

An aerial photograph of an industrial complex, likely a manufacturing plant. The image shows several large, dark-roofed buildings with gabled roofs. In the foreground, there is a large parking lot filled with numerous cars. To the right, a road with a median and some greenery is visible. The overall scene is captured from a high angle, providing a clear view of the facility's layout and surrounding area.

# LOHSE 125

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In 2033, we will celebrate a very special anniversary: 125 years of LOHSE. We are already setting our sights on this impressive goal today with a clear vision for our future.

The following pages show where we want to go as a company, the strategic direction we are taking, and how we see LOHSE in its anniversary year: innovative, internationally successful, and with strong family values. The basis for this is a guiding principle that sums up our core values. It describes how we want to shape change. This guiding principle is the foundation of our corporate culture and gives us clarity in our everyday work.

The LOHSE125 vision is based on these values. This vision is more than just a picture of the future—it is our shared roadmap for the coming years. It provides guidance, encourages change, and shows how we will shape the next steps together as a team.

„We create **innovative technologies** for resource cycles – as a future-oriented partner **trusted worldwide**, driven by **active change** and a **dedicated team**.“

### Innovative technologies

#### – Our path to technological leadership



We want to set new standards with innovative technologies—in our products, processes, and manufacturing. True innovation must be embraced throughout the entire company.

To this end, we are specifically strengthening our research and development activities. Our goal: more new developments, more progress, more technological leadership. We consistently focus on state-of-the-art technologies, for example through the active integration of intelligent computer systems. This opens up new ways of working.

We place particular emphasis on developing new, innovative products in the field of resource cycles. In doing so, we are taking responsibility for the future. To achieve this goal, we are actively involved in industry committees in order to act as an important voice in the industry.

### Global trust

#### – Our foundation for strong partnerships



We want to build trust worldwide. Our goal is to continue to build this trust every day. To this end, we have competent contact persons available all over the world. Personal, reliable, and close at hand.

Our foundation for this is the highest quality of our technologies. Every order, every project, and every collaboration is an opportunity for us to strengthen trust in the long term.

### Change in action – Our drive for future viability



Our own motto is: action instead of reaction. We don't want to wait for change – we actively shape it. Our goal is to be a self-learning organization that reflects on itself and grows as a result. We are open to new technologies and use them consciously and at an early stage.

Everyone at Lohse is responsible for continuously developing themselves and the company's processes. We are also consistently developing our product portfolio to keep our finger on the pulse.

We boldly embrace challenges, because change can only succeed if we are prepared to leave our comfort zone and live it. This self-image makes us strong and fit for the future.

### Dedicated team – Cohesion, competence, and trust



We are not just a family-run company—we live and breathe family! This shapes how we interact with each other on a daily basis. For us, it's the people and treating each other with respect that counts. Balancing work and family life is a core value, and we create the space to ensure that both are in harmony.

At the same time, we are committed to the continuous development of our skilled team. Learning, growing, and being open to new ideas are a natural part of who we are. Our goal is resilience and flexibility! Because only those who remain open and adaptable can actively shape change and seize opportunities.



Our roots lie in craftsmanship. For a long time, our workshop was our sole focus—a place where we worked with our hands and our hearts. This experience continues to shape us today. But now we are taking the next step. We are developing our workshops into a modern company. Our goal is clear: we are preserving the best of our tradition and combining it with new technologies, new ways of working, and new markets. Step by step, we are building on our experience and shaping the change that our company needs for the future.

The foundation is a company where family is evident everywhere, not just as a mere promise, but as a lived reality. A place where people can naturally combine work and family life and find support and assistance in doing so.

We are creating a working environment in which personal responsibility is a matter of course and respectful, motivating interaction shapes everyday life. Our teams are flexible, adaptable, and strong, with a willingness to try new things and move forward with courage. To achieve this, authentic leadership must build trust. Managers are not mere superiors, but genuine companions who provide guidance with honesty and clarity. They grow together with their teams and help them reach their full potential.

We are building an open and transparent corporate culture in which every voice counts and every opinion is heard. In doing so, we are opening ourselves up to new, flexible working models that accommodate different lifestyles and ways of working.

Our vision is to be an employer that acts economically wisely while maintaining humanity. We grow with the right people at the right time—mindfully, but decisively.

We believe in a team that enthusiastically takes responsibility, remains open to change, and can proudly say: Here, we don't just work together. Here, we shape the future!

What we create together in our production facility not only has value internally, but also radiates far beyond our workshop gates into the world.

We are creating a global sales network based on trust. Our goal is to become one of the best-known and most recognized technology partners in our core markets and to establish our own sales offices in the five most important countries. These offices operate close to our customers—fast, competent, and solution-oriented.

We are doubling our group revenue by specifically marketing our technologies and expertise. Our focus is not only on physical products, but also on solutions and comprehensive consulting.

To achieve this, we rely on strong, international key account management that builds long-term relationships. This is complemented by strategic market diversity. We are systematically tapping into new industries and expanding our range of customer-oriented services.

Our sales teams receive systematic training to present our expertise to our customers worldwide. At the same time, we are investing in digital sales channels: online shops, smart service platforms, and professional marketing are becoming key pillars of our sales strategy.

These consistent measures strengthen our profile as a reliable partner in the industry and enable us to make a name for ourselves worldwide for our excellent technology, expertise, and customer focus.

But if you want to grow beyond the workshop, you need more than just good products and strong partnerships. Everyone must also be willing to change themselves. The next step takes us out of the workshop and into a new era. Into an industry that demands innovation every day and where further development is a matter of course.

In this future, change is no longer the exception, but part of our DNA. Every process, every activity, and every product is regularly scrutinized and improved — automatically, as a matter of course, at all levels.

As an innovative company, our goal is to operate flexibly. Reacting only when necessary is expressly not part of this. Our organization should think ahead, recognize opportunities early on, and seize them with determination.

We are committed to consistent digitalization. Our processes and production are digitally controlled. This creates the basis for greater innovation in all areas. For us, digitalization is not an end in itself, but a tool that enables us to realize new ideas more quickly. This makes LOHSE a networked, transparent, and efficient company on the path to the future.

At the same time, we are uncompromisingly adapting our processes to our business model in order to increase effectiveness. We focus on the essentials, on what makes our core business strong. We critically examine what we do ourselves and where external partnerships make more sense. As part of effective sourcing, make or buy becomes a conscious, strategic decision..

A key objective is to continuously increase our level of automation. Automated processes enable us to gain efficiency, reduce errors, and decrease workload, thereby creating capacity for creative tasks.

We create structures that promote this change. With strong shop floor management that creates transparency and makes change tangible. A modern key performance indicator system makes our progress measurable—clear, open, and comprehensible for everyone. At the same time, we invest in the skills of our employees. We provide our team with targeted training so that new technologies are not only introduced but also understood and utilized.

But change does not happen through systems alone. It begins in the mind. In our vision, everyone knows that growth only happens when we leave our comfort zone. Our managers exemplify this and consciously promote and demand this attitude. They encourage people to take the first step and accompany their team members on this journey.

We believe in a future in which we not only master change, but also shape it ourselves with determination, flexibility, and confidence.

Those who have internalized change quickly realize that change is not an end in itself. It creates space for new things.

Our company has learned to think flexibly, question structures, and redesign processes. This spirit is the basis for not only keeping pace, but also breaking new ground and creating innovations that move the market. We want to take action and actively shape our organization to make it a driving force for intelligent technologies.

We are shaping a future in which our technologies set new standards – intelligent, digital, and connected. Our vision is to be a company that not only promises innovation, but consistently lives it. In our products, in our manufacturing, and in our processes.

We create intelligent add-on solutions that make our products smarter. Our goal is a networked portfolio that seamlessly integrates digital technologies and offers real added value for our customers. At the heart of this is powerful research and development, which we are expanding in a targeted manner. It is clearly geared towards market needs and the requirements of our customers. We not only drive innovation, we set trends and take on technological leadership.

Our IT is becoming a driver of innovation, leveraging the capabilities of the most intelligent tools to take products, processes, and services to a new level.

We are expanding our product portfolio with new technologies, thereby creating solutions for future challenges. Our vision extends beyond our company: we actively drive innovation in industry associations and through strong partnerships with research institutions and suppliers.

At the same time, we are bringing clarity to our product portfolio. Through targeted standardization of our products, we are creating space for more creativity, bold developments, and genuine technological breakthroughs.

We are a company that does not wait for change, but initiates it ourselves. A future-oriented company that moves the market with its ideas. Our workshop was the beginning—a place where work was done with heart, mind, and craftsmanship.

Today, we stand on the threshold of a new era: the workshop is becoming a successful and modern company that masters change and drives innovation.

But one thing remains unchanged: it is people who make the difference. Together, we are building a future that is not only solid, but also full of possibilities. With pride in what we have created and courage for what is yet to come, we look to the future of Lohse with confidence.



„With the goals of LOHSE125, our journey from a craft-based business to an innovative company is not a distant vision—it has already begun.

We know where we come from, and we know where we want to go:

to become a company that preserves its family roots but is determined to break new ground.

With courage, solidarity, and innovative strength, we are shaping this path together.

Step by step, day by day, because all of us—each and every one of you—are part of this development.“



Dietmar Warnke  
Managing Partner



