



A PRODUCT OF THE BUHLMANN GROUP

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GLOBAL



TEAM SPECIAL MATERIALS
WE KNOW HOW.

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EDITORIAL

Change



Dear readers,

To respond proactively to changes in a constantly evolving world in order to offer our customers and partners the best possible service – that is an objective that we have included in our corporate guidelines. The articles in this issue of **GLOBAL** provide an insight into how we are making this reality.

One prime example is our experts in the Special Materials department: it takes a great deal of expertise to predict what will be needed in the future in areas where the needs of energy suppliers are constantly changing. Two employees from our Purchasing department also discussed trends in materials management and how to recognize them. You can read more about that from page 10.

Another article in this issue explains the restructuring of sales in northern Germany. The merger of BUHLMANN Industrie Technik (BIT) with our colleagues from Sales North promises

synergy effects and even more comprehensive customer service with 19 employees. You can find out more – including about projects in the geothermal energy competence area, which is also based in the North German sales division – from page 4 onward.

Last but not least, it is important to meet future challenges with a well-positioned and diverse company. The recent acquisition of Trupply Holdings LLC from Houston, Texas, represents another change in our company. Further information can be found from page 8.

Sincerely,

Jan-Oliver Buhlmann

“It will be a short induction period”

Further development means change. Marco Steffes and his colleagues at BIT are currently experiencing this with the major restructuring of the Sales North division: BUHLMANN Industrie Technik (BIT) is merging into that department. And Marco Steffes, formerly Managing Director of BIT, is taking on the role of Head of Sales North.

One major advantage of this new appointment to the management role is that Marco Steffes already knows his way around. He has held various positions in the company for eleven years now, most recently as Managing Director of BIT. There was inter-departmental cooperation between the two even before Sales North and BIT merged, plus the joint projects in the BUHLMANN Innovation Group. “I will, of course, have to delve further into the details in the weeks to come. For example, I am very interested in the geothermal energy sector, which is managed by the Green team, as well as the classic business areas of the North department. I am also really looking forward to the cooperation

with Tenaris. However, overall, it will be a short induction period,” said Marco Steffes.

Filling the position from within the company has a variety of advantages. Staff not only know one another but also appreciate one another. “Marco Steffes knows the people in the company – and they know him. Particularly impressive is that he is always on the lookout for new potential,” said Torsten Cordes, Director of the Domestic Sales Division (DSD) at BUHLMANN, who manages the sites in Germany. “He is also familiar with the customers and the processes in the company. Furthermore, he has years of management experience, has already supervised international projects, and has a wealth of expertise covering all aspects of the steel trade,” added Mr. Cordes.

The BIT team is also a welcome addition: Dennis Ehlbeck, Matthias Buck, and Thomas Lach will support their colleagues in the Sales North teams with their respective expertise. “I am delighted

that we will be adding a total of 66 years of experience in the industry to the Sales North department,” said DSD Director Torsten Cordes. This sees the team in the department grow to 19 members – we also welcomed Florin-Constantin Pene as a new employee in March.

Marco Steffes also pointed out that it will be possible to streamline internal processes and shorten communication channels, saying: “Our hope is that this will lead to greater market penetration, not only via cross-selling to our existing customers but also with new customers whom we can offer the complete product range.” Director Torsten Cordes added: “We are establishing a new team of experts in the fields of geothermal energy, fittings, and sheet metal in the North sales area, which can contribute fully to the entire Domestic Sales department and the Group as a whole.”

Both Mr. Steffes and Mr. Cordes are convinced that the merging of Sales North and BIT will encourage even more diversity in

the customer and product structure. Broader positioning in the fields of geothermal energy, gas storage, wind power, fittings, and sheet metal – without neglecting the core sectors to date – is advantageous all round: “Here, too, we are stabilizing teams via additional personnel, allowing us to intensify the necessary field service and offer customers a fast service,” said Torsten Cordes.

The new Head of Sales North, Marco Steffes, is looking forward to his new role and the changes to the department structure. “It is also a clear signal to the customers and suppliers that we view the northern German region as another future growth driver for the economy. Be it in the offshore and onshore wind industry, the North German hydrogen hub and revitalized shipbuilding industry, or cavern storage of gas or hydrogen: there are many new opportunities presenting themselves here.”

Text: Gabriele Wiesenhavern



Team Sales North: Christian Maaß, Florin-Constantin Pene. 2. Reihe: Matthias Buck, Stefan Klaiber. 3. Reihe: Dennis Ehlbeck, Thorsten Pahlow, Hendrik Wülbers. 4. Reihe: Marco Steffes, Thomas Lach. 4. Reihe: Julian Iden, Stefanie Luers. 5. Reihe: Lara Meyer, Dorian Dohmen. Ganz oben: Torsten Cordes, Alf Schmeichel, Marcel Kestner. Not on the photo: Bennet Meier, Jannika Ratzke and Till Gründel.



INTRODUCING DAIMENSION

Cameras for measurement

The start-up dAlmension, together with its technical founder, Maik Daniel Klause, was integrated into the BUHLMANN Group at the end of 2024. dAlmension develops AI-based products such as computer vision solutions, an AI assistant, and the data engine, which forms the basis for many of dAlmension's AI solutions.



Maik Daniel Klause explains his AI solutions to Bremen's Mayor Andreas Bovenschulte.

At the BUHLMANN Group's warehouse in Bremen, work is currently underway on a joint project to ensure that pipes, which are traditionally measured by employees by hand with a tape measure, can be captured by a camera module and then recognized and processed by artificial intelligence (AI) in the future. An initial prototype has already been in the test phase for several weeks. The aim is for the AI to learn to recognize the exact dimensions based solely on optical detection of the material – at a glance, so to speak. This AI cannot take measurements directly, of course, but rather has to be trained with a large number of images of pipes. This is where dAlmension's data engine comes in, with which such data are made machine-readable and the data set for AI training for pipe measurement can be created. Ultimately, this system will be able to register pipes quickly and with unprecedented accuracy before processing them in the BUHLMANN system.

In addition to this project, dAlmension is also currently developing the AI assistant Rommie, which will serve as a problem solver for knowledge management initially. In the long term, the aim is for it to be possible to integrate the AI assistant into everyday workflows. This will not only solve tomorrow's problems today but also expand dAlmension's innovative efforts even further. For the start-up, joining forces with the BUHLMANN Group means the opportunity to further develop and test the products. For the BUHLMANN Group, it means being able to develop

tailor-made solutions for the Group in-house – a win-win situation for both partners. Mr. Klause is supported by Head of Sales North Marco Steffes, at BUHLMANN since 2014, who also serves as a managing director and is involved in the development and expansion of dAlmension GmbH. “In my time as a Business Development Manager, I was involved in a wide range of IT projects. In addition, I can also make my network and almost 20 years of sales experience available to dAlmension,” said Mr. Steffes. The aim is to be able to offer the dAlmension solutions outside the BUHLMANN Group as well.

Text: Anna-Lena Blaauw

Vicoda, Calenberg & Schreiber



Stadium in Qatar: Several vibration dampers for the pedestrian bridge connecting the railroad station with the Al-Thumama Stadium, venue of the World Cup in Qatar.

Vibration control covers the analysis and control of vibrations caused by machines, plants, and external influences. The goal is to reduce or eliminate undesirable vibrations in order to extend the service life of buildings and machines as well as to increase comfort and safety for people. Within the LISEGA Group, this is implemented via products under the VICODA brand. CALENBERG INGENIEURE GmbH and SCHREIBER BRÜCKEN-DEHNTECHNIK GmbH also operate under the VICODA brand as part of the management holding.

The LISEGA Group's business areas

1. Industrial plants: VICODA products offer solutions for the damping of pipes in order to minimize vibrations and guarantee operational safety and reliability. These solutions complement the pipe supports from LISEGA SE.

2. Machines (pumps, turbines, blowers, etc.): Spring elements with and without viscoelastic dampers optimize machine supports in order to reduce vibrations and increase efficiency. The forces generated by the work process are not transmitted to the surroundings. Vibration isolators from VIBRANIHIL are ideal for smaller and lighter machines.

3. Buildings: Elastomeric bearings from CALENBERG INGENIEURE protect structures from vibrations caused by traffic or industry, for example.

4. Bridges: VICODA tuned mass dampers reduce vibrations caused by wind, traffic, or other dynamic loads on bridge structures. Long and curved pedestrian bridges in particular can be so strongly stimulated by many people crossing that no one voluntarily uses the bridge – tuned mass dampers prevent this.

Schreiber:

Roadway expansion joints: These systems absorb the movements and expansions of bridges, ensuring a smooth and safe road surface.

Bridge bearings: SCHREIBER BRÜCKEN-DEHNTECHNIK produces different kinds of bridge bearings, including elastomeric bearings, pot bearings, spherical bearings, and roller bearings, which absorb the movements and loads effectively.

Track construction: CALENBERG offers elastic components for the track superstructure to protect against vibrations, structural-borne sound, or airborne sound in railway operations.

Development of vibration control at LISEGA

The LISEGA Group founded VICODA GmbH in 2014 and expanded its portfolio in 2017 with the acquisition of CALENBERG INGENIEURE and SCHREIBER BRÜCKEN-DEHNTECHNIK. CALENBERG broadened the company's expertise in vibration isolation and protection against structural-borne sound. SCHREIBER did the same for the construction and renovation of bridges.

VICODA GmbH was integrated into LISEGA SE in 2020, where it continues to operate as the Competence Center Vibration Control with the VICODA brand. The acquisition of VIBRANIHIL, based in São Paulo, Brazil, in 2023 saw the Group complemented by a further specialist in vibration isolation.

Products and services

Spring elements and spring damper elements: These products are used for the elastic support of machines and plants in order to reduce vibrations effectively. The vibration isolation significantly reduces the transmission of the forces resulting from the operation of the machine to the surroundings. Without isolation, adjacent offices and buildings could experience strong vibrations, making work there impossible, for example.

Viscoelastic dampers: These products dampen vibrations in pipes and other structures to increase operational safety and reliability. The damper contains a highly viscous medium, in which kinetic energy is converted into heat. Simply put, it is comparable with a shock absorber in a car.

Tuned mass dampers: These systems minimize undesirable vibrations in buildings, machines, or plants (pipes). In principle, their function is comparable with that of noise-canceling headphones. The difference between the two is that tuned mass dampers work passively, meaning no electrical energy is required.

Elastomeric bearings from CALENBERG: Elastic support of structures for protection against permanent loads or variable influences.

Roadway expansion joints from SCHREIBER: Absorption of the movements and expansions of bridges, ensuring a safe road surface.

Bridge bearings: SCHREIBER produces different bridge bearings, including elastomeric bearings, pot bearings, spherical bearings, and roller bearings, which absorb the movements and loads of bridges effectively.

"Help, my pipe is vibrating!"

Conversations with customers often start with this phrase. The next step is the almost detective-like work of a comprehensive consultation. A wide range of questions are asked to determine what the problem is and whether our products can help. The customized offer often also includes additional services such as vibration measurements and installation supervision. That means that LISEGA generally provides the customer with support right up until the problem is solved. As such, we also know whether our suggestions have achieved the desired results. Gunnar Schmidt, Head of Competence Center Vibration Control, reported: "The challenge lies in the intensive and time-consuming consultation, as customers often lack basic knowledge of vibration control technology." But that's where the VICODA specialists come in.

Text: LISEGA



Dampers at the Airport Tower Dublin



CALENBERG INGENIEURE GmbH – Elastomeric solutions for construction, railway, and environmental engineering

CALENBERG INGENIEURE has been developing, producing, processing, and marketing elastomeric bearings for static and dynamic component support at its headquarters in Salzhemmendorf, as well as the site in Losheim, since 1973. It continually expands its network with national and international partnerships so as to be able to implement customer-specific requirements more quickly.

The elastomeric bearings are employed in the fields of construction and industry, railways, and environmental protection and noise control all over the world thanks to their special material characteristics, excellent quality control processes, and the resulting benefits.

The materials require no maintenance and are designed to survive the entire service life of the structures and track superstructures without losing their effectiveness. At the same time, they comply with the pertinent regulations in the respective areas of use and are furthermore characterized by high cost-effectiveness.

Calenberg is already researching and operating processes aimed at the sustainable production of elastomeric materials. Some of the product lines are made from recycled, bonded rubber fibers and can be returned to the material cycle at the end of the service life.

“I want to build bridges”

Patrick Grabowski introduced himself to the LISEGA staff in Zeven at the end of February. Following the departure of Dr. Holger Krasmann, he will lead the company as Chairman of the Executive Board for a transitional period of one year.

The hall was packed as Patrick Grabowski, joined by Member of the Executive Board at LISEGA Peter Vogt and BUHLMANN CEO Jan-Oliver Buhlmann, took to the podium. He addressed the staff directly with personal words expressing how much he was looking forward to the new role. One employee said: “The atmosphere was calm and full of anticipation. I think that Mr. Grabowski found the right words. And there were no questions left unanswered at the end.”

Patrick Grabowski took over the new role on March 1, 2025. The 51-year-old business expert had been a member of the LISEGA Supervisory Board since the company was acquired by the BUHLMANN Group. He took over as Chairman of the Executive Board from Dr. Holger Krasmann, who left the company after six years as CEO and Chairman of the Executive Board.

Patrick Grabowski grew up in Lower Saxony and lives in Bremen with his family. The business expert was a responsible partner of a tax consulting and auditing firm, of which the Buhlmann Group is also a client, for many years. “I have known the Buhlmann family for almost 30 years now and have advised the BUHLMANN Group intensively, including all shareholders and family members, on tax and business matters.” As such, he was also happy to accept the role for the transitional period of one year, after which he will return to the Supervisory Board.

Patrick Grabowski aims to make the most of this one year – as he has been familiar with one of the companies for years and



is also on the Supervisory Board of the other one, integration should be no problem. “I have already been able to gain a comprehensive impression of the company and its structures this past year. And I am impressed: by a company which is not only very successful but also the market leader, by the high level of expertise of its staff, who form the basis for its success, and by the team spirit throughout the whole company all over the world. I am truly looking forward to this coming year.”

So, what does he have planned? To continue to accompany the development and expansion of the joint path begun under Dr. Holger Krasmann. “I want to build bridges connecting LISEGA and BUHLMANN – allowing us to combine our strengths and utilize our synergy. Doing so will allow us to tap our full potential both within the group of companies and in the market, creating real added value for everyone.”

According to Mr. Grabowski, building a good relationship with employees is the

key to success. “Certain values are very important to me personally: appreciation, commitment, open and honest communication, and, of course, trust – and I want each and every employee to enjoy going to work in the morning with the feeling that they are part of a big, successful whole. Instead of leading the company from an ivory tower, I am hoping for open doors and dialog.”

Patrick Grabowski is passionate about the cooperation between BUHLMANN and LISEGA being seen not as a responsibility but rather as an opportunity offering a wide range of new possibilities. And that not only professionally but also, and above all, on a personal level. “The culture of a family company is an important commonality,” said Mr. Grabowski. “The corporate values and priorities as well as, and above all, the appreciation shown to the employees in both companies should unite them permanently on both a personal and a professional level.”

Text: Gabriele Wiesenhavern

Trust & Supply

Asif Ehtesham, p.e.: the abbreviation stands for “Professional Engineer,” a licensure that Asif Ehtesham obtained first in the state of Oklahoma and later in Texas. He began his career as a field engineer with Schlumberger and later joined Halliburton. Throughout his career, he has developed a passion for all aspects of the oil & gas industry.

Several patents are registered in his name, along with more than 12 SPE publications. However, the development of new products and procedures wasn’t enough. To build up a stable business, he pursued a Master of Business Administration (MBA) from Rice University – Jesse H. Jones Graduate School of Business. Growing Trupply into a leading PFF supplier in the Houston area within the last ten years shows how much determination and energy Asif Ehtesham and the Trupply team have contributed to the company.

GLOBAL // Welcome to you and your team! Tell us a bit about Trupply, Mr. Ehtesham.

Asif Ehtesham // Trupply has been a leading pipe, flange, and fitting supplier in the Houston area since 2015. We specialize in day-to-day sales and quick delivery. We cater to small and mid-sized EPC companies and fabricators that emphasize quick delivery and customer service. Trupply is also a one-stop shop for PVF needs, and our customers love our ability to source anything and everything needed in O&G construction projects.

Were you familiar with BUHLMANN before the negotiations?
I was not. I only learned about them after the acquisition talks.

Will anything change for your customers? What are the advantages for them?
We can now offer more stock and more competitive prices to our customers due to BUHLMANN’s 80 years of experience in the steel industry.

How did the Trupply team react when they heard the news? Are they comfortable with a German-based mother ship?
The team at Trupply is very excited about this news. Over the years, they have worn different hats to grow the business. With BUHLMANN’s backing, we have a better structure, more employee benefits, and access to a lot more inventory and industry knowledge. The team at Trupply is excited to grow with BUHLMANN, and they are proud to work for a German company. German companies are known for their quality and craftsmanship. That’s the general impression of anything German in the US, and the team is excited to have a long-term career with growth opportunities within the BUHLMANN family.

What are the next steps in the integration process?
The integration process is going smoothly. We are still in the



Asif Ehtesham, p.e.
COO Lockwood and
CEO & President
Trupply

process of moving everything to the new business entity, which includes informing our customers and vendors. Our next steps are to meet key customers individually and highlight more products we can now offer. We hope to use the acquisition to our advantage to generate more sales. And we will reach out to new customers with our now better product offerings. In time, we will modify our corporate materials to reflect the BUHLMANN branding. And I’m happy to say, we will enroll all employees in health insurance programs.

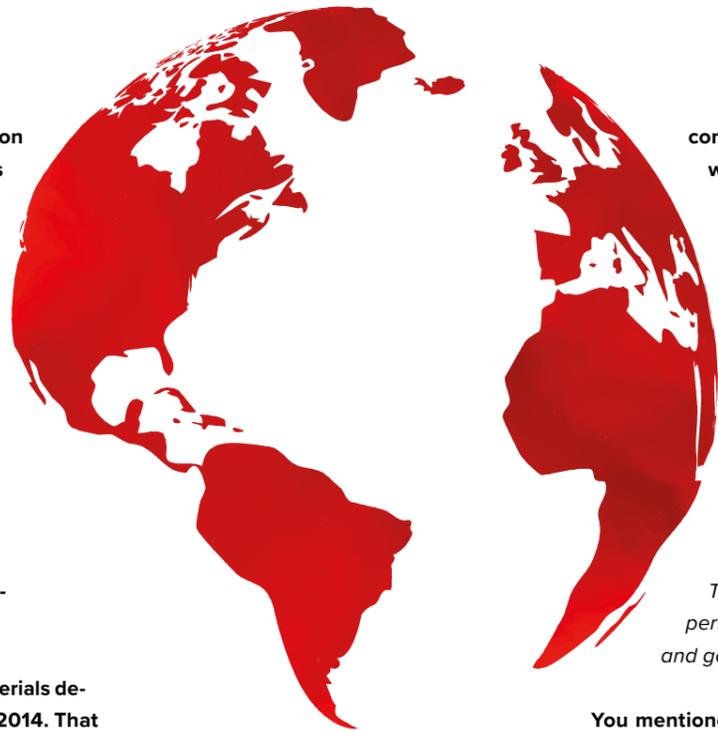
Questions by Gabriele Wiesenhavern

Trupply & Lockwood: Growing together

The takeover of Trupply LLC generates a few more changes than just the fact that BUHLMANN Group has gained a new family member. Dr. Marcel Schneider, Director BUHLMANN North America, shares some details: “For a more coordinated and effective organization of our activities in the U.S. market, we are merging our cooperation among the branches in the Houston area. I will act as Chief Executive Officer at Lockwood, Mr. Asif Ehtesham from Trupply LLC and Lee Brown from Lockwood Partners LLC will act as Chief Operating Officers. Ricky Burns, with his extensive experience, will put his complete focus on Sales.”

3 specialists, 11 years, 1,000 special orders

“Good business is done on a personal level” – that is something that Christoph M. Tirre and Juliana Kosanke both agree on. A partnership-based supplier and customer relationship is the top priority for the Special Materials duo. It goes without saying that this requires a keen sense for people. In the following interview, the pair explain why being tuned in to trends in material procurement is also key.



GLOBAL // The Special Materials department was established in 2014. That was when you, Mr. Tirre, began specializing in special materials at the behest of Managing Director Jörg Klüver. Could you explain briefly what is so special about the Special Materials department?
Christoph M. Tirre // My colleague Juliana and I along with our Spanish colleague,

Ander Ortiz de Pinedo, deal with materials that have a higher nickel content and are generally not kept in stock here. The special aspect of our department is that we have developed from our origins as part of the Projects department into BUHLMANN's in-house competence center. We offer our colleagues in the other Sales departments all around the world support in the procurement of nickel-based materials.

Juliana Kosanke // In the meanwhile, we have been assigned to the Procurement department. In addition, we also act as key account managers for some suppliers regardless of the material – simply because we have built up a great network over the years.

Speaking of years: You began your apprenticeships here at BUHLMANN 25 years apart. And you are also both very different, not just as far as age is

concerned. Do you still work well as a team despite that – or perhaps because of it?

Christoph M. Tirre // Because of it, I'd say. I have my contacts, Juliana has hers. This kind of age gap can also compensate for differences in suppliers and customers. As can the male/female component, in my opinion. The interplay of different personalities is key to success and good cooperation.

You mentioned that “showing face” – in other words personal interaction – is very important. Do you both, perhaps your colleague in Spain too, travel more than average in order to stay in touch personally?

Juliana Kosanke // I would say we travel a lot and also participate in many Teams meetings. We have a six-monthly meeting schedule! Staying in touch is crucial. It is the only way to recognize trends.

What do you mean by trends?

Christoph M. Tirre // For example: as the energy industry evolves, so do its material requirements. Alongside boiler tubes and materials for chemical plants or refineries, the topic of “from waste to energy”, for example, is also bringing with it new requirements, leading to the creation of the key account for austenitic boiler tubes.

Juliana Kosanke // Monitoring the market, keeping an eye out for innovations in the stainless steel sector or elsewhere, and being on the ball at an early stage – for

example with more exotic variants of our special materials, such as Alloy N or submarine-grade steels (1.3964 or 1.4565) – is important. And also exciting.

Christoph M. Tirre // Our colleague Ander is also always in contact with us. He has been our link in Spain since 2017 and monitors the market there as well as in the Latin American regions of Central and South America. We are also in constant contact with our colleagues in Asia. For example, following the management meeting in fall 2024, we seized the opportunity to meet up with Edwin Chen and Fred Huang from BUHLMANN Asia in person.

Juliana Kosanke // That is a good tip, as it is not just staying in contact with suppliers that is important. As we as a service department also provide our colleagues in sales with support, continuous exchange of experiences and knowledge within the BUHLMANN Group is also the order of the day. We network virtually around the clock. And all around the globe.

What comes next? How will you be affected by BUHLMANN's declared goal of inorganic growth? And to what extent does it influence your workload?

Christoph M. Tirre // It has yet to affect our workload so far. We are – one might say – something of a niche department. By that I mean that we are highly specialized and provide the Sales departments with support in the form of information and services, regardless of the number of people there utilizing said information... As a dynamic duo or trio with an expert mandate.

Juliana Kosanke // Exactly (she laughs).

Questions by Gabriele Wiesenhavern



▼
Ander Ortiz De Pinedo

Vocational training at BUHLMANN



BUHLMANN offers a wide range of apprenticeships in both the commercial and industrial sectors.

Vocational training and the promotion of new talent have been a priority at the family company BUHLMANN for more than 60 years. This commitment was rewarded in 2023 by the Bremen-Bremerhaven Employment Agency with the “Certificate for the Promotion of Young Talent 2023”.

BUHLMANN always aims to train for its own needs, with the result that almost 80 years after the founding of the company there are numerous examples of employees who have written their own success stories in their professional home port of BUHLMANN – even Managing Director Jörg Klöver started his career as an apprentice here.

In January 2025, a total of 14 young people successfully completed their vocational training as management assistants in wholesale and foreign trade and IT specialist. Eleven of them are set to remain with the company and join the teams at the Bremen, Duisburg, Mannheim, and Burghausen sites.

This year, BUHLMANN will be training apprentices at six locations in Germany for the first time: Bremen, Duisburg, Mannheim, Chemnitz, Burghausen, and Meerbusch (Düsseldorf). The company also cooperates closely with the responsible Chambers of Industry and Commerce. BUHLMANN is a multifaceted training company, offering apprenticeships in numerous professions from ten different occupational fields.

The concept of dual vocational training is also put into practice at BUHLMANN. The two places of learning – the vocational school and the company – offer a combination of theory and practice. Apprentices generally attend the vocational school one or two days a week or participate in intensive block teaching. The dual vocational training is normally a three-year program. However, this period can be shortened or extended to accommodate individual circumstances, for example in the case of severe illness. In addition, part-time training is also possible if more compatible with the apprentice’s family circumstances. The framework for this is provided by the Ausbildung+ (Vocational Training+) concept. At the end of the apprenticeship, there are several written exams standardized across the country as well as an oral exam.

At the start of the apprenticeship, there is a customized onboarding program for the newcomers: the BUHLMANN Apprentice Days (BADs). This is when all of the new apprentices from the various BUHLMANN sites meet up at a hostel or youth hostel for a few days. They are welcomed by the responsible training supervisor, Lara Elfroth, the training supervisor at the site in Duisburg, Sandra Aufmhoff, and apprentices from other years of the program, who are actively involved in the organization and hosting of the BADs. Over these first few days, the apprentices gain important, customized insights into the company and its history. There are also a variety of workshops on BUHLMANN products and everyday situations in working life.



Other training possibilities

Dual study programs with BUHLMANN

Dual study programs are also gaining momentum at BUHLMANN. Alongside gaining practical experience in the company, BUHLMANN also makes it possible for trainees, depending on requirements, to study in collaboration with a variety of universities – for example in the subjects of IT and economics.

The Ausbildung+ concept

The Ausbildung+ concept at BUHLMANN offers people who did not have the chance to obtain a vocational qualification for personal reasons the opportunity to complete their training with special support from the company.

Alongside the Ausbildung+ concept, the company also offers part-time vocational training, to allow young mothers, for example, to complete their vocational training.

After this initial introduction in the scope of the BADs, the apprentices start at their respective sites, where they begin work in their “home department”. The concept of the home department gives the apprentices an anchor point and helps them to find their way in their first few months in the company before they get to know more of the variety of departments at BUHLMANN as per their training program. Throughout their training, the apprentices are closely supervised and supported at all times by a training officer within the departments. Regular feedback meetings and workshops are just as much a part of the apprentices’ day-to-day routine as working in the departments.

Alexandra, in her third year of training, said: “Compared to the company where I previously did vocational training, what I particularly like about BUHLMANN is that the training is highly valued, and you can really learn a lot. I feel well prepared for the future following the apprenticeship. I also have the opportunity to represent the company along with other apprentices at trade fairs. Unlike in my old company, there are a lot more apprentices at the site in Bremen. It is a big community with great opportunities for interaction and exchange of experiences.

Text: Eske Ebert

Set sail for the future

Our vocational training vacancies

Management assistant in wholesale and foreign trade

Our training sites in Germany: Bremen, Duisburg, Mannheim, and Burghausen

- Purchasing and selling of goods
- Calculation and monitoring of payments
- Advising of customers with your specialist knowledge
- Coordination of the delivery processes of our goods



Skilled warehouse operator

Our training sites in Germany: Bremen, Duisburg, Mannheim, and Burghausen

- Acceptance of our goods from suppliers
- Storage of the goods with state-of-the-art technology
- Picking of the goods for transport
- Loading and unloading of trucks



Cook

Our training site in Germany: Bremen

- Preparation and plating of dishes
- Proper storage of foodstuffs
- Organization of workflows and meal plans
- Support in the service area



Dual study program – Business Informatics (B.Sc.)

Our training site in Germany: Bremen

- Communication and support of system users
- Support of IT projects and digitalization
- Creation of connections between surfaces and applications
- Advice on new experiences with systems



Facts about training programs



According to the German Chamber of Commerce and Industry's (DIHK) vocational training survey in 2024, **49 percent** of all vocational training companies registered with the Chamber of Commerce and Industry (IHK) were unable to fill all their available apprenticeship positions in the 2023/24 training year. Compared with the previous year, two percent more remained unfilled.

Source: DIHK August 2024 Ausbildung 2024

In 2023, **688,125** young people in Germany completed a company-based apprenticeship in the fields of industry, commerce, and services. **256,396** sat an IHK final exam in the reporting year, of whom **226,810** passed. **277,224** young people started a vocational training program.

Source: DIHK Ausbildung in Zahlen: 2023



In 2023, **76 percent** of the apprentices who completed vocational training in Germany were offered a job at the same company. In this context, the Institute for Employment Research (IAB) highlighted significant differences between different industries.

Source: IAB 2024 Kennzahlen zur betrieblichen Ausbildung in Deutschland 2023 – IAB – Institut für Arbeitsmarkt- und Berufsforschung

BRIEF SUMMARY AFTER FOUR MONTHS AS DIRECTOR ITALY

Four questions for Enrico Vitali



From left to right: Alice Zambelli, Enrico Vitali, Anna Patelli and Luca Malchiodi. The team also includes Annachiara Ceretta, Alessandro Ubiali and Simone Zugni.

It has been four months since Enrico Vitali took over as Director BUHLMANN Italy. We wanted to know how things are coming along since former Director Gian Mario Gambirasio went into retirement.

GLOBAL // How do you feel about your new role?

Enrico Vitali // It is a huge responsibility and an honor to take over the good work that has been achieved here over all these years. I will do my best in order to respect the legacy that brought the Italian office to being a good asset for the company, with the aim to grow further, using the solid basis previously built.

You have been with BUHLMANN for almost ten years and are familiar with the market and the customers. Does it feel very different or strange that Gian Mario Gambirasio – Gambi – is no longer in the office?

Gambi has poured his soul into this office, dotting on this job and always moving forward. Hence, I have the greatest respect of everything he has done over the years. Besides, Gambi will remain in the group as an external consultant, so we will have the pleasure to see each other pretty often.

Do you have to grow into your new role or is it more or less business as usual?

Is anyone ever actually ready to start something new and challenging? I've learned a lot from Gambi over the years and together we prepared and trained well for the takeover. That said, I'm aware that unexpected events can and will occur, so, I'm eager to discover all the new things and new challenges that the future will hold.

What are your plans for the coming months, are there special projects, or goals that you're aiming for?

We are going to restructure the internal layout of the tasks in the office, in order to be more competitive and effective on the market. Apart from that there are some ideas we have in mind that it's better not to disclose so far, you know, Italians can be pretty superstitious.

Questions by Gabriele Wiesenhavern

EXEMPLARY COMMITMENT

First Bremen Foundation Award for the SSU



Left: Karin Hollweg (left) accepted the award for the Karin and Uwe Hollweg Foundation's life's work. Jan-Oliver Buhlmann and Alina Armerding received the award for socially committed entrepreneurship. Right: Switch to Odessa to Vitaliy, who reported live from the Ukraine.

At the end of February, the Stiftung Solidarität Ukraine (SSU) was awarded the first Bremen Foundation Award for socially committed entrepreneurship. It was a great honor for the two chairs of the foundation, Aline Armerding of HANSA FLEX AG and BUHLMANN CEO Jan-Oliver Buhlmann – and raised a lot of awareness for the Ukraine aid.

The newly established Bremen Foundation Award is divided into two categories: alongside the SSU's commitment, it also honored Karin and Uwe Hollweg's lifetime of philanthropic work. The venerable Schütting building in Bremen provided the perfect setting for the event, as the award ceremony in the historic Bremen Chamber of Commerce was intended to express special appreciation for charitable work.

"I can't just sit here; I've got to do something..." Jan-Oliver Buhlmann's reaction to President Putin of Russia's attack on Ukraine at the end of February 2022 was what inspired the creation of the Stiftung Solidarität Ukraine. The desire to provide civilian aid to counter the attack on the peaceful and liberal basic order of democratic states has also motivated other companies and private individuals to get involved. One very good reason for the jury to present the award to the SSU. After all, the Stiftungshaus' idea to highlight socially committed entrepreneurship intends to shine a spotlight on entrepreneurial personalities and motivate others to follow their example.

"This award is not only for Alina Armerding and me but for everyone involved in and for the foundation. There are so many people who donate to the foundation – from its board of trustees to our employees to many organizations and companies. Our thanks naturally also go to the Senate of Bremen, which has supported the foundation right from the beginning," said Jan-Oliver Buhlmann. Despite being thrilled to receive this great honor, he reminded everyone not to lose sight of the terrible reason for the foundation's creation. The live stream to Odessa also contributed to this: Vitaliy M., who ensures the donated relief supplies are distributed in Ukraine on the foundation's behalf, reported on the situation there.

There are around 350 foundations in the state of Bremen. How important foundations are for the city community is also reflected in the Stiftungshaus' cooperations with the Chamber of Commerce, the Chamber of Crafts, Wirtschaftsförderung Bremen GmbH, BIS Bremerhaven, and the business associations. The five partner organizations were each able to nominate five deserving candidates. An independent jury comprising seven representatives from business, science, civil society, and other sectors then selected the two award recipients in a closed session.

Text: Gabriele Wiesenhavern

FESTIVAL TurnUp Brmn

As a proud sponsor of Bremen's first German rap festival, BUHLMANN supports the TurnUp on August 2 at the Bürgerweide in Bremen. What can visitors expect? A stage, various mini-games, sports courts and one or two surprises! In addition to the music, there will be a wide selection of food and drinks to suit everyone's taste.

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Newcomer competition

Source: TurnUp Brmn GmbH