audits, certifications, and reporting obligations, and under the guidance of Quality Management Officer Heike Lettow, she supports key processes on the

path toward greater sustainability. Her daily work is diverse: it ranges from contributing to strategic initiatives and coordinating internally to collecting targeted data for the upcoming sustainability report.

A crucial tool in this process is regular collaboration with colleagues across all business areas to identify where sustainable practices are already being implemented within the L.I.T. Group – and there are many.

»People often associate sustainability solely with environmental protection, which is of course a major component,« says Knoke. »But sustainable action also means being economically viable and socially responsible. In the business world, this is referred to as ESG – Environment, Social, and Governance. Only when all these aspects are aligned can a company truly be sustainable in the long



term.«
A useful illustration of this approach is the so-called Donut Model from sustainability research. It demonstrates that economic activity must operate within ecological limits without compromising the social foundation. Melina Knoke explains it as follows: »You can think of sustainability like a donut: the hole in the middle represents the absence of access to education, fair wages, or healthcare. The outer edge crumbles if we overload the environment. The sweet spot in between? That is where everything runs smoothly – socially, ecologically, and economically.«

Forward-Looking Reporting

A major upcoming project for Melina Knoke is the sustainability report. While mandatory reporting only comes into effect in 2027, the L.I.T. Group is already launching a first report as a pilot. Around 1,200 individual data points need to be analyzed – from employee metrics to energy consumption and CO₂ values for each warehouse. The real chal-

lenge, Knoke notes with a laugh, is determining which information is truly material for L.I.T.: »It is a lot of work, but also the perfect opportunity to network internally and gain a deeper understanding of the L.I.T. world.«

Electrified and Emissionless

Concrete examples illustrate what sustainability looks like at L.I.T. One is the deployment of electric trucks: in Lower Saxony and North Rhine-Westphalia, e-trucks are already moving across the network, for instance between Brake and Bremen. »Our eActros 300 completes four daily circuits in a two-shift operation,« explains Claas Bunjes, Head of Mobility & Digital Solutions at L.I.T. Cargo GmbH. Electric vehicles are also operating in Minden, shuttling between the new Hölkemeier subsidiary warehouse in RegioPort and a customer's storage facility.

The new East Westphalian warehouse itself is a showcase project: »Over 40,500 square meters,



For Claas Bunjes, Head of Mobility & Digital Solutions at L.I.T. Cargo GmbH, fully electric trucks in local transport represent a strong alternative.



With the construction of the new warehouse in RegioPort, Lars Hölkemeier, Managing Director of Hölkemeier Spedition GmbH, is focusing on energy-efficient and sustainable building design.



Dr. Melina Knoke, Sustainability Manager at L.I.T. AG, embodies sustainability in her daily work – and with proper implementation, she sees particularly significant opportunities for companies.

Sustainability as a Mindset

At L.I.T., sustainability goes beyond technology and transport. Social responsibility is equally important. Fair pay, equal opportunities, and employee development are integral parts of the corporate culture. Melina Knoke is particularly passionate about promoting women in this traditionally male-dominated industry: »This is a key lever for greater equity – and also for bringing fresh perspectives into the company.«

In addition, numerous small and large initiatives are already making a difference: job bike leasing, health programs within occupational health management, and joint sports events like company runs not only strengthen employees but also foster social cohesion.

All these activities keep Melina Knoke's daily sustainability agenda in motion. For her, sustainability is not a project but a responsibility. She is confident: »At L.I.T., we are on the right path because many colleagues are already thinking and acting sustainably – even if they do not always realize it.«

TURNING GREEN IDEAS INTO DAILY PRACTICE

In day-to-day business, discussions often focus on the big picture: technologies, market demands, regulatory requirements. But what does sustainability look like in practice? In people's minds, on the road, and in our own decisions? We spoke with three colleagues who are involved in this topic in very different ways: Dr. Melina Knoke, Sustainability and Environmental Management; Claas Bunjes, Head of Mobility & Digital Solutions; and Ralf Biere, Automotive Project Management. A conversation about corporate responsibility, practical implementation, and the steps that still lie ahead.

Melina, what does sustainability mean to you personally, and why is it such a central topic for us as a logistics service provider?

MELINA KNOKE For me, sustainability means taking responsibility. This applies to our environment, our customers, and also to future generations. In logistics, the CO₂ footprint is significant. That is why we have a particular responsibility to take action. It is not just about implementing individual measures. We must systematically question how we can make our services more sustainable – economically, socially, and environmentally – while ensuring that solutions remain practical and can be directly applied in daily operations.

Claas, you are responsible for technology. What role do sustainable drive technologies play in your daily work?

CLAAS BUNJES Sustainability is no longer just a buzzword for us. It is our daily challenge – and of-

ten quite a balancing act. Over the past two decades, there have been many technological approaches and innovations, some of which have not proven effective in daily operations or were withdrawn due to political decisions. These included LPG (liquefied petroleum gas), LNG (liquefied natural gas), HVO (hydrogenated vegetable oil), as well as electric and hydrogen drives. Some approaches have retrospectively shown potential for improvement. What we have learned is that you do not always have to be the »first mover« – It is about actively monitoring the market and choosing the right moment to drive and shape the transformation of the transport sector.

What setbacks have you experienced?

BUNJES I remember one night when an entire just-in-time line went down due to clogged rapeseed oil filters. Naturally, we had to work under high pressure to find a solution. That is why we always have to evaluate technology and operations in context. Every system we implement must withstand the realities of daily logistics.

Ralf, you are operationally close to the action. How does L.I.T. approach sustainability in everyday customer interactions?

RALF BIERE Our customers are much further ahead today than they were five years ago. Especially in industries like beverages or automotive, sustainability is already standard. Many conduct regular audits or want to know exactly how their transports reduce CO₂. This also changes our work. It is no longer enough to say we operate green. Customers expect numbers, certifications, and tangible proof. And That is a good thing.

Are there also examples of how sustainability works in day-to-day operations?

BIERE Absolutely. When we plan routes today, we consider in much more detail which vehicles to deploy. Can we switch to fully electric vehicles, for instance? Is there sufficient charging infrastructure along the route? Can we utilize charging opportunities at loading

Claas Bunjes, Dr. Melina Knoke, and Ralf Biere (from left to right) work closely together to implement sustainability directly in day-to-day operations.



and unloading points to make the most of our time on site? These questions are directly integrated into our planning.

We have also found that our drivers show great interest in innovative technology when they are actively involved in operational planning. Motivated drivers have become a key factor in the quality and efficiency of our services. Embedding sustainability in this way ensures that environmental considerations are not just theoretical, but part of the operational heartbeat of our logistics network.

You just mentioned the different fuels. HVO, for example, is made from waste. What is your stance on it?

BUNJES From a technical perspective, HVO 100 is a good and fast transitional solution. The fuel can be used one-to-one like diesel, without vehicle conversion. However, there are pitfalls: It is crucial that the HVO is sustainably certified. This means it must not be derived from palm oil, but genuinely from waste and residual materials, such as from the food industry. These certifications must be fully traceable.

KNOKE HVO has only been approved as a pure fuel in Germany since 2024. This means the entire process, from sourcing certified quantities to practical use, is still being established. We initially had to learn how to procure and deploy fully verifiable, truly sustainable volumes. That is why we are currently



From a technical perspective, there are already solid sustainable alternatives to diesel trucks – though each must be considered with care.

working on systematically offering our customers the so-called Book-and-Claim procedure. Here, HVO is used in our own fleet, but not necessarily on the same route we transport for the customer. Nevertheless, the CO₂ savings can be accounted to the customer. Even if there is no HVO fueling station on site. In this way, we can work together with our customers to decarbonize the transport sector.

And what about the electric trucks? Where do we stand today?

BIERE We currently have several projects underway. For one, a demanding just-in-sequence delivery in Bremen has been partially shifted to battery-powered vehicles. Bumpers need to be delivered to the production site within just a few hours. This is not only logistically complex but also technically highly challenging. We are using a fully electric lowliner tractor unit, which had to be optimized initially as part of a pilot project. After a successful test run in summer 2024, the e-truck has been operating daily on the Brake–Bremen route since February 2025. Despite higher energy consumption in winter, the deployment runs stably with four rounds per day. This proves that it works – if you plan it correctly.

And how do the drivers perceive it?

BUNJES Surprisingly positive. The two regular drivers (both experienced diesel drivers) of our first e-truck did not want to switch back to diesel after only a short time. The quiet driving, combined with the smooth operation and immediate acceleration, is very well received. Of course, there is more effort involved with connecting and disconnecting at the charging station, which requires careful coordination. But the comfort and driving experience remain convincing. Moreover, the drivers clearly notice that we, as a company, are fully committed, which provides additional motivation.

How important is charging infrastructure for your progress?

BUNJES Extremely important. Without infrastructure, there is no progress. At our headquarters in Brake, we are fortunate to have a charging station nearby. For our own charging points, however, we are working intensively on solutions – only in this way can e-trucks be deployed reliably and continuously. Charging infrastructure is not just a technical matter for us, but an essential and central component of our overall mobility strategy, supporting both operational planning and future expansion.



The combination of careful planning and strong operational expertise ensures that L.I.T. is well prepared for the challenges ahead.

How does all this fit into L.I.T. Group's overall corporate strategy?

KNOKE Sustainability has now become an integral part of our long-term strategic direction. This includes significant investments in new technologies and infrastructure – a major challenge for any company, both financially and organizationally, especially when charging facilities are needed across multiple sites. We now think in terms of transport networks: from CO₂-neutral warehouses equipped with photovoltaic systems and charging infrastructure at locations such as Minden, to well-designed intermodal concepts that combine road, rail, and sea transport. Equally important to us is ensuring that every step remains measurable and verifiable – because only then can progress truly be sustained.

How realistic is it that conventional diesel will be phased out by 2035?

BUNJES The current political discussions show just how dynamic the industry is right now. From a technical standpoint, however, we are not yet at a stage where one propulsion technology clearly stands out. What we need is openness to all technologies – and we have to be honest: without incentives, such as toll exemptions or subsidies, the transition remains a major economic challenge for many companies. The right path forward will likely be a balanced mix that includes battery-electric, hydrogen, HVO,

and perhaps even diesel for certain applications. At the same time, we are closely monitoring developments in both the market and regulation. Our goal remains clear – to reduce emissions step by step while maintaining the flexibility needed to adapt as technologies and frameworks evolve.

And where do you see our company in ten or fifteen years?

KNOKE In ten years, we may not have fully reached our goal yet, but we will have made significant progress. We are working toward making our company CO₂-neutral. Regardless of political debates, our industry transitions. Sustainability is already a core part of our strategy – both out of responsibility and as a competitive advantage. Demand is rising, and today we are laying the groundwork for the future.

BIERE I see our strength in being close to operations. We know what is needed out on the road, and we have the people who will drive this transformation forward. If we maintain this spirit, we will remain strong in fifteen years, offering a wide range of solutions for very different requirements.

BUNJES I see us well-positioned. We started early, experimented extensively, and learned from setbacks. If we continue on this path, by 2035 we will be a reliable, modern, and sustainable logistics partner – both for our customers and employees.

BETWEEN SNACKS AND SMART NETWORKING

Amid fully automated high-bay warehouses, autonomously moving forklifts, and precisely controlled refrigerated transports, a complex logistical clockwork ticks to the minute every day in Minden. Here, in the heart of East Westphalia, the L.I.T. Group, through its subsidiary Hölkemeier Spedition GmbH and the affiliated companies ESM Ertl Systemlogistik Minden GmbH & Co. KG and Karl Möller Internationale Speditionen-GmbH & Co. KG, demonstrates how modern consumer goods logistics works – seamlessly interconnected, proactively managed, and with full responsibility for both people and goods.

Since January 2024, ESM has been part of the Hölkemeier family, fully integrated into the strong network of the L.I.T. Group. With its Minden site, ESM specializes in the logistics of particularly sensitive consumer goods. Whether pet food, chocolate, chewing gum, or other food items, the demands on storage and transport are high – manufacturers' quality standards must be met with absolute precision.

Our site is prepared for this diversity,« says Andreas Voigt, Managing Director of ESM Ertl Systemlogistik Minden GmbH & Co. KG. »With our automated processes and state-of-the-art warehouse technologies, we are able to respond quickly to seasonal peaks and handle different product categories with precision.

Currently, the spacious facilities store more than 46,000 pallets of pet and indulgence products from an international brand portfolio, 19,000 pallets of seasonally influenced confectionery, and around 27,000 pallets of pet food from a manufacturer whose plant is advantageously located directly opposite. Daily, several thousand pallets of these items are moved in and out, tailored precisely to the requirements of each product group.

Technology Meets Precision

The ESM warehouse is a prime example of modern intralogistics: automated high-bay storage, autonomous narrow-aisle systems, drive-in satellite storage, and conveyor technology, all supported by skilled professionals. Despite the high level of automation, people remain at the center: responsibility and expertise are crucial when handling sensitive consumer goods. More than 130 employees work daily in the approximately 41,500-square-meter facility, which has already been expanded twice.

Particularly impressive is the direct connection to the neighboring pet food manufacturer via a fully automated bridge. »This link allows us to achieve just-in-time disposal from production in a way that is unparalleled,« says Voigt. Finished goods thus reach storage without any intermediate stops – a prime example of efficient and sustainable site logistics.

When It Needs to Stay Cold

For temperature-sensitive transports, Karl Möller Internationale Speditionen-GmbH & Co. KG operates around 50 trucks, regularly serving ESM.



Leveraging group-wide resources is already a well-established practice for Lars Hölkemeier, Managing Director of Hölkemeier Spedition GmbH.

Their vehicles are designed for highly specialized refrigerated transport: double-deck systems allow for 33 to 66 pallets per trip, and temperatures can be flexibly controlled from -40 °C to +40 °C.

»Especially for strongly odorous or taste-sensitive products, strict rules apply,« explains Jonas Wulf, Managing Director of Karl Möller Spedition. »No other food products may be loaded when certain items are on board.« Möller carries out around 20 collections per day on behalf of ESM – currently focusing on the Ruhr area, with plans to expand nationwide to the retail food sector in the medium term.

More Than Warehouses and Trucks

The consumer goods logistics of the L.I.T. Group has been strengthened by the acquisitions of ESM Systemlogistik and Möller Spedition, adding two strong partners to the portfolio. As the parent company, L.I.T. Group, together with Hölkemeier, was not venturing into unknown territory. Hölkemeier operates a bonded warehouse in the Minden industrial port, where, in addition to coffee from a renowned Hamburg roastery, non-food consumer

goods from the same company are stored, packaged, and transported. For transport services, Hölkemeier is also supported by L.I.T. Spedition GmbH, demonstrating how closely the companies are networked and how operational synergies are leveraged across the group.

Furthermore, Hölkemeier and ESM Systemlogistik offer a wide range of value-added services, including display construction for promotional items, tailored packaging solutions, and logistics consulting, for example for major confectionery and pet food brands.

»Our goal is to offer the entire logistics chain comprehensively, including temperature-controlled transports, different storage systems and requirements, and additional services such as customs handling or display construction for the point of sale. At our Minden site, we are now able to represent this very effectively,« says Lars Hölkemeier, Managing Director of Hölkemeier Spedition.

RegioPort: Logistics of the Future

As the ESM warehouse in Minden reached its capacity limits, a portion of the FMCG goods was relocated to the newly opened RegioPort, which became operational in the third quarter of 2025. In the largest self-climatized logistics hall in Ostwestphalia, constructed by Hölkemeier, ESM ser-

ves as the primary tenant, ensuring seamless continuity of operations.

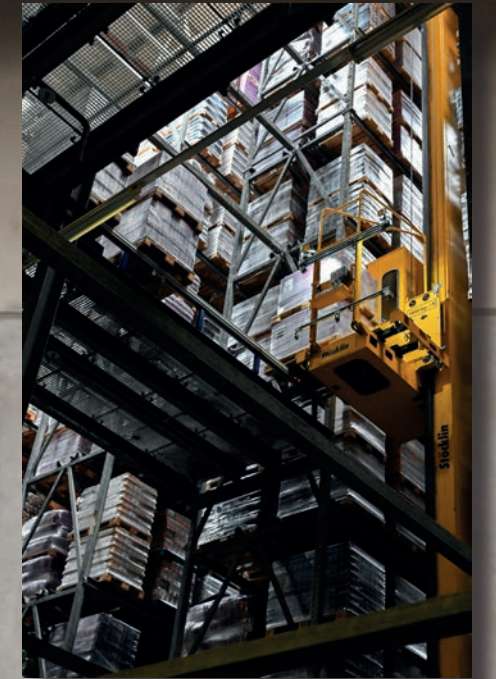
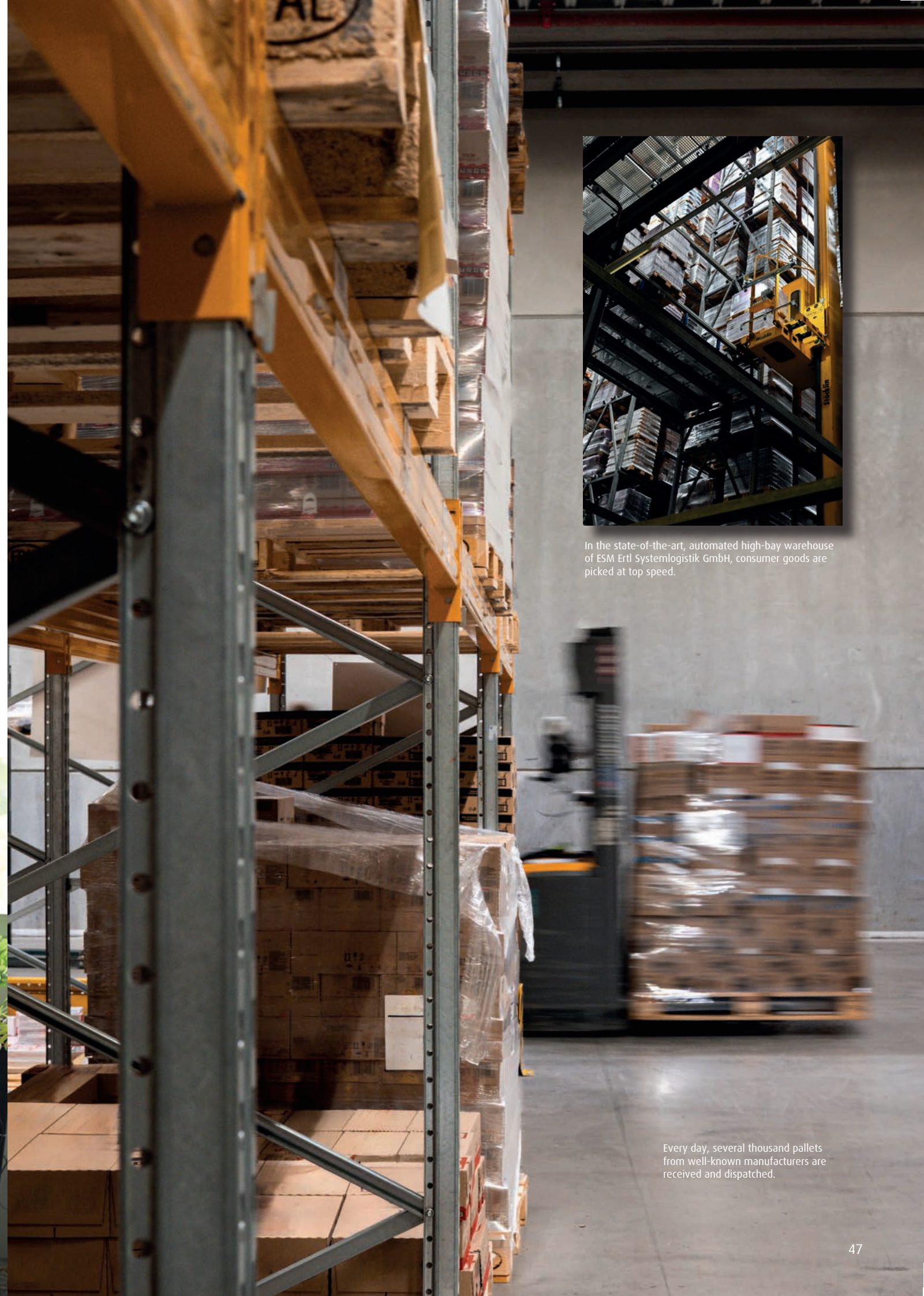
»We store items there such as snacks, chewing gum, and peanuts – the latter will even be delivered directly by ship via the Mittelland Canal in the future,« says Lars Hölkemeier, highlighting the advantages of the site's intermodal capabilities, which connect the canal and rail lines alongside traditional truck traffic. The climate-controlled area covers approximately 22,000 square meters, while Hölkemeier Spedition uses the remaining 18,000 square meters for the storage of products from a globally leading sanitary manufacturer, enabling flexible allocation of space according to seasonal demand.

Between climate-controlled storage halls, fully automated transfer bridges, and individually temperature-controlled trucks, ESM Systemlogistik and Hölkemeier demonstrate that consumer goods logistics is no longer just about pallets and storage space. It is a precise orchestration of technology, people, and strategy, where every detail from timing to handling protocols is optimized for efficiency and quality.

What happens daily in Minden offers a glimpse into the future of the comprehensive L.I.T. supply chain: connected, scalable, responsible – and ready for the next level.

For Jonas Wulf, Managing Director of Karl Möller Internationale Spedition- GmbH & Co. KG, customer requirements come first.

Andreas Voigt, Managing Director of ESM Ertl Systemlogistik GmbH, relies on smart technology and collaboration.



In the state-of-the-art, automated high-bay warehouse of ESM Ertl Systemlogistik GmbH, consumer goods are picked at top speed.

Every day, several thousand pallets from well-known manufacturers are received and dispatched.

AWARDED AND ANCHORED!

There are moments that stay with you. When Westfalia Intralog GmbH was awarded »Department of the Year« by L.I.T. Speditionen GmbH in 2024, it was one of those moments. »Of course, this means a great deal to us,« says Managing Director Dirk Schröder. »Above all, it is a recognition of our employees. They are the reason for this success.« A business year that demonstrated: with team spirit and a clear focus, much can be achieved – even in turbulent times.

Dirk Schröder,
Managing Director of
Westfalia intralog GmbH

Westfalia Intralog offers well-thought-out logistics solutions with foresight. The jumbo swap bodies, featuring liftable roofs, double-sided loading, secure transport fastening, and the option to be used as mobile warehouses, stand for maximum flexibility and efficiency.

The 2025 business year brings challenges and requires decisive action: »Some business areas have collapsed, leading to volume declines,« reports Managing Director Dirk Schröder. Particularly in the automotive sector, capacities are currently underutilized. »Of course, that makes you think, but we are working together to find solutions.«

Sales Director and authorized officer Lars Weisbrich adds: »We do not wait; we act.« The focus lies on vehicle costs, scheduling, and tariff adjustments. Even difficult decisions, such as ending unprofitable customer relationships, are not ruled out. The goal is to remain capable of action, adapt to market changes swiftly, and continue providing reliable service to existing clients while seeking new opportunities.

Down-to-Earth, Honest, Direct

Despite successes, Westfalia maintains its East Westphalian modesty. »That is just who we are – grounded and family-oriented,« says Schröder. Westfalia particularly benefits from the L.I.T. Group network, to which the Herford-based company has belonged since 2021. Shared projects, pooled resources, and a new CRM system make it possible to respond more efficiently to inquiries (see p. 32). The network also allows Westfalia to scale operations quickly and leverage expertise from other L.I.T. subsidiaries when tackling complex logistics challenges.

What sets Westfalia apart? The focus is strongly on jumbo swap body logistics, for example in recyclable textiles or industrial packaging. »This builds trust, especially with clients in the packaging industry who are currently increasing their inquiries,« says Weisbrich. »We do not promise anything we cannot deliver. It sounds simple, but it is our key to success,« Schröder adds.

Employees in Focus

Behind everything Westfalia undertakes are over 95 dedicated employees. »You feel that we are a strong unit every single day,« says Lars Weisbrich. It is therefore no surprise that some colleagues have been particularly recognized for their contributions. Marcus Richardt, who joined Westfalia in April 2023, has successfully established himself as Freight Forwarding Manager, relieving Weisbrich and Schröder of significant operational workload



1st row: Aileen Bär, Alexandra Bernhardt, Andre Stranghöner, Andrea Vecchiato, Annika Brunne, Anika Rohrbach, Ann-Kathrin Baxmeier
2nd row: Barbara Rothlauf, Birgit Schröder, Birte Grauerholz, Cedric Poulet, Charlotte Bröllhorst, Damien Devillers, Daniel Pierson

3rd row: Daniel Bültemeier, David Vcasny, Didier Gobeaux, Dirk Schröder, Eric Beye, Florian Kellermann, Gleb Tarasenko
4th row: Harilanto Ratsimbazafy, Jan Wrede, Jennifer Pühse, Jens Beddies, Jens Westerholt, Jonas Danielmeier, Jörg Eberhardt
5th row: José Rufin, Jolien Wosach, Lars Weisbrich, Leon Müller, Lucas Heuer, Marcus Richardt, Martin Dirmeier
6th row: Martin Friedrich, Marin Karkoschka, Merve Kaya, Michael Klekamp, Olga Schilling, Pascal Berger, Patrick Menke
7th row: Paul Götsch, Percy Allen, Rene Schaal, Ronald Pohlmann, Rudy Depris, Sabine Sander, Sabine Sixt
8th row: Sandra Wächter, Silke Brinkmeyer, Simon Brezia, Sven Leinfels, Aurelien Blondelle, Thomas Bitter, Thomas Schumacher
9th row: Thorsten Zwilling, Timo Rechenberger

– »a truly positive addition,« they report. Additionally, long-serving employees Marie Nacke (cargo procurement), Silke Brinkmeyer (vehicle scheduling), Daniel Bültemeier (shipping/dispatch), and Olga Schilling (administration) were all promoted to team leaders, supporting management and bringing more structure to daily operations. Their decades-long commitment is especially appreciated, contributing to operational excellence the cultivation of a motivated workplace culture.

The »Department of the Year« award was a visible recognition. It stands for lived values, decisive actions in difficult times, and day-to-day collaboration. What makes Westfalia special is not its fleet or strategy – it is the mindset behind it. Grounded, honest, and customer-focused. This was the foundation of success in 2024, and it will continue to be the basis for tackling future challenges.

NEW SYNERGIES IN FULFILLMENT

When two strong partners come together, not only new ideas emerge, but also tangible benefits—for both companies and their customers. This is exactly what is happening now at L.I.T. Group: With the acquisition of dataform dialogservices GmbH from Nuremberg on August 1, 2025, a true heavyweight in the fields of fulfillment and dialogue marketing joins the L.I.T. family, further expanding the group's range of services.



State-of-the-art technology and a well-coordinated team ensure smooth fulfillment every day.



L.I.T.ERATUR EDITION #9

From warehousing to dialogue marketing: Across 45,000 square meters and with pure dedication, dataform delivers end-to-end e-commerce solutions.

Imagine this: 230 employees, a logistics site with state-of-the-art infrastructure, and processes so automated that new customers could be acquired even in challenging times. This is dataform – a perfect complement to the existing L.I.T. services. But what does this mean concretely for you as a customer or partner? Claas Durach, Managing Director of the newly acquired dataform dialog solutions GmbH, emphasizes the strategic importance of the acquisition: »With dataform, we gain a company with high professional expertise and a technically mature setup. Even during the preliminary insolvency phase, new customers and orders could be secured – this demonstrates the strength of dataform’s market position and operational capabilities.«

A real win-win situation

The collaboration between L.I.T. and dataform is already paying off. A practical example: for a new toy customer, a relocation to dataform’s warehouse was organized. Two L.I.T. trailers were deployed, ensuring safe transport over a three-week period. This coordination demonstrates how both companies can optimally combine their resources, streamline processes, and respond flexibly to customer demands.

Conversely, other business areas also benefit from

dataform’s network: L.I.T. Air & Sea GmbH, specializing in sea and air freight, handled the transport of the first two containers from China for the customer mybag factory – a clear indication of the synergies created by the acquisition. This interconnected approach allows for faster turnaround times, better tracking, and more reliable service across the entire supply chain.

Klaus Vollmer, also a member of the management team at dataform dialog solutions GmbH, looks to the future with confidence: »Our site, our systems, and the experience of our team are a perfect complement to the existing structures of the L.I.T. Group. Together, we will launch new services and further strengthen our market position in southern Germany.«

New Opportunities in E-Commerce

The acquisition of dataform dialog solutions GmbH marks the starting point for the L.I.T. Group’s targeted expansion in e-commerce activities. With the establishment of L.I.T. eCommerce Solutions GmbH, additional value is being created in the digital marketplace. A particularly illustrative example of the interplay between e-commerce fulfillment and dialogue marketing is the successful campaign surrounding the new anniversary jersey of the 1. FC Nürnberg football team: dataform

handled not only the storage and picking of approximately 22,000 orders, but also the personalized shipping – including matching discount codes and individually designed flyers in each package. This way, fan engagement was delivered directly alongside the product.

From now on, such integrated services can also be offered to L.I.T. Group customers in the future. By tightly linking logistics and dialogue marketing, new opportunities arise for contract logistics clients to reach their target audiences not only efficiently but also in a way that resonates emotionally. The group provides all services from a single source, ensuring seamless coordination and quality control.

Claas Durach summarizes: »By expanding our product portfolio and integrating dataform, we strengthen our capabilities in e-commerce and create new opportunities for customer retention and acquisition. This is a genuine win-win situation for everyone involved.«

Moreover, the Nürnberg location establishes an important hub within southern Germany’s logistics network. This strengthens the L.I.T. Group’s regional presence and lays the groundwork for further sustainable growth, while enabling faster, more flexible responses to market demands and seasonal peaks.



Klaus Vollmer, Member of the Management Board at dataform dialog solutions GmbH



Claas Durach, Managing Director of L.I.T. eCommerce Solutions GmbH

REWOTEC

QUALITY IN MOTION

Anyone entering the halls in the Emden industrial area immediately senses it: this is not just about inspection, it is about creation. Forklifts move past, employees examine components, and measuring devices are constantly at work. At the heart of the operation stands Frank Deiters, founder and Managing Director of REWOTEC Engineering GmbH. Since 2024, his company has been part of the L.I.T. Group. With this integration, a service network emerges that tightly links transport, storage, and quality assurance.

With utmost precision, a strong sense of responsibility, and keen attention to detail, REWOTEC Engineering GmbH ensures flawless products and seamless processes.

We do not see quality as a final inspection, but as a continuous process,« says Frank Deiters. »When we sort parts, analyze data, or adjust processes, it is never just about finding errors. It is about creating structures that ensure quality sustainably.«

REWOTEC Engineering GmbH has locations across Germany and Europe, from Emden to Wolfsburg and even the Czech Republic. Proximity to the production sites is an integral part of the concept. »Our customers expect answers within hours, not days. That is why we have established decentralized structures and qualified personnel directly on-site,« explains Deiters. This approach also allows the company to respond flexibly to unexpected challenges, such as sudden changes in production schedules or urgent customer requests, ensuring that quality and delivery timelines are never compromised.

The range of services spans from sorting and rework to resident engineering, process optimization, and start-up management. A special feature is the in-house developed quality management system (QMS) »QUEST«, which captures all data relevant to proper order processing – from quality metrics and working hours to personnel management and graphical analyses – making trends visible. »Only those who can measure their quality can control it. QUEST provides exactly the information we need to react precisely and quickly.« Teams are trained and certified according to international standards. Methods such as APQP, PPAP, 8D, and FMEA are part of everyday practice. Deiters emphasizes that standards are not only formally met but practically applied. »Our employees must not only know what a standard says, but understand why it is important. Only then does real value emerge.«

Even in administrative processes, REWOTEC Engineering GmbH prioritizes efficiency. AI systems assist with reporting, deployment planning, and communication. For Frank Deiters, this is not an end in itself: »Digitalization does not mean replacing people. It helps us find relevant information faster, allowing us to spend more time on what really matters: working on quality.«

Notably, leadership and staff collaborate very closely. Training, workshops, and feedback sessions are integral to daily operations. »We focus on continuous development, not one-off training. Those who are to take responsibility need knowledge, but also the freedom to contribute their own ideas,« says Deiters.



Frank Deiters, Managing Director of
REWOTEC Engineering GmbH

Value for the L.I.T. Group

With the integration into the L.I.T. Group, new synergies emerge. The group is not only strong in transport and freight forwarding, but also in value-added services that are closely linked to customers' production processes. These include pre-assembly and manufacturing tasks that demand particularly high levels of precision and reliability. This is exactly where REWOTEC Engineering GmbH brings its quality expertise to bear.

»Logistics and quality are two sides of the same coin. If a part is not delivered on time, is of the wrong quality, or is incorrectly processed during assembly, the whole production comes to a halt. In partnership with the L.I.T. Group, we can secure the entire supply chain – from transport and production-adjacent services to quality assurance,« summarizes Deiters.

The networked nature within the group amplifies this effect. Knowledge, personnel, and systems interact seamlessly, allowing customers to benefit from tight integration. Especially in production-adjacent activities such as assembly or start-up management, it becomes clear how the collaboration between L.I.T. and REWOTEC Engineering GmbH can make a tangible difference.

Despite growth, Frank Deiters remains committed to his principles. »We do not want to grow at any cost. What matters is that we maintain our values: precision, reliability, and customer proximity.« While operations in the Emden hall continue uninterrupted in the background, Deiters makes his motivation clear: »Quality is not a state you achieve once. It is a path you decide to walk every single day. And this is exactly the path we are taking: now together with the L.I.T. Group.«

The integration of REWOTEC Engineering GmbH is a logical step for the L.I.T. Group to expand its service portfolio.

THE FUTURE RUNS ON RAILS



From left to right: Robin Landgraf,
Max Österreichischer & Klaas Lange



Intermodal network of the L.I.T. Group, as of October 2025

A trailer is transported by truck to the railway station, then loaded onto a train, and finally forwarded by ship. This is the principle of multimodality. Different modes of transport are seamlessly integrated, the cargo remains in a single loading unit, and the entire process is managed under a single contract. For customers, this means efficiency, cost savings, and a significant reduction in environmental impact. For the L.I.T. Group, it is a business area set to expand significantly in the coming years, with increasing focus on digital tracking, optimized scheduling, and coordinated handling across all transport modes.



A key hub in the L.I.T. Group's intermodal network: the Roland Terminal in Bremen.

To unlock this potential, the company has now appointed two junior managers to key positions. Robin Landgraf takes over the Multimodal International division, while Max Österreicher heads the Intermodal Dedicated division, focusing on SmartRail Logistics GmbH. Both bring different strengths to the table but pursue the same goal: advancing multimodality at L.I.T. to the next level.

Robin Landgraf: Globally Connected

Robin Landgraf is well-acquainted with the complexities of cross-border transport. He began his career as a dispatcher and project manager and quickly distinguished himself through responsibility, market knowledge, and reliability. In projects such as the development of the SmartRail route Heilbronn–Osnabrück, he demonstrated how multimodal processes can be coordinated efficiently and how potential bottlenecks can be anticipated and resolved before they impact operations. »Robin brings the ability to manage operational processes smoothly while also thinking strategically ahead,« explains Klaas Lange, Managing

Director of L.I.T. Solutions GmbH. »His network and experience help us to further expand our international business.«

As Head of the Multimodal International Division, Landgraf coordinates activities between the locations in Lavis (Italy), Turku (Finland), and Villach (Austria). These sites serve as key nodes in a European network that is set to become even more closely interconnected in the future.

Max Österreicher: Precise Strategist

Max Österreicher represents the other side of multimodality. While Landgraf focuses on connecting networks, Österreicher emphasizes clear structures and precise execution. At SmartRail Logistics GmbH, he developed solutions in collaboration with Captrain Deutschland that are perfectly tailored to customer requirements. These include building a European transport network for all plants of a German automotive manufacturer, as well as supplying distribution warehouses of a German retail company with weekly changing promotional products.

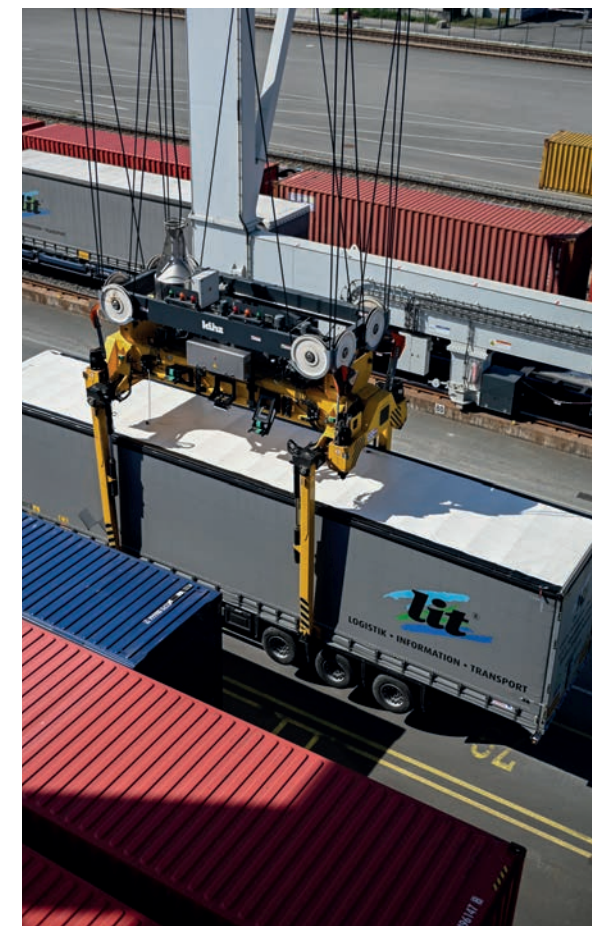
His next step is ambitious. Starting in 2026, he plans to establish open multi-client train systems,

allowing multiple customers to share a single train service. This approach not only makes transportation more cost-effective but also more sustainable. »Max has a keen sense of how to translate complex requirements into viable solutions,« says Klaas Lange. »This is precisely the skill we need to further develop our multimodal operations.«

Multimodality as a Growth Driver

Multimodal transport is far more than the logical combination of truck, rail, and ship. It creates flexibility, connects new locations, and provides alternatives when traditional supply chains are under pressure. For L.I.T., strengthening this segment is therefore a strategic move to offer customers sustainable and competitive solutions in the long term.

With Landgraf and Österreicher at the helm, the group aims to expand this area consistently, guided by a shared goal and mission: multimodality is to become one of L.I.T.'s most important fields for the future. Their combined approach ensures that the group can scale operations efficiently while maintaining high service quality and environmental responsibility.



»Forked Up« – Loading trains with trailers and swap bodies is a real spectacle to watch.



At various transshipment points across Europe, the trailers are transferred from road to rail.



Whether full or partial trains – through smart planning and coordination, we create sustainable and cost-efficient intermodal solutions.



Mykolas Subačius,
Managing Director of UAB L.I.T. Thermo



With modern refrigerated trailers,
UAB L.I.T. Thermo keeps perishable
goods fresh even over long distances.

FROM FJORDS TO FORKS

When it comes to transporting fresh fish across a continent, there is no room for error. One degree too warm, one hour too late, and the product loses its value. For UAB L.I.T. Thermo, the Lithuanian branch of the L.I.T. Group, the mission is clear: Feeding Europe: one perfectly cooled trailer at a time. Headquartered in Vilnius and led by Managing Director Mykolas Subačius, the company has established itself as a reliable specialist in temperature-controlled logistics, combining precise planning, state-of-the-art refrigeration technology, and highly trained staff.

Whether it is fresh salmon from Norway, delicate fruit from Southern Europe, or frozen goods requiring precise handling, UAB L.I.T. Thermo ensures that every delivery arrives in top condition. Their 11-person team operates with military precision, offering 24/7 tracking, customer support, and logistics consultation tailored to individual needs.

A Journey to the Edge of Europe

One of the company's proudest milestones took place in August 2025, marking the northernmost transport in L.I.T. history. From Hamburg to Tromsø – 2,375 kilometers in six days – a truck loaded with cruise ship supplies ventured deep into the Arctic Circle. While the cargo was non-temperature-sensitive, the route itself demanded exceptional coordination, reliability, and resilience from both drivers and dispatch.

Not long after, the team took on its longest journey yet: a 3,943-kilometer sprint from Rypefjord, Norway, to Calderara di Reno, Italy, in just four days. The cargo? Fresh salmon. The challenge? Keeping it pristine across a multi-national route with strict temperature control requirements. From the Arctic coastline to the sunny plains of northern Italy, every stop, seal, and temperature reading had to be documented flawlessly. »This trip symbolized exactly what we stand for,« says Subačius. »Efficiency, quality, and precision, all under pressure.«

The Science Behind Cool

Transporting perishable goods is not just about setting the right temperature. »You need deep knowledge,« explains Subačius. »It is not just apples and oranges. Literally.« For example, apples emit ethylene, which accelerates the ripening of other

fruits and vegetables. A costly mistake if stored together. Cucumbers and tomatoes? Not compatible either. Every product has its own characteristics, and only precise handling ensures that freshness and quality remain intact all the way to the customer.

Even more crucial is understanding that refrigerated trailers are not industrial freezers. »They maintain, but do not chill,« Subačius notes. »That is why temperature checks during loading are vital. If you load warm, you risk losing the cargo.« Add to this the need for route optimization, security measures for high-value goods, and compliance with countless regulations across borders and you begin to see the expertise required to succeed in this niche.

Driven by People

Behind each successful delivery is the strength of the L.I.T. UAB Thermo team. »We are small but highly effective,« says Subačius proudly. Among the fleet are four female drivers, a notable figure in the still male-dominated world of logistics. »It is about skill, not stereotypes,« he adds.

As the company eyes expansion, the focus remains on growing the fleet, winning new clients, and securing a top spot within the L.I.T. Group's portfolio. The ambition is not only to move goods but to set new standards in how temperature-sensitive logistics are done, combining operational excellence with innovative solutions.

And so, from icy fjords in Norway to sun-soaked towns in Italy, from fresh salmon to frozen vegetables, UAB L.I.T. Thermo delivers freshness. Kilometre by kilometre, degree by degree, with every step monitored and optimized. Because in the end, whether it is fish or fruit, freshness does not travel itself – it travels with skill, care, and expertise.

Jantje Wulf,
Professional Truck Driver
at L.I.T. Cargo GmbH

»I'm in the driver's seat – literally.«

Jantje Wulf on the freedom and responsibility she experiences in her daily work.

Brake, 10:15 a.m. A dull clack echoes across the L.I.T. Cargo GmbH yard in Brake as Jantje Wulf opens the door to her truck. After a rainy night, the roads are still wet, and the air is fresh. A light breeze gently blows while the sun slowly breaks through the clouds – a cool, slightly humid summer morning in northern Germany. Jantje Wulf carefully pulls on her gloves and checks the tarpaulin of the trailer. Today's task: delivering bumpers for a major German automobile manufacturer from Rehau in Brake to Bremen. »Opening the tarp is sometimes really a test of strength,« Jantje says, bracing her whole body firmly against the frame. Her hands slip briefly, and a sudden jolt runs through her body. »Especially as a woman, you notice that the job is physically demanding.« Yet she remains calm, almost routine. »If it does not work, there is usually someone nearby to help – for example with a little trick that only experienced truckers know.«

Silicone Spray vs. Muscle Power

Jantje grins and pulls a small spray can from the side compartment. »It just makes things slide better. For example, at the air connections,« she explains, tilting the can slightly to get just the right amount. She means the connection between the truck and trailer – a spot that has challenged even seasoned drivers, especially on damp or cold mornings when everything feels a bit stiff.

The tarp is now open, the trailer ready. On Rehau's factory grounds, a forklift is already waiting. Nine lifts, thirty-six bumpers – carefully stored and secured. Jantje then disappears briefly into the

office building, returning shortly with a stack of shipping documents. »It has the borderon number on it,« she explains, quickly entering the eight-digit sequence into her tablet. The »Truck« app displays her route for the day. A QR code appears. »I'll need this later at the Bremen gate. Without it, I won't get in.«

Alongside the digital workflow, there is still some paperwork: a handwritten note from the L.I.T. office with license plates, freight details, and recipient info for the local colleagues. »It will also be scanned there again,« she says almost casually, tapping the clipboard against her leg, as she climbs into the cab, balancing quickly on the step.

Music on, world off.

Sixty-six kilometers lie ahead along the B212 toward Bremen. The morning sun shines, and Miley Cyrus blares from the speakers. »I can buy myself flowers,« the song goes. Jantje turns the volume up slightly, her fingers tapping along on the steering wheel. Somehow, the lyrics perfectly suit the confident twenty-year-old, navigating life – and the road – independently.

It is this mix of freedom and responsibility that Jantje loves about her job. Alone at the wheel of a ton-heavy vehicle, she feels both empowered and accountable. »I'm in the driver's seat – literally,« she says.

Her path here was actually unplanned. At a vocational fair, she had intended to explore a commercial apprenticeship. »And then suddenly I was sitting in the cab of the L.I.T. trainee truck.« Sparks flew. Her parents? Initially surprised. »But they supported me immediately.«

BETWEEN TARP AND TRACTION

Jantje Wulf represents a new generation of truck drivers: young, confident, and fully versed in digital technology – yet still facing daily challenges. We spent a day with her and saw firsthand how modern and multifaceted her profession has become.

Highlight at Walking Speed

In the rearview mirror, the last houses of Brake disappear. During the drive, Jantje shares a special experience: »Right after getting my driver's license, I was allowed to drive the truck in the Kramermarkt parade in Oldenburg. At walking speed through the entire crowd.« A friend was allowed to accompany her. »It was amazing! A real recognition.«

The Kramermarkt parade is part of a traditional folk festival in Oldenburg – similar to Oktoberfest, of course much smaller and regional. Multiple clubs, companies, and showmen parade through the city center with brightly decorated wagons. For many, it is a highlight of the fall season – for Jantje, a milestone in her professional journey.

Bremen, Arrival.

At the gate of the major German automotive manufacturer, Jantje holds her tablet up to the scanner. It beeps, the barrier lifts, and she carefully maneuvers the truck through the entrance. A few minutes later, she stands next to the trailer, releases the tarpaulin fasteners, and then the bottom ratchet straps, which are particularly tight and stubborn. She then pulls the tarp back, folding it neatly and giving the forklifts enough room to operate efficiently.

»Now to pump the roof up,« she mutters, focusing. At the front and back, she grabs the crank and raises the roof steadily. In the middle, it sags slightly, so Jantje reaches for the runge, a long metal rod, and props the roof firmly in place. Carefully, she unloads the fully packed truck with her forklift, placing the packaged bumpers onto the production line. Each piece finds its

At home on the asphalt: Between city traffic, highways, and even pastures, Jantje truly feels in her element.

designated spot, and the precision of the operation leaves no room for mistakes.

Jantje takes a deep breath – the most stressful part is done. Her truck is now empty and ready for the return trip. Empty racks head back to Brake. Another round awaits. »But that doesn't bother me. I love being on the road.« With a smile, she looks over the yard before climbing back into her cab. A new song starts playing. The next stretch of the road belongs entirely to her.



Hardly has the cargo been unloaded, and Jantje Wulf is already looking forward to the next run – for her, it is a true passion.



Even though the job sometimes pushes her physically to her limits, she knows that there is always someone there to help.

APPRENTICESHIP SOUGHT PERSPECTIVE FOUND!

Many young people today are looking for a career that offers both security and opportunities for development. In logistics, they find both: an industry that is growing through digitalization, international goods flows, and new customer demands, offering a wide variety of tasks. For the L.I.T. Group, this means not only providing apprentices with an entry point, but also giving them a long-term perspective.

Currently, around 130 apprentices are starting their careers at L.I.T., with approximately 40 more joining each year. To provide guidance, the apprenticeship department relies on clear structures and comparable standards across all locations. Digital tools such as the Apprenticeship Navigator create transparency, while introductory days and training weeks facilitate the start. Supra-regional formats like »Best Apprentice«, trade fair appearances in Bremen, or a day at a globally renowned automobile manufacturer provide insights that go beyond the apprentice's own location and encourage networking across sites.

»We place great importance on ensuring that apprenticeships are understood consistently throughout the group. Young people need guardrails they can orient themselves by,« says Nele Grenzebach, who, together with Melanie Kalla, shapes the apprenticeship program. Kalla adds: »Direct contact is crucial. In conversations and training sessions, we immediately see what works well and where adjustments are needed.«

Nils Schönknecht, an aspiring freight forwarding clerk from Moers, has already experienced this approach: right at the start, he met colleagues from other regions and subsidiaries during the introductory week. Later, he worked in a team with apprentices from multiple locations for the »Best Apprentice« competition. Such experiences demonstrate that apprenticeships at L.I.T. are not conducted in isolation but primarily through exchange across companies and hierarchies.

With the restructuring of the department, the phase after completing the apprenticeship is now also coming into focus. In an industry with high demand for skilled workers, L.I.T. aims to develop and retain its own talent early on. Some further training programs are already running, and additional measures are being prepared. The goal is to provide clear development paths and build a pool of young talent that will support the company in the long term.

A central role is played by the trainee program, which is currently being further developed. It is designed to both support the business units in their



Together, Melanie Kalla, Julian Derst, and Nele Grenzebach (from left to right) guide the apprentices from onboarding through to career advancement.

daily work and build competencies in projects and leadership. It targets both high-performing apprentices who are being retained and external graduates starting their careers at L.I.T. Through rotations and cross-departmental assignments, apprentices gain a holistic understanding of the company and its operations.

Julian Derst, Head of Apprenticeship and Training, says: »With our decades of experience in apprenticeship programs, we have an excellent foundation to build on. Our current focus is to better connect apprenticeships and further training. Our aim is to provide young people with guidance from the very beginning and to show them clear paths even after completing their apprenticeship.« For the company's management, this course sends a clear signal. Simeon Breuer, Board Member of the L.I.T. Group, emphasizes: »We fundamentally

see L.I.T. as a platform – both for entrepreneurs within the company and for career development, meaning apprenticeships and further training. We are now linking these programs together to open up opportunities for young people, to allow them to discover their potential early, and to create pathways for long-term professional growth. This provides security and planning reliability, both values that are becoming increasingly important today. At the same time, we strengthen our position as a top employer in a dynamic market.«

For Nils and his fellow apprentices, the bottom line is clear: they always know where they stand, where they can develop in the future, and that at L.I.T. they are receiving a hands-on apprenticeship while gradually growing into a professional future with real prospects, supported by mentoring, peer learning, and continuous feedback.



A coordinated team: Christine Wessels, Mona Frerichs, Jessica Bergamotto, Natalie Rausch, and Ute Hülsebusch (left to right) from the accounting department.

ALL ACCOUNTS ARE SETTLED!

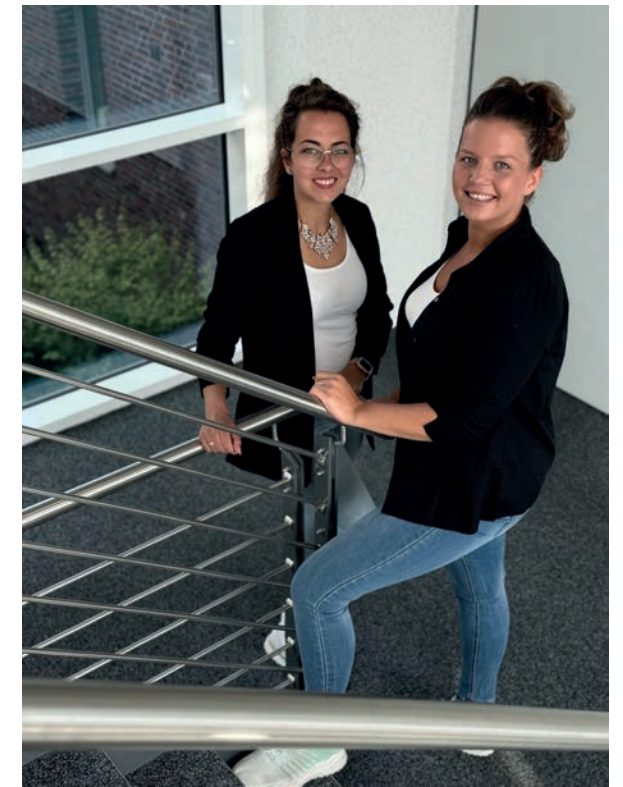
At the break of dawn, when the first invoices are issued, the accounting department is already deep in the day's operations. Under the leadership of Izabela Stefaniak, a team of ten employees and one apprentice works from the Brake and Bremen locations for the entire L.I.T. Group. Driven by experience, team spirit, and an open approach to digital developments, the department ensures that processes run smoothly today and remain reliable in the future.

Our workday starts early because accounting is one of the company's central processes. »We make sure that invoices and credit notes are sent out on time,« says Izabela Stefaniak. In addition, the team handles handovers to the finance department, processes complaints, and checks freight documents, which are then submitted to the payer.

Part of the work is carried out using the credit note procedure, which requires particularly careful preparation. »In order to issue invoices, the freight documents must be complete – without them, nothing works,« explains Stefaniak. This also includes reviewing, sorting, and digitizing documents from the fleet or external contractors.

Each employee has a focus area but simultaneously supports several companies within the group. »That is quite demanding. You have to keep your own processes under control while also being flexible enough to work in other areas,« Stefaniak notes. The variety keeps the work interesting and encourages cross-training, which ensures that the department remains resilient in peak periods.

The accounting department is closely connected with other areas, especially finance. Colleagues coordinate payment information and handovers there, and approvals and complaints must be re-



For Kimberly Flohr (left) and Carina Dwehus (right), above all, team spirit and strong communication with other departments are key factors in the department's success.

solved quickly. »Sometimes we feel almost like detectives when a document is missing or a figure does not match. You need a lot of patience and sometimes a bit of humor,« Stefaniak says with a small smile.

As the department head, the team spirit is particularly important to her: »Everyone takes responsibility here. The commitment and reliability of each individual make our department strong. Women power is not just a slogan for us, we actually live it every day.«

Even though the work requires a lot of routine, Stefaniak sees the department well-prepared for future changes. »Digitalization and automation will certainly change many things in the coming years. What matters is that we remain open to this while continuing to deliver the quality the group relies on.«

Accounting remains a department that usually works in the background but is indispensable for the success of the entire group. Julian Lachnitt, Board Member of the L.I.T. Group, emphasizes this: »When invoices are issued, complaints processed, or freight documents checked, it may look routine. In fact, it involves a lot of detailed work and coordination with other departments. This reliability ensures that processes across the group run smoothly. My thanks go to Izabela and the entire team who ensure this day after day.«



Together with Alina Weller (left), Izabela Stefaniak (right), as Head of Department, ensures that invoices and credit notes are delivered reliably and on time to their recipients.

