Stallkamp

2025

Sustainability Report

Erich Stallkamp ESTA GmbH



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Our VSME report has undergone the plausibility check conducted by the German Sustainability Code (DNK).
The DNK plausibility check relates exclusively to the VSME report and is not a state-issued or official sustainability label or certificate.

For the DNK version, please see:

VSME-Bericht 2025
Plausibilitätscheck durchgeführt

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Taking responsibility

Sustainability as a conviction put into practice

Dear readers,

Over 50 years of company history, characterized by resilience, quality and the courage to forge our own path – that is our foundation. Today, we are addressing the most pressing issues of our time. For we are convinced that, even as a medium-sized family-run business based in the heart of the Oldenburger Münsterland, we can actively contribute to the transition to a more sustainable and climate-friendly economy – and we are ready to do so in a clear and decisive manner.

With this first sustainability report for 2025, we are taking responsibility – voluntarily, proactively and based on the VSME standard. For us, this is not a mere formality, but a genuine management tool that enables us to make our environmental, social and economic impacts measurable, transparent and subject to improvement.

For us, sustainability starts with the materials we use. Drawing on our four core areas of expertise – pumping, storage, mixing and separation – we build solutions designed to withstand the rigors of everyday use. We manufacture our tanks entirely from stainless steel; in our pumps, agitators and separators, we specifically use durable stainless steel components. Above all, however, it is the people who drive us forward. Our approximately 200 employees here in Dinklage are actively shaping this change. In five internal, cross-functional sustainability working groups, they work every day to make our processes more efficient, reduce CO_2 emissions and further improve safe working conditions. They are the real driving force behind our transformation.

Together, we stand for the principle that sustainability at Stallkamp is not just a buzzword, but a conviction we put into practice – for the benefit of our customers, our region and future generations.

We warmly invite you to join us on this journey.

Kind regards from Dinklage,

Erich Stallkamp
Founder & Managing Director

Christoph Heseding
Managing Director



About this report

Selected module option VSME B1 (24)

This sustainability report is based on the VSME (Voluntary Sustainability Reporting Standard for SMEs), a voluntary reporting standard for small and medium-sized enterprises that enables relevant sustainability information to be presented in a structured and transparent manner. In addition to the VSME-related disclosures, this report also includes selected supplementary information. This information serves to provide a more comprehensive overview of our sustainability performance and activities. This report should therefore be classified as a VSME-based sustainability report with supplementary information.

On July 3, 2026, the European Commission adopted a voluntary reporting standard (Voluntary Standard, VS) based on the VSME. At the time of this report's preparation and publication, this standard had not yet entered into force upon publication in the Official Journal. This report therefore does not constitute a declaration of compliance with the VS.

In compiling this sustainability report, we have selected module option B, 'Basic Module and Comprehensive Module', in accordance with the VSME standard. In addition to the VSME requirements, we have integrated an extended reporting approach from our sustainability management software, referred to as "VSME Plus". This is not an official component of the VSME standard, but a supplementary reporting option. It expands the VSME requirements with additional content and perspectives.

This sustainability report relates exclusively to the activities of Erich Stallkamp ESTA GmbH. Subsidiaries and associated companies are not included in the report.

Item	2025
Total assets	55,584,937 €
Revenue	45,150,000 €
Number of employees (headcount)	209
Number of employees (full-time equivalent)	198

Legal form: Gesellschaft mit beschränkter Haftung (GmbH; Limited Liability Company under German law)

NACE sector classification codes:
25 Manufacture of fabricated metal products
25.11 Manufacture of metal structures and parts of structures
25.29 Manufacture of tanks, reservoirs and containers of metal
28 Manufacture of machinery and equipment
28.29 Manufacture of other general-purpose machinery n.e.c.
28.30 Manufacture of agricultural and forestry machinery

Country of principal activity: Germany

Location of material assets:
Plant 1: In der Bahler Heide 4, D-49413 Dinklage
Plant 2: Bahler Straße 9, D-49413 Dinklage

Geolocation:
Plant 1: Latitude: 52.673085, Longitude: 8.130259
Plant 2: Latitude: 52.672506, Longitude: 8.12775

01

OUR COMPANY



About us

From the Oldenburger Münsterland to the world: **since 1973**, we have been developing and manufacturing high-quality equipment, components, and system solutions for the agricultural, biogas and wastewater sectors. Storage, mixing, pumping, and separation – everything from a single source.

What once began in a 300-square-meter space is now an internationally active company **with 46,500 square meters** of production space and high-quality products ‘Made in Germany’.

1973 – Foundation
Dipl.-Ing. Erich Stallkamp establishes the company in Dinklage, initially as an “extended workbench” for Big Dutchman.

1984 – World’s First Stainless-Steel Tank
Stallkamp develops and receives approval for the world’s first stainless-steel tank for agricultural slurry storage.

1985 – Submersible Centrifugal Pumps
With around 50 employees, Stallkamp begins developing and manufacturing its own submersible centrifugal pumps.

1989 – Submersible Motor Pumps and Agitators
The product portfolio is expanded to include in-house submersible motor pumps and submersible motor agitators.

1993 – Stainless-Steel Tanks for Industry
The proven stainless-steel tanks are used for industrial applications for the first time.

1998 – Expansion into Poland
With the establishment of Erich Stallkamp Polska Sp. z o.o., Stallkamp enters the Polish market.

1999 – Expansion into China
Stallkamp establishes ESTA Machinery Manufacturing Tianjin Co. Ltd.

1999 – First Stainless-Steel Biogas Digester
Stallkamp produces the world’s first stainless-steel digester for biogas plants.

2003 – Corrugated-Steel Tanks
The product range is expanded to include stainless-steel tanks made of corrugated steel.

2011 – Focus on “Made in Germany”
After nearly twelve years, the plant in China is closed and production is relocated back to Dinklage.

2014 – New Tank Design and Growth
Stallkamp optimizes its tank design and expands its production facilities by around 5,000 m² to increase efficiency and capacity.

2015 – ComPress Separator
With the ComPress separator, Stallkamp expands its product range with a compact solution for smaller separation volumes.

2016 – New Agitator Type
Stallkamp develops a new type of agitator that stands out for its low power consumption, high circulation capacity and exceptional durability.

2017 – Acquisition of Nock’s Separation Division
The acquisition further expands Stallkamp’s separator portfolio and strengthens its market position.

2019 – Cutting Filter
The series-produced cutting filter protects downstream equipment and receives two innovation awards.

2020 – CSTR Digesters
Stallkamp begins producing centrally stirred stainless-steel high-rate digesters for biogas and industrial plants.

2021 – Construction of a New Production Hall
A new production hall is built to expand manufacturing capacity.

2022 – Expansion into India
With Erich Stallkamp India Pvt. Ltd., Stallkamp enters another international market.

2023 – Construction Begins on the High-Bay Warehouse
The first construction phase of the new high-bay warehouse begins, with highly efficient machinery connected to optimize storage and internal transport routes.

2025 – Sustainability Strategy
Stallkamp develops a strategic foundation for the company’s sustainable development.

Our product portfolio

VSME C1 (47)

Our product portfolio is built on our four core areas of expertise: pumping, storage, mixing and separation. Drawing on this process engineering expertise, we design, manufacture, and assemble high-quality products, components, and system solutions for demanding applications. Stainless steel is a key material, particularly in our tank solutions. We also manufacture pumps, agitators, and separators using various material combinations depending on the model, including stainless steel, steel, and cast components, as well as plastics.
In the agricultural sector, we offer innovative solutions for slurry handling and stainless steel tanks through a wide-ranging network of dealers. Our product range includes slurry silos, slurry pumps, slurry agitators and slurry separators for modern livestock farming.

With the boom in the biogas sector in the early 2000s, we have consistently expanded our expertise. Today, we manufacture high-quality biogas components such as stainless steel biogas digesters with heating, insulation and a gas-tight roof, digestate storage tanks with emission-control roofs, as well as specially developed agitators, pumps and separators for digestate processing.

Our stainless steel tanks have also been used successfully in industrial applications for many years, for example for the collection, treatment and storage of cleaning and process effluent, or as fire-fighting water tanks. In the municipal sector, we manufacture tank solutions for cities and municipalities that are designed for a long service life and can be used flexibly, such as clarification tanks, sludge reactors, or clean water tanks.

In addition, our company offers technical consultancy services, particularly in the areas of plant design and process optimization. Furthermore, we provide after-sales services such as maintenance, repair and spare parts services to ensure the long-term functionality, operational safety and reliability of the products and plant we supply.

The key markets in which we operate

We operate predominantly in the business-to-business (B2B) sector. Our main markets are in the agriculture sector (particularly livestock farms), biogas technology, municipal wastewater management, and industrial and process water treatment.

Our sales focus is on the German market and other European countries. We also specifically serve global markets outside Europe, including India, Brazil and Japan.





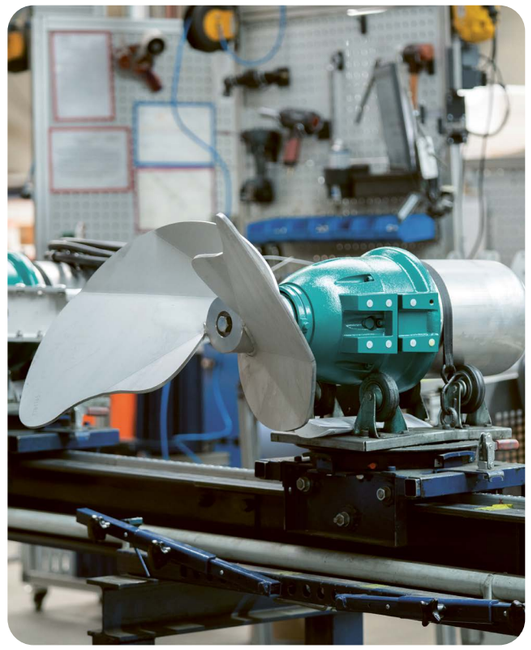




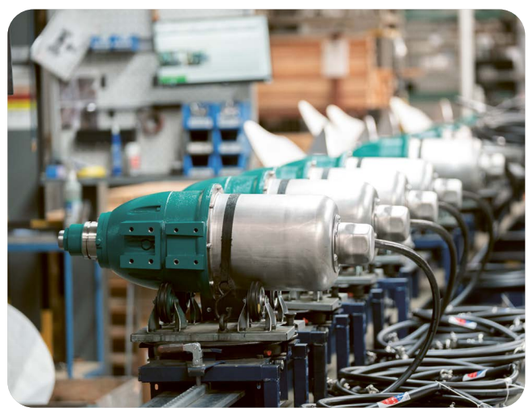
„Our products are part of processes in which waste materials are stored, processed, and reused. This enables us to support the agricultural, biogas, and industrial sectors in contributing to the circular economy. Developed and manufactured in Dinklage, our stainless steel products are used worldwide – in markets that promote renewable energy and create resource-efficient solutions for the future.“

Tobias Ruhe (Director Sales)











Success through experience.
Moving into the future with Stallkamp.

Our strategy brings together what makes Stallkamp special: experience built up over decades and a clear vision of the challenges of tomorrow. In the agricultural, biogas and wastewater sectors, both are essential – tried-and-tested technology as well as a willingness to develop new solutions.

Our vision sets the direction:
We are shaping the future of the agricultural, biogas and wastewater sectors through trust, proven quality, innovative solutions and a partnership-based approach – all from a single source. From our region – for the world.

Our mission shows the way forward:
We achieve our vision by offering our customers comprehensive, high-performance solutions in the areas of storage, mixing, pumping and separation – reliably, efficiently and to the highest quality standards.

Through our experience and reliability, we build trust and continuously develop our clear brand essence. At the same time, we drive innovation to tap into new market opportunities and shape solutions for the agriculture of tomorrow. We strengthen our regional roots and systematically build on them to create a strong employer brand that fosters a sense of belonging, retains talent and attracts new skilled workers. Through clear positioning, a consistent focus on customers, and a responsible approach to resources and employees, we secure our long-term future and achieve growth in a global market.



Sustainability as a key to success

Our business world is facing major upheavals: climate change, increasing regulatory requirements and growing expectations for transparent, responsible conduct are changing the way companies define their success and ensure it in the future. The agricultural, biogas and wastewater sectors face additional sector-specific challenges: careful management of soil, water and nutrients; efficient use of resources; and the question of how technology can remain sustainable in both economic and environmental terms. Those who recognize these developments at an early stage strengthen their own sustainability while also contributing to the necessary transformation.







WG 1
Corporate Culture & Employees

WG 2
Communication & Reporting

WG 3
Processes

WG 4
Products

WG 5
Climate & Energy

Our sustainability strategy

VSME B2 (26), VSME C2 (48, 49)

Our company aims to make an active contribution to the transition to a more sustainable and climate-friendly economy through its business activities. To strategically steer this transformation process, we are bringing together existing and future initiatives within a holistic approach to sustainability.

Our sustainability strategy, developed in 2025, serves as an overarching framework that is firmly integrated into our day-to-day business operations and long-term corporate development. At the heart of this is the development and manufacture of durable, high-quality products. In doing so, we deliberately focus on stainless steel solutions. Due to the material's high corrosion resistance and mechanical strength, our products can have a long service life, thereby helping to reduce the need for premature replacements and the associated consumption of resources. Stainless steel is also highly recyclable, meaning that at the end of the product life cycle, valuable raw materials can be returned to the material cycle if they are properly collected and processed. This consistent approach shapes our corporate identity and supports our long-term economic resilience.

Our strategic focus encompasses the responsible use of natural resources throughout the entire value chain, as well as the continuous development of operational processes, organizational structures and our employees' skills. On this basis, we have defined key areas of action that structure essential environmental, social and economic aspects. These areas of action are actively shaped by our five internal sustainability working groups and supported with the direct involvement of senior management. This ensures that sustainability is firmly embedded at management level and forms an integral part of our strategic development. Depending on their focus, the working groups address the individual thematic areas, plan and implement specific measures, promote ongoing dialogue within the company and drive the company-wide development of sustainable approaches in a targeted manner. The entire process is also supported by an external sustainability management consultancy based in Mühlen, which provides expert guidance on the approach.

Double materiality assessment

As part of the development of our sustainability strategy, we have carried out a double materiality assessment (DMA). This structures our strategic priorities from two perspectives:

Impacts (inside-out): How do our business activities affect the environment and society?

Financial relevance (outside-in): What financial risks and opportunities arise for our company from external sustainability issues?

The topics shown in the matrix represent the key findings of this analysis: they form the upper-right quadrant and thus constitute the strategic priority areas that are essential to us, which guide our approach and which we actively manage.

The analysis highlights various key areas of action that are crucial to Stallkamp's future-oriented positioning. Particular focus is placed on material cycles and resource efficiency: as stainless steel – a durable and recyclable material – forms the basis of our entire technology, circular product concepts and the responsible use of resources are firmly embedded in our business model. Closely linked to this are the challenges in the areas of energy and climate protection. Here, the aim is to future-proof our energy supply, systematically realize efficiency potential in our operations and transparently track CO_2 emissions.

Equally essential to our long-term viability is the social and organizational dimension. As an employer with strong regional roots, we are committed to fair working conditions, appropriate remuneration and reliable health and safety at work. These areas of focus are complemented by governance and resilience issues, such as robust cybersecurity and the responsible management of our supplier relationships.



Materiality Matrix



Practices, strategies and future initiatives for the transition to a more sustainable economy

Continued: VSME B2 (26), VSME C2 (48)

The promotion of sustainability is reflected within our company in established day-to-day practices, operational routines and behaviors, which we are continually embedding in our organizational culture. These include measures to reduce internal logistics requirements and effort, for example through more efficient transport solutions within production and through consolidated shipments in collaboration with suppliers. Further practical approaches to conserving resources include material and cutting optimization, as well as close dialogue with our customers to identify requirements at an early stage and to further develop products and processes in line with needs. In addition, feedback from our staff is specifically incorporated into improvement processes in order to identify practical solutions and effectively embed them in day-to-day working practices. Furthermore, we are pursuing the ongoing digitalization of administrative and production processes with the aim of making workflows increasingly paperless. When it comes to resource management, we rely on practical day-to-day measures, for example in waste management and the recycling of materials. The practices mentioned form an important foundation of our sustainability management; their specific implementation and further details are explained in more detail in the relevant sections of this report.

Targets and KPIs

The implementation of the sustainability strategy is supported by defined targets and selected key performance indicators (KPIs). These enable structured monitoring of target achievement over time. The underlying data include the data collected as part of sustainability monitoring and the carbon footprint assessment, which is continuously recorded and documented in centralized sustainability software.

The key figures are analyzed and any deviations assessed at regular intervals by the relevant sustainability working groups. The results of the monitoring, along with any adjustments derived from them, are to be presented transparently as part of our regular sustainability reporting. In this way, a systematic management and feedback process is established to support the continuous development of sustainability activities.

Our target matrix

We use a target matrix to systematically implement and further develop our sustainability activities. This matrix brings together all measures that have already been implemented as well as those planned for the future. Structured according to our strategic areas of action, the matrix assigns clear operational measures, timeframes, responsibilities and the current status to each target.

The target matrix serves as the central management tool for our sustainability working groups and is updated at regular intervals. The targets and measures set out in it are explained in more detail in the respective topic-specific chapters of this report.

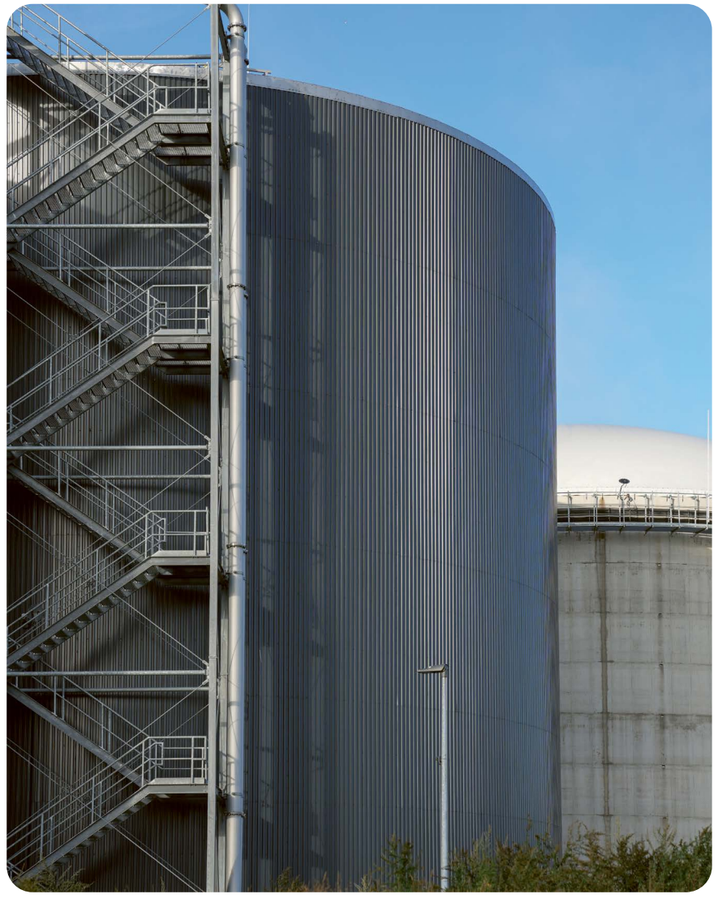
WG	Topic	Priority	KPI	Status Quo 2025	Targets	Target Date
	Code of Conduct	1	Acknowledgment rate	Draft available; individual policies established	Finalization & rollout (noticeboard, intranet, onboarding)	Q4 2026
	Internal sustainability communication	2	Number of internal communication formats	Communication currently limited to the management team	Establish sustainability as a fixed agenda item in staff meetings, with brief updates and information events	from 2026
	Promoting inclusion	2	Number of active partnerships	Two partnerships (Andreaswerk/HpH)	Continue and document inclusion partnerships	Q4 2026
	Protection against discrimination / abuse of power	2	Number of training sessions, training hours	Digital awareness training; protection of whistleblowers (independent body)	Strengthen internal communication on reporting procedures and protection mechanisms	Q4 2026
	Sustainability teams	1	Number of working group meetings	Not in place	Establish and coordinate sustainability teams; KPI-driven implementation of measures	from 2026
	Participation in networks	3	Number of memberships	12+ trade association memberships	Continue existing memberships and review new memberships	ongoing
	Feedback mechanisms	2	Participation rate	Employee survey 2023 (77% participation); suggestion scheme	Employee surveys (future frequency: at least every 4 years), including sustainability topics	from Q4 2027
	Training and development opportunities	3	Training hours	Needs recorded on an ad hoc basis	Structured recording of training days and needs	annually from Q4 2027
	Working-time models and work-life balance	2	Documentation status	Flexitime works agreement, mobile working by arrangement, family events	Document regulations in writing	Q3 2026
	School and higher-education partnerships	3	Number of partnerships, school visits, internships, theses	PHWT partnership, Careers Day, job fair, Future Day	Establish new school partnerships	ongoing
	Sustainability targets in internal KPIs	1	Number of management meetings	Not in place	Use the target matrix as a management document; conduct a semi-annual review	from 2026
	Sustainability software	1	Number of KPIs in sustainability monitoring	Not in place	Use software as the central repository for the VSME report; conduct a one-time double materiality assessment	Q2 2026

	Transparent communication on sustainability topics	1	Number of publications	Not in place	Communicate all material sustainability targets (sustainability report, website, employee newsletter); provide updates on KPIs/projects	from Q4 2026
	Customer consultation	1	Number of customer training sessions	Advice on energy-efficient agitators and stainless steel	Train 75% of customers on energy-efficient agitators and tanks; information materials comparing concrete/steel/stainless steel	Q4 2026
	Co-creation	3	Number of workshops	Not in place	Annual customer workshop on sustainability as part of the annual dealer meetings	annually from 2027
	Supplier Code of Conduct	2	Share of A-category suppliers with signed code	Not in place	Code signed by all A-category suppliers	Q4 2027
	Sustainability reporting	1	Reporting interval	Not in place	Publish VSME report; obtain stakeholder feedback; reporting cycle: 3 years	2026/2029
	Sustainability section on the website	2	Page views	Not in place	Launch sustainability section on the website; present all material sustainability topics visibly; provide annual updates	Q3 2026
	Social media	1	Number of posts, reach per post, follower numbers, engagement rate	No concept yet; only occasional posts	Increase LinkedIn followers by 20% annually; use social media advertising with corresponding evaluation	2027
	Brand positioning	1	Credibility, perception of sustainability commitment	Not aligned with sustainability strategy	Clear brand positioning (vision and key messages) aligned with the sustainability strategy	Q4 2026
	Lean management	2	Number of shopfloor meetings	Already established in many operational areas	Establish shopfloor management in production and administrative areas to promote autonomous and standardized departmental management	2026
	AI & digitalization of processes	1	Degree of digitalization	AI partially established; ERP system, project management software, company wiki, digital worker-assistance and work-instruction systems in assembly	Increase process efficiency through digitalization and standardization of central business and service processes (AI, after-sales, B2B system, customer portal, packaging materials management)	2026/2027
	Logistics optimization	2	Share of electric vehicles	Factory train, consolidated transports to suppliers, bundling of transport volumes, reduction of interfaces, standardization of logistics processes, 11 of 13 forklifts are electric, consulting on electric trucks	Gradually reduce vehicle-related CO_2 emissions by successively transitioning the fleet to low-emission and zero-emission drive technologies	2028
	Occupational health and safety	1	Number of occupational accidents, lost time, survey KPIs	Ergonomic workplaces, free work shoes, preventive medical examinations in cooperation with an occupational physician, regular employee safety briefings, workplace inspections	Vision Zero (long term): no accidents or work-related illnesses by further developing a sustainable safety and health culture focused on prevention, employee participation (employee surveys) and effectiveness of existing measures	ongoing
	Idea management (continuous improvement)	2	Participation rate, implementation rate	Annual evaluation, awards (places 1–3) and implementation of employee suggestions	Increase employee participation (communication & monitoring)	ongoing
	Material cycle	1	Rate of returned and reusable equipment	Disassembly, material separation and reuse established in individual cases; use of stainless steel and effective protective coating (hot-dip galvanizing); durable construction	Increase resource efficiency through systematic recording, assessment and promotion of reuse of returned equipment and components	2027
	Stainless steel offcuts	2	Offcut rate	Software for automated nesting	Reduce stainless steel offcuts (software upgrade, monitoring)	2026/2027
	Sustainability in the supply chain	2	Share of A-suppliers assessed against defined ESG criteria	Not in place	Create a standardized catalog of minimum requirements and assessment criteria for A-suppliers	2027
	Use of “green steel”	3	Share of green steel	Supplier can provide green steel at an additional cost; unattractive for end customers due to higher costs	Monitor market developments; use green steel where economically viable	from 2026
	R&D	2	Energy efficiency	Energy-efficient motors in use in accordance with Ecodesign Directive requirements (air-cooled); energy-saving calculator for payback calculations when increasing efficiency in relation to operating hours; cooperation with PHWT/SLV Hannover; new agitator line for biogas	Technologically modern product portfolio with documented approaches to energy and material efficiency (e.g. high-strength steels)	ongoing
	Circular product development / lifecycle approach	2	Share of standardized parts	Return-and-deposit system for stators; components available as spare parts; design for disassembly; high share of standardized parts; only two sizes for pump and agitator technology	Increase resource efficiency and circularity through variant reduction, standardization and improved disassemblability	2026
	Modular approach	2	Configurator status	Modular product structure; many articles used in different products	Increase sales efficiency and reduce complexity by introducing a modular product configurator and standardizing product variants	2028
	Service & product service life	2	Service life	Warranty obligations + service/after-sales department under development	Safeguard product service life, including through service and training offerings	2027
	Climate footprint	1	GHG emissions by scope	Use of e-tool	First corporate carbon footprint covering material scope 1, scope 2 and scope 3 categories; annual update	Q4 2026
	Renewable energy	1	Share of renewable energy, own power generation	Heat pump, PV systems	Assess further PV expansion and the use of battery storage	2028
	Energy management and efficiency	1	Energy consumption per unit of revenue	Measurement at laser and punching systems; high-bay warehouse with connected machines and automated material flows (still under construction)	Increase energy efficiency through energy-efficient technologies and the establishment of data-based energy monitoring	2028
	Reduction plan & climate strategy	2	CO_2 reduction	Not in place	Develop and publish a reduction plan for the next sustainability report	2027

ENVIRONMENT







Keeping resources in circulation

Our products are used wherever valuable material flows are managed: in agriculture, in biogas plants and in wastewater treatment. Whether it is slurry, digestate or wastewater: material flows that were often regarded in the past as purely a disposal problem are now seen by us as a valuable resource. Depending on the application, our systems can help keep nutrients in the cycle, support energy recovery and improve the controlled treatment of wastewater.

For us, however, environmental responsibility does not begin with the customer, but right here in our own production facilities. As a manufacturing company, our operations require energy, raw materials and other production inputs. Our aim is to systematically analyze and reduce our environmental footprint by maximizing the service life of our products, minimizing material losses and making our processes increasingly energy-efficient.



Our corporate carbon footprint assessment

To ensure transparency regarding our environmental impact, we have assessed our own corporate carbon footprint for the first time. This provides a first basis for identifying relevant sources of emissions, determining potential for reduction, and tracking our progress in reducing greenhouse gas emissions in a transparent manner. To ensure a structured assessment, we have prepared our carbon footprint report in accordance with the Greenhouse Gas Protocol (GHG Protocol). This divides a company's emissions into three categories (scopes):

Scope 1: Direct emissions

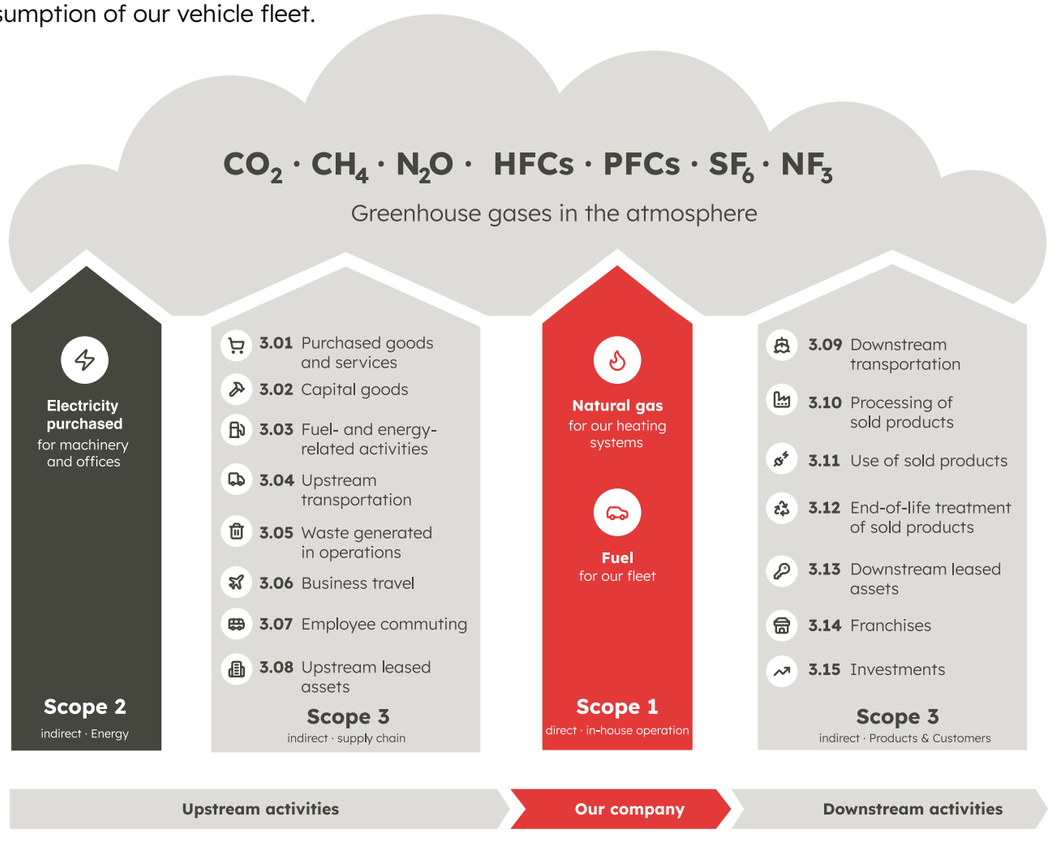
These are all emissions generated directly at our own site or by our own facilities. They include, for example, the combustion of natural gas in our heating systems or the fuel consumption of our vehicle fleet.

Scope 2: Indirect emissions (purchased energy)

This covers emissions from the generation of energy that we source externally. In our case, this refers to the electricity we purchase to power our machinery and offices.

Scope 3: Indirect emissions (supply chain)

This covers all other indirect emissions arising along our upstream and downstream supply chain. These include the transport of raw materials, the carbon footprint of purchased materials, and the energy consumed during the operation of our products throughout their entire service life at the customer's premises.



Energy and greenhouse gas emissions

VSME B3 (29, 30, 31) – Energy consumption

Item	2025	Unit
Total energy consumption in own operations	2,957	MWh
- Electricity from renewable energy sources	846	MWh
- Consumption of renewable fuels	0	MWh
Total energy consumption from renewable sources	846	MWh
- Electricity from fossil energy sources	440	MWh
- Consumption of fossil fuels	1,671	MWh
Total energy consumption from fossil sources	2,111	MWh
Total electricity	1,287	MWh
Total fuels	1,671	MWh



A view from above: We're committed to photovoltaics

GHG emissions

Item	2025	Unit	Proportion of total emissions (location-based)
Total GHG emissions (location-based)	224,637	t CO_2e	100 %
Total GHG emissions (market-based)	224,683	t CO_2e	-
GHG emissions scope 1	350	t CO_2e	0.16 %
GHG emissions scope 2 (location-based)	285	t CO_2e	0.13 %
GHG emissions scope 2 (market-based)	331	t CO_2e	-
GHG emissions scope 3	224,002	t CO_2e	99.7 %
3.01 – Purchased goods and services	17,077	t CO_2e	7.6 %
3.02 – Capital goods	212	t CO_2e	0.09 %
3.03 – Fuel- and energy-related activities	161	t CO_2e	0.07 %
3.04 – Upstream transportation	562	t CO_2e	0.25 %
3.05 – Waste generated in operations	67	t CO_2e	0.03 %
3.06 – Business travel	-	t CO_2e	-
3.07 – Employee commuting	156	t CO_2e	0.07 %
3.08 – Upstream leased assets	-	t CO_2e	-
3.09 – Downstream transportation	89	t CO_2e	0.04 %
3.10 – Processing of sold products	182	t CO_2e	0.08 %
3.11 – Use of sold products	205,495	t CO_2e	91.5 %
3.12 – End-of-life treatment of sold products	-	t CO_2e	-
3.13 – Downstream leased assets	-	t CO_2e	-
3.14 – Franchises	-	t CO_2e	-
3.15 – Investments	-	t CO_2e	-
GHG intensity – location-based	0.005	t CO_2e / €	-

Our company is associated with climate-related impacts throughout the entire value chain. However, as a mechanical engineering company, the majority of our significant impacts arise in the downstream value chain through the operation of our systems at our customers' sites. This is also reflected in our carbon footprint: the use of the products we sell (Scope 3.11) accounts for around 91 per cent of our total reported emissions. One particular reason for this is the long service life of our agitators, pumps and other process components. For Scope 3.11, we take into account the expected emissions over the entire service life of the systems and components sold in 2025; the reported figure is therefore largely determined by the service life and the underlying usage assumptions.



„The basis for any improvement is a precise understanding of the current situation. Our carbon footprint analysis identifies the biggest sources of CO_2 emissions within the company. These findings enable us to plan and implement further measures effectively."

Josef Lübbe (Procurement)

This first carbon footprint assessment sets out the main sources of emissions from our business operations and is based in part on estimates and simplified calculations. Certain emission categories (3.06, 3.08, 3.12, 3.13, 3.14, 3.15) have not been considered separately due to their currently low materiality or insufficient data.



Greenhouse gas reduction targets

VSME C3 (54, 56)

As credible reporting is important to us, we are deliberately refraining from setting blanket reduction targets at this stage. We are now laying the foundations for ambitious targets: in 2027 and 2028, we will establish a robust data set to enable us to record and evaluate the effects of the measures we have already introduced and those we have planned. On this basis, in the next reporting cycle we will define ambitious, quantifiable reduction targets for which we can be held accountable.

Measures to reduce greenhouse gas emissions

In order to manage our climate-related impacts and reduce emissions in the long term, we have already implemented various measures and plan to consistently expand on these:

Energy management and efficiency
A potential lever for reducing energy-related emissions is improving energy efficiency in production and logistics. The construction of a modern high-bay warehouse with integrated machinery and automated material flows is intended to optimize storage and order fulfilment, shorten internal transport routes and reduce transport costs. In addition, investments in more efficient machinery and the systematic monitoring of other energy consumption are planned. Data-driven energy monitoring is intended to identify potential savings and continuously improve energy efficiency. Given the high share of emissions generated during the use phase, we are also examining how the energy consumption of our products can be reduced through continuous development and targeted customer advice.

Renewable Energy
Another key focus is on expanding our photovoltaic systems and gradually transitioning our energy supply to renewable sources. Through additional PV capacity, we aim to increase the proportion of self-generated renewable electricity in our electricity consumption while reducing our dependence on fossil fuels. Once construction work on the high-bay warehouse is complete, a feasibility study is planned for further PV expansion and the use of battery storage systems. We intend to monitor this development by tracking the volumes of electricity generated and the proportion of renewable energy in our total energy consumption.

Optimization of logistics
We are also focusing on the continuous reduction of vehicle-related greenhouse gas emissions. We are already relying on consolidated shipments, demand-driven deliveries and efficient transport structures (such as an internal 'factory train'). This also helps to reduce internal interfaces and further standardize logistical processes. For internal vehicle use, we are increasingly turning to electric solutions – for example, 11 of our 13 forklift trucks are electric. When replacing vehicles in future, we will consider the adoption of fully electric vehicles while keeping a close eye on technological developments in the heavy-duty and logistics sectors. This will enable us to integrate suitable solutions for a gradual transition of our vehicle fleet to low-emission and zero-emission powertrains.

Supply chain
We will also take climate protection considerations into account in our procurement decisions in future. By 2027, we plan to assess our suppliers against a standardized catalogue of minimum requirements. Furthermore, we aim to have all A-tier suppliers sign a supplier code of conduct by the end of 2027.

Climate protection in our day-to-day work
In addition to measures directly related to climate protection, other projects also help to reduce our environmental footprint. For example, we aim to raise our employees' awareness of climate protection and sustainable mobility. By taking part in cycling initiatives, we aim to encourage employees to make greater use of bicycles for their commutes. In addition, we encourage car-sharing by specifically connecting employees from the same or neighboring towns. This helps to reduce traffic-related emissions while promoting health and environmental benefits.



Adoption of a transition plan to mitigate climate change

As a company operating in a sector with a significant climate impact, we recognize the need to align our business with climate targets. With our first corporate carbon footprint assessment for 2025, we have begun the assessment of the material GHG emissions from our own operations and across our upstream and downstream value chain and intend to build on this to work towards reducing these emissions in the coming years. We therefore intend to develop a transition plan to mitigate climate change. The plan is scheduled to be adopted in 2027 and published in the forthcoming sustainability report for the 2028 reporting year. The transition plan will set out clear targets for reducing greenhouse gas emissions, key measures and timetables. Once adopted, the plan will be published and implemented across all areas of the company through our five sustainability working groups.

Climate-related risks and potential financial impacts

VSME C4 (57, 58)

Our company has identified various climate-related hazards and transition events that may have an impact on our business operations and value chain. The identified risks span short-term (1–3 years), medium-term (3–10 years) and long-term time horizons (>10 years), with physical risks predominantly relevant in the short to medium term and transition risks primarily relevant in the medium to long term.

Physical hazards include an increase in extreme weather events such as heatwaves, heavy rainfall and storms. In the short and medium term, these can disrupt production sites, storage facilities and logistics. This may result in property damage, production stoppages, temporarily reduced production capacity, rising insurance premiums and additional investment in mitigation and adaptation measures.

Further up the value chain, climate-related impacts can also cause supply bottlenecks and price fluctuations. Limited availability of raw materials, intermediate products or transport services can lead to rising procurement costs, price adjustments, delivery delays or failed deliveries. This can compromise security of supply, delivery capability and the efficiency of our supply chains.
In the downstream value chain, risks arise in particular due to our strong focus on customers in the agricultural and biogas sectors: droughts, crop failures and other climate-related pressures may affect this customer group's ability to invest and, consequently, the demand for our products. Potential financial consequences include reduced or delayed demand and increased price pressure.

Key climate-related transition risks identified include stricter climate protection regulations (such as CO_2 pricing, energy and efficiency requirements), rising energy and material costs, technological shifts towards lower-emission production processes, and changing market expectations. Our exposure to these events relates in particular to our energy consumption, production processes, material procurement and future product requirements. This may result in additional compliance costs and investment in adaptation, as well as impacts on our cost structure, product portfolio and competitiveness.



Measures to adapt to climate change

To adapt to climate-related changes, we are implementing both operational and organizational measures. One key focus is on managing increasing heat stress. In addition to air-conditioned office areas, there are specific regulations for hot days, particularly in production. These include the provision of drinking water, additional breaks for drinking, and other situation-specific measures (e.g. shading to alleviate heat stress in work areas).

Furthermore, we are preparing for climate-related transition risks. These include potential tighter regulatory requirements in climate protection, increasing transparency requirements, and rising expectations from customers and other stakeholders. By voluntarily publishing a sustainability report in accordance with VSME and compiling a carbon footprint assessment for Scopes 1, 2 and 3, we are already laying groundwork today to systematically identify climate-related impacts, risks and management requirements, and to be prepared for future demands. Furthermore, we aim to further strengthen our security of supply and operational resilience by investing in a more self-sufficient energy supply, for example by exploring additional photovoltaic systems and potential battery storage solutions.



„For us, climate action means actively setting the course for tomorrow today – because environmental responsibility is the most direct path to financial stability."

Ulrike Jansing (Commercial Manager)

Water

VSME B6 (35)

Water abstraction in the course of our own business activities is essentially limited to sanitary facilities and minor consumption in building operations, administration and, to a limited extent, production. According to the Aqueduct Water Risk Atlas, water abstraction takes place in an area with moderate water stress (baseline water stress < 40 percent).

Water abstraction

Item	2025	Unit
Total water abstraction	1,910	m³
Water abstraction in areas with high water stress	0	m³

In addition to water abstraction in our own business operations, further water-related impacts may arise along our value chain. In the upstream chain, raw material extraction (e.g. mining and steel production) can be associated with high water consumption and potential risks of water pollution from heavy metals and acidic process water. These processes can contribute to significant environmental impacts in the regions of origin of the materials used.

We are currently addressing these potential impacts primarily through collaboration with established suppliers. In future, supplier management will also be gradually aligned more closely with sustainability criteria. By 2027, we plan to introduce a standardized catalogue of minimum requirements and additional sustainability criteria, which will be applied as part of the supplier onboarding process and regular assessments.

Further down the value chain, our products can support applications that contribute to the safe and resource-efficient management of water and wastewater. Our solutions for storage, mixing, pumping and separation are used in agriculture and biogas technology. Depending on the application, our tank and process systems can help to improve the controlled handling of liquids and reduce the risk of unintended nutrient or pollutant inputs into soil and water bodies. At the same time, our products support the treatment and pre-treatment of wastewater in sewage treatment works and industrial applications.

Specialist contractor certification under the WHG

VSME B1 (25)

To ensure high safety standards when handling substances hazardous to water, we are recognized by DEKRA as a specialist contractor in accordance with the German Federal Water Act (Wasserhaushaltsgesetz, WHG). This specialist contractor qualification confirms our expertise in the construction and maintenance of stainless steel tanks and components for the storage of substances hazardous to water in industrial and agricultural applications.



An example of one of our firewater tanks

Biodiversity

VSME B5 (33, 34)

Impacts on biodiversity and ecosystems can arise along our upstream and downstream value chains. In the upstream stages of the value chain, this relates to the extraction and processing of raw materials such as iron ore. This may involve land use, interference with natural habitats, and adverse effects on soil, water bodies and biodiversity.

In the downstream stages of the value chain, points of interaction arise in particular through the use of our products in agriculture. The specific impact on biodiversity and ecosystems depends on the application and local conditions.

According to current assessments, the direct impacts of our own business activities on biodiversity and ecosystems are limited. Our sites in Dinklage are located on already developed commercial land and not within or in the immediate vicinity of protected areas. Nevertheless, as part of our regional responsibility, we are committed to the conservation of near-natural habitats. One example is our participation in a tree-planting campaign in the wildlife park of a regional forest (Burgwald Dinklage) in April 2026.

Biodiversity

Item	2025	Unit
Total land use	46,500	m²
Sealed surface	43,650	m²
Total near-natural area on the site	2,850	m²
Total near-natural area outside the site	0	m²





Our circular economy practices

VSME B7 (37)

The application of circular economy practices is an integral part of our understanding of products and materials. As specialists in the design, manufacture and assembly of high-quality stainless steel products, we are aware that our business activities involve the use of natural resources and that there are dependencies on finite raw materials throughout the value chain. This exposes our company to risks arising from volatile raw material prices, rising procurement costs, possible resource shortages and potential reputational risks associated with environmental impacts in supply chains.

At the same time, the circular economy is of growing strategic importance to our company. The increasing demands for resource efficiency, material availability and sustainable value creation are shaping both our market environment and our long-term corporate development. Opportunities arise from the growing demand for durable, recyclable and resource-efficient products. Technological advancements also offer potential for improving material efficiency, reducing scrap rates and extending the use of resources within the economic cycle.

Stainless steel as a key material
Against this backdrop, our goal is to help conserve resources through the durability, reparability, and recyclability of the materials we use. Stainless steel is a key material, particularly for our container and storage solutions. Due to its corrosion resistance, robustness, and long service life, it enables long-term use and reduces the need for premature replacement. For our other product and system solutions, we also use steel and cast components, plastics, and other technical materials, depending on the product and application.

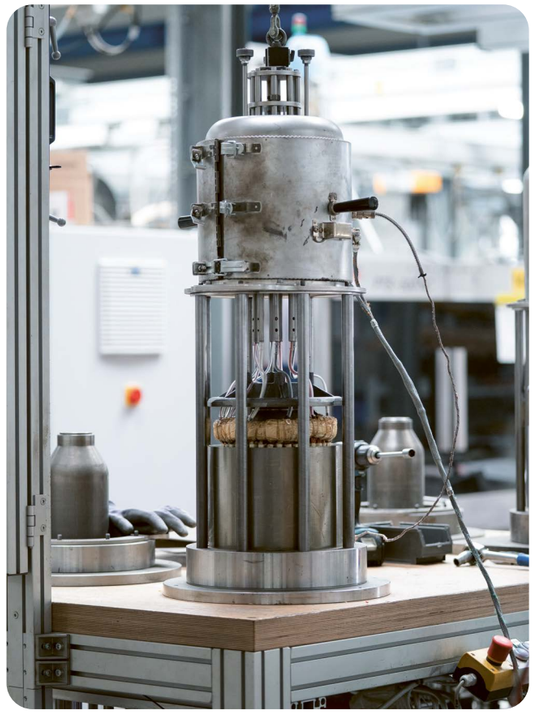


„For Stallkamp, sustainability and the careful use of resources are not just lip service, but a tradition that has been practiced for 50 years. Our most effective contribution to environmental protection is the uncompromising durability of our stainless steel systems, as well as the targeted use of selected materials and manufacturing technologies“

Dirk Moormann (Operations Management: Production & Assembly)







Modular product structures and standardized components
We also promote the circular economy through modular product structures and ‘design-for-disassembly’ principles, which enable components and materials to be easily dismantled, repaired and recycled. In the field of pump and mixing technology, two standardized sizes reduce complexity and increase the interchangeability of components. Many components are used across different products, ensuring a high degree of reusability within the product range. In future, we plan to consolidate the current four pump types into two standardized core models. In addition, we are planning to develop a product configurator that will allow basic machines and individual components to be selected according to specific requirements. Streamlined part numbers and integrated cross-selling logic are also intended to prevent incorrect orders and improve the supply of spare parts.

Extending product life and ensuring the supply of spare parts
Another key approach is the targeted extension of product life. Old equipment is generally repaired and refurbished over a period of more than ten years. Non-reusable parts are sent for proper recycling, provided that suitable recycling channels are available. Furthermore, we typically ensure the supply of spare parts beyond the standard market period, in many cases for more than ten years after a product has been discontinued. In individual cases, it is also possible to retrofit old products with new components. In addition, we have introduced a deposit scheme for rotors and stators.

Monitoring of returns and reuse
To further enhance resource efficiency, returns and reused components are to be recorded and analyzed more systematically in future. We plan to introduce a monitoring system and appropriate key performance indicators (e.g. replacement rate) from 2027 onwards, to make the potential for increasing reuse more transparent and to continuously develop the material cycle.



„For us, the responsible use of resources does not end with the manufacture of a product. Rather, we also consider the possibilities for reuse, refurbishment and recycling. Materials and components should be used for as long as possible and kept in the cycle. In this way, we create solutions that conserve resources and preserve existing value.“
Stefan Hehn (Head of Automation and Process Management)

Reducing material waste
Another key focus is on reducing material waste in production. The use of optimized cutting and planning software enables more efficient nesting of sheet metal blanks. As part of the transition to new programming software, our aim is to reduce material waste even further. We plan to introduce a monitoring system in 2027 to track material usage, scrap volumes and material utilization rates, in order to quantify savings and identify opportunities for further optimization.

Material efficiency and green steel
In product development, we aim to further optimize material usage and resource efficiency, for example through the use of high-strength steels. We also regard the use of green steel as a key issue for the future. It is already possible to source green steel from suppliers at an additional cost. However, as things stand, market acceptance amongst customers is still limited, as the higher costs cannot currently be passed on in a commercially viable manner. Against this background, our aim is to continue monitoring market developments and to assess the proportionate use of green steel where it is economically viable. To this end, we regularly seek feedback from steel traders and manufacturers on market positioning, availability and acceptance, and evaluate cost trends.

After-sales and service to extend product life
Another key element in enhancing resource efficiency and product life is the expansion of our after-sales and service division. Building on the statutory warranty, our aim is to further extend the service life of our products, particularly in the field of biogas agitators. To this end, we are expanding training programs for dealers and users on the correct use of the products. Plans include the further development of the after-sales training center, practical training courses in separation technology, the structured organization of the manufacturer’s expertise, and training courses on commissioning.





Waste generation

VSME B7 (38)

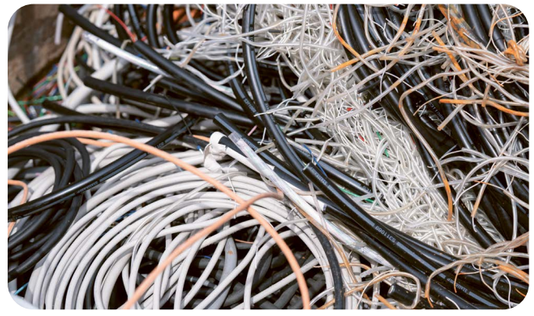
Total annual waste generation, by type

Item	2025	Unit
Total annual waste generation, by type (hazardous)	16.8	t
Waste intended for disposal (hazardous)	16.8	t
Waste diverted from disposal for recycling or reuse (hazardous)	0	t
Total annual waste generation, by type (non-hazardous)	568.3	t
Waste intended for disposal (non-hazardous)	29.7	t
Waste diverted from disposal for recycling or reuse (non-hazardous waste)	538.6	t
Total waste volume: recycling/reuse	538.6	t

We attach great importance to minimizing production waste and returning recyclable materials to existing material cycles. Production residues are systematically sorted and sent for recovery. For example, used oil is collected and properly handed over to external waste disposal and recycling service providers. Components containing copper – in particular wires from stators – are separated and sent for recycling. Packaging materials such as cardboard and wood are also reused wherever possible or returned to the appropriate recycling cycles.

Mass flows
The mass flow of materials used amounts to approximately 4,673 metric tons and was estimated based on purchases. This is a reasonable initial estimate; packaging, offcuts, scrap, and changes in inventory are not included in detail.





07

SOCIAL







Our works council

Shaping the future together

For us, social sustainability begins with the people who shape our company. With their knowledge, experience, and daily dedication, our employees make a significant contribution to our capacity for innovation and competitiveness, as well as to the successful development of our company. As a regionally rooted employer, we bear responsibility for our employees, for fair and safe working conditions, and for a respectful and supportive work environment. We aim to create a work environment where people can contribute and grow, regardless of their origin, age, gender, or personal background.

We view social responsibility as an ongoing commitment. In addition to complying with legal requirements, we prioritize employee participation, open communication, health and safety, and measures to support work-life balance. We want our employees to actively contribute their experiences and ideas and to help shape the future of our company.



Working conditions & company culture

We value stable and reliable working conditions that contribute to our employees' satisfaction and motivation. Reliable work schedules and predictable workflows provide a sense of security in our day-to-day work. Team-building activities such as traditional Boßel outings (a regional form of road bowling), World Cup office pools, local fair competitions, visits to the local Stoppelmarkt, and Christmas parties further strengthen team spirit.

In addition, we promote a healthy work-life balance. To this end, we offer flex-time arrangements, remote work by individual agreement, and targeted support in the form of childcare subsidies. This offering is complemented by joint family events as well as the regular hosting of "Future Day", a career orientation event for our employees' children. Through our membership in the Association of Family-Friendly Companies (Verbund familienfreundlicher Unternehmen e.V.), we also support the further development of family-friendly work structures.



„We see ourselves as a socially responsible employer that engages with its employees on an equal footing. Modern working conditions, diverse teams with different cultural backgrounds, and attractive benefits are, for us, essential prerequisites for a respectful and sustainable work environment."

Karin Bothe (Human Resource Manager)









General characteristics

VSME B8 (39, 40)

Item	2025	Unit
Total number of employees	209	qty
Permanent employees	185	qty
Temporary employees	24	qty
Employees (women)	24	qty
Employees (men)	185	qty
Employees (non-binary)	0	qty
Turnover rate	12.4	%

At the end of the 2025 fiscal year, all employees of Erich Stallkamp ESTA GmbH were based in Germany.

Employee engagement
Our employees' involvement is an essential component of our responsible corporate governance. We foster an open culture of communication through quarterly newsletters, digital bulletin boards, and an internal company wiki. The works council is a key partner in this effort and is actively involved in operational decision-making processes to ensure strong and fair representation of the workforce's interests.

To gain a transparent picture of employee opinions, we have conducted structured employee surveys in the past. In the future, these surveys will be repeated at regular intervals and specifically expanded to include sustainability-related questions.

In addition, employees can submit ideas for improvement through our company suggestion program. The best suggestions are recognized annually with awards and, where appropriate, implemented. Going forward, we aim to further strengthen participation through even more targeted communication and systematically track relevant metrics, such as participation and implementation rates.

Our sustainability working groups also play a central role. These groups are led by plant and department managers and work closely with employees from various departments. This allows cross-functional perspectives to be incorporated into decision-making processes at an early stage, key expertise to be pooled, and practical solutions to be developed. At the same time, this gives our employees the opportunity to actively contribute their own ideas and help shape the company's transformation process as equal partners.

To further strengthen our employees' involvement in sustainability issues, we plan to make sustainability a regular agenda item at the annual employee meeting. In addition, we will implement concise information formats, such as newsletters, bulletin board announcements, and informational events. In this way, we aim to further promote transparency, awareness, and employee participation in the area of sustainability.

Equal opportunity, diversity & inclusion

Our company promotes equal opportunity and diversity within our workforce and views these values as an important contribution to social sustainability. We see diversity within our workforce as a key driver of our ability to innovate, as different perspectives and individual experiences significantly support the development of new ideas and solutions. Furthermore, a diverse workforce plays a key role in securing a skilled labor force.

In the area of inclusion, we collaborate with local sheltered workshops – the Andreaswerk and Heilpädagogische Hilfe Bersenbrück. In addition to these partnerships, we also directly employ people with disabilities at our facility. Through this commitment, we aim to actively contribute to social inclusion and reduce existing social barriers. To strengthen these collaborations in the long term, we will not only continue to foster them in the future but also systematically track and transparently document their processes and results.

Health & safety

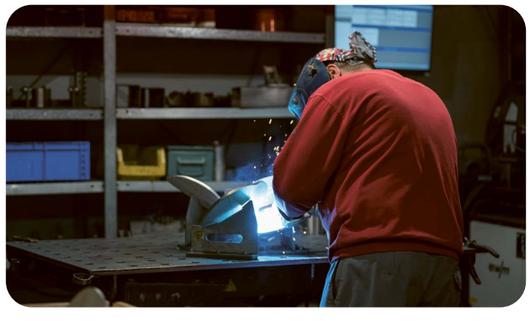
VSME B9 (41)

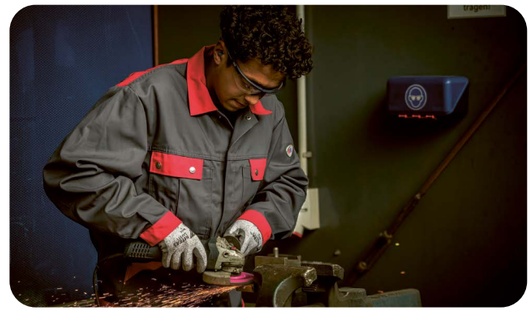
In the various areas of our company's operations, employees may be exposed to physical strains. This includes, for example, handling heavy loads, exposure to welding fumes, noise emissions, repetitive movements, or general ergonomic stresses in the workplace. These risks are systematically mitigated in our company through appropriate protective measures. We ensure safety in daily operations through a high number of trained first responders, regular safety briefings, and ongoing efforts within the framework of our Occupational Safety Committee meetings. We are additionally supported by an external safety officer and our company physician, with whom we also conduct regular preventive medical examinations.

To directly reduce the workload on employees in the production areas, we rely on technical solutions such as modern exhaust systems, hearing protection, automation solutions, ergonomic lifting and standing aids, and shock-absorbing safety mats on the factory floor. In addition, we replace work safety footwear when they show signs of wear and provide a new pair free of charge after twelve months at the latest. Our overarching goal is to achieve "Vision Zero" – that is, the complete elimination of workplace accidents and work-related illnesses. We aim to achieve this by further developing an effective safety and health culture based on prevention, employee participation, and the continuous review of existing measures. Specifically, we aim to integrate occupational safety and health – including key aspects of workplace health management – into our regular employee surveys and establish an effectiveness assessment of all existing protective and preventive measures.

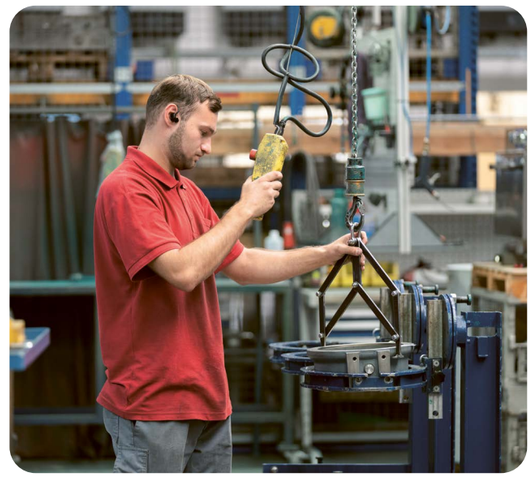
Health & safety

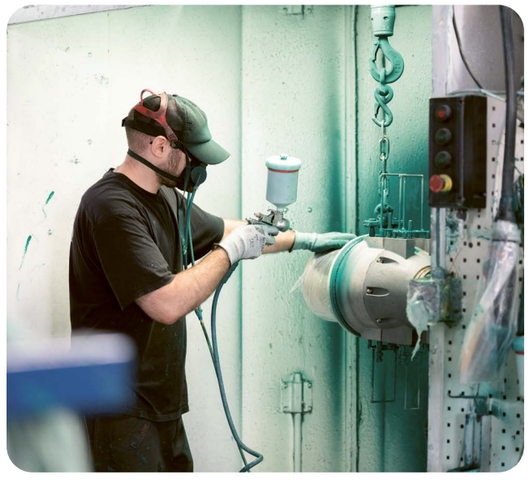
Item	2025	Unit
Number of reportable workplace accidents - Employees	8	qty
Rate of reportable workplace accidents per 200,000 work hours	5.04	Cases per 200,000 working hours
Number of deaths resulting from work-related injuries - Employees	0	qty

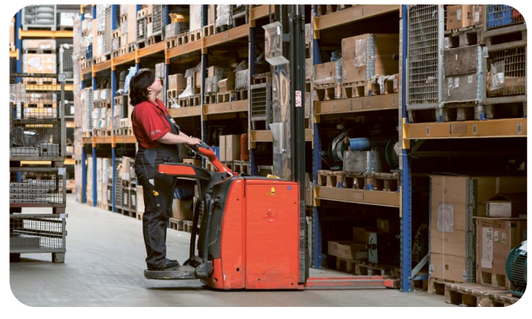












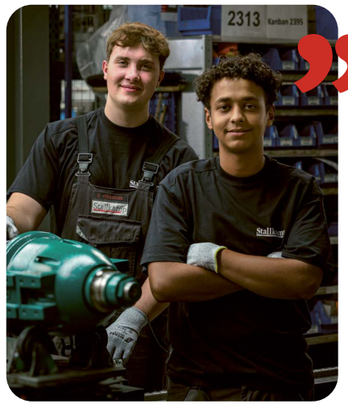
Remuneration & training

VSME B10 (42)

Our company places great importance on ensuring that all employees are compensated fairly and appropriately. This contributes significantly to employee satisfaction, motivation, loyalty, and mental well-being – particularly through the predictability that comes with job security. In addition, we offer benefits such as bonuses and a voluntary occupational pension scheme. Transparency in compensation is an essential part of our efforts to create fair working conditions. We strive to identify and minimize any potential pay gaps.

To actively address the shortage of skilled workers, we are increasing our investment in training and recruiting young talent. Since recruitment is becoming increasingly challenging, particularly in skilled trades such as machining and CNC-related occupations, we are stepping up our presence at career fairs, collaborating with schools, placing targeted ads in newspapers and special publications, and also using our social media channels for recruitment. We also maintain strategic partnerships with educational and scientific institutions such as the PHWT (Private University of Applied Sciences for Business and Technology) and are actively involved in regional events such as Future Day or local job fairs. Our goal is to continue firmly embedding these important recruitment events in our annual company calendar and to actively establish new school partnerships in order to inspire young people to pursue our career paths at an early stage.

The professional and personal development of our employees ensures our long-term competitiveness. To manage this area even more effectively in the future, we plan to systematically expand our training structures by conducting a more thorough assessment of training needs within each department.



„We believe it is important that apprentices receive not only high-quality professional training but also feel like part of the company. Fair pay, support in day-to-day work, and opportunities for personal and professional development provide security and motivate us to actively help shape our future at Stallkamp.“

Ben Pohlmann and Ilias So Dal –
Industrial Mechanic Apprentices

Remuneration & training

Item	2025	Unit
Gender pay gap[1]	0.11	%
Percentage of employees covered by collective bargaining agreements	0	%
Average number of training hours (women)[2]	5	h
Average number of training hours (men)[2]	5	h

[1] Since the calculation includes all employees, differences in the distribution across job functions and hierarchical levels may limit the significance of the figure.

[2] This figure is an estimate, as the scope of training varies depending on the job function. Mandatory training and instruction were also taken into account.

Additional general disclosures

VSME C5 (59, 60)

Item	2025	Unit
Gender ratio at leadership level	0.045	Ratio of women to men
Number of self-employed individuals	0	qty
Total number of non-employees in the undertaking's own workforce	9	qty

Our most important business relationships

VSME C1 (47)

Throughout our value chain, we maintain long-term and reliable business relationships with partners on both the procurement and sales sides. As a manufacturer with the “Made in Germany” quality promise, we rely on a high degree of in-house production. For the procurement of raw materials and components, we work with approximately 340 suppliers worldwide.

Our most important customer groups include specialized agricultural businesses, biogas plant operators, municipalities, and industrial companies in the process and wastewater treatment sectors. We have a long-standing business relationship with Big Dutchman, a globally renowned supplier to the poultry and pig industries: In the early years, ESTA initially served as an “extended workbench” for Big Dutchman. This collaboration continues to this day and has played a significant role in developing our manufacturing and quality expertise. As with this partnership, many of our customer relationships have lasted for decades and are characterized by mutual trust, close cooperation, and jointly implemented projects.



„For many years, our companies have enjoyed a relationship built on trust. Over the decades, we have grown together, continuously learned from one another, and made a great team. Beyond that, Erich Stallkamp and I share a close personal friendship.”

Bernd Meerpohl –
Chairman of the Supervisory Board, Big Dutchman AG

„Since our first contact with Stallkamp in 1992, a business relationship has developed into a partnership built over decades. Together, we have implemented numerous projects, witnessing how requirements and technologies evolve and new solutions emerge. What we value most is our close collaboration, which has enabled us to further develop products based on practical experience and create future-proof solutions for agriculture, biogas, industry, and municipalities.”

Denis Kolender – Managing Director, Kolender Technik



„For many years, we have shared a trusting, collaborative relationship with Erich Stallkamp ESTA GmbH, characterized by solution-oriented dialogue on equal terms. Even occasional challenges have always been overcome together. As a true full-range supplier in the field of slurry technology, the company impresses not only with its broad product portfolio, but also with exceptional quality and reliability thanks to its very high level of in-house manufacturing. Stallkamp also repeatedly demonstrates its strong innovative capabilities by listening closely to market needs and continuously developing new, practical solutions. We look forward to many more successful years alongside this strong manufacturer.“

Andrej Sammer –
Managing Director, Andrej Sammer Werksvertretung

Our products and system solutions are distributed both through direct sales and via a strong, global network of specialized industrial and technical distributors, as well as international partners. Delivery is typically ex-works – either by our customers picking up the goods, through specialized freight forwarders, or via our own logistics fleet.

Sustainability communication and brand development

Transparent communication of our sustainability performance is a central component of our forward-looking market presence. Therefore, we aim to transparently communicate key sustainability goals and progress to our stakeholders through various communication channels. These include official press releases, this sustainability report, and a dedicated section on our website.

During the reporting period, we also further developed our brand positioning through a multi-stage process and aligned it more closely with our sustainability strategy. In a series of internal workshops, key brand elements – including our mission statement, core messages, and overarching brand story – were reviewed and refined. The goal was to consistently align our corporate profile with key sustainability issues and to create a solid foundation for both internal and external communication.

Building on the refined brand positioning and revised core messages, sustainability topics will be firmly integrated into customer communications and consulting going forward. Until now, the focus of customer consulting has primarily been on technical aspects. Moving forward, we plan to provide customers with targeted information and training on energy-efficient agitators. In addition, we aim to provide sustainability comparisons that clearly illustrate the environmental and economic performance of stainless steel compared to concrete or mild steel. To jointly develop innovative solutions, we also plan to hold an annual sustainability workshop for our customers starting in 2027, which will be integrated into our dealer conferences.

We also intend to continuously improve our reporting. Following the publication of this first sustainability report in 2026, we plan to systematically gather feedback from our stakeholders and update the report every three years going forward. These measures will be accompanied by a realignment of our digital presence. For example, we plan to integrate a dedicated section on sustainability into our corporate website, which we will continuously update with the latest information on our key sustainability topics and revise annually. We also aim to increase the visibility of our sustainability activities through our social media channels and steadily boost the engagement rate on related posts.

Biogas Wetscher Bruch

Power from nature – Energy from regional cycles

Biogas Wetscher Bruch GmbH & Co. KG generates energy from agricultural waste products in the region – particularly from manure from various animal species. This process produces renewable energy and nutrient-rich digestate, which is then returned to agriculture. In this way, the company combines energy production with a regional circular economy. The energy produced is utilized in the form of heat, electricity, and renewable fuel gas: The heat is used in the company's own processes as well as at neighboring businesses and for other applications in the surrounding area. The plant itself is powered entirely by electricity generated from its own biogas. The fuel gas can be used as a renewable fuel, thereby replacing fossil fuels.

The concept makes a measurable contribution to climate protection: According to the company, Biogas Wetscher Bruch saves approximately 75 metric tons of CO_2 daily. At the same time, the company keeps nutrients within the regional cycle.

Biogas Wetscher Bruch turns agricultural waste into energy – and that energy into a benefit for the region.

Biogas Wetscher Bruch relies on Stallkamp for the tanks and the long-term development of the plant. The plant design includes two centrally agitated high-volume digesters, each with a volume of approximately 10,000 m³, a diameter of 23.8 meters, and a height of 22.5 meters. Quality, durability, and reliability, as well as a collaborative partnership, were decisive factors in the decision:

„We chose Stallkamp because we need a partner who shares our long-term philosophy. A biogas plant isn't built to last just a few years. The components must function reliably for many years and withstand daily stresses."

Biogas Wetscher Bruch aims to continuously develop the site. From the company's perspective, the collaboration with Stallkamp is therefore about more than just the delivery of individual tanks:

„For us, Stallkamp is not simply a supplier of tanks, but a partner for a sustainable energy future."

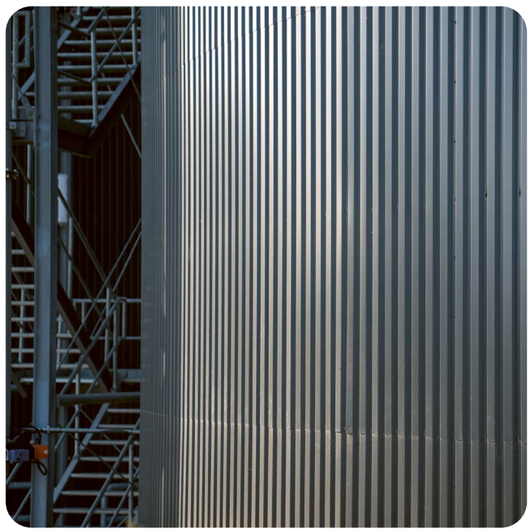
In the future, the site is to be expanded into an even more interconnected regional energy hub. The plan is to consolidate biogas supplies from the surrounding area more effectively and process them for various applications – as a heating medium, fuel, or for electricity generation. At the same time, the company intends to further intensify its collaboration with agricultural operations and continue to expand its role as a regional energy supplier.

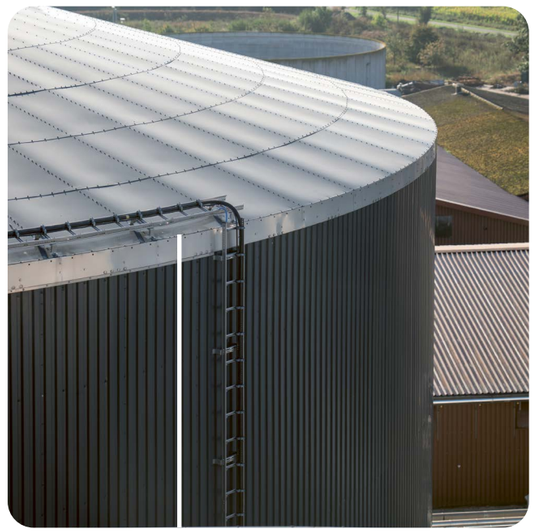


„Stallkamp is the right partner for us because we think long-term. Today, we're building the infrastructure for tomorrow's energy supply. To do that, we need quality, durability, and reliable partners. Our goal is to turn our region's agricultural waste into energy for the people and businesses in our region – in the form of heat, fuel, and electricity. And that's what our shared motto stands for: POWER FROM NATURE."

Ludger Themann (Managing Director of Biogas Wetscher Bruch GmbH & Co. KG)







Affected communities

VSME Plus

Upstream value chain and impacts on local communities
In the upstream value chain, particularly in connection with the mining and extraction of raw materials, impacts on local communities may arise. These include, for example, changes in land use, potential environmental impacts, and – depending on the specific circumstances – possible infringements on land use and land rights. The planned Supplier Code of Conduct is intended to consolidate requirements for the responsible management of these risks and to specify them for collaboration with A-suppliers.

Our own operations and regional responsibility
Within our own operations, we place particular emphasis on preventing environmental pollution and adhering to high safety and quality standards in order to minimize potential negative impacts on neighboring communities. At the same time, local value creation helps secure jobs and contribute to economic stability in the region.

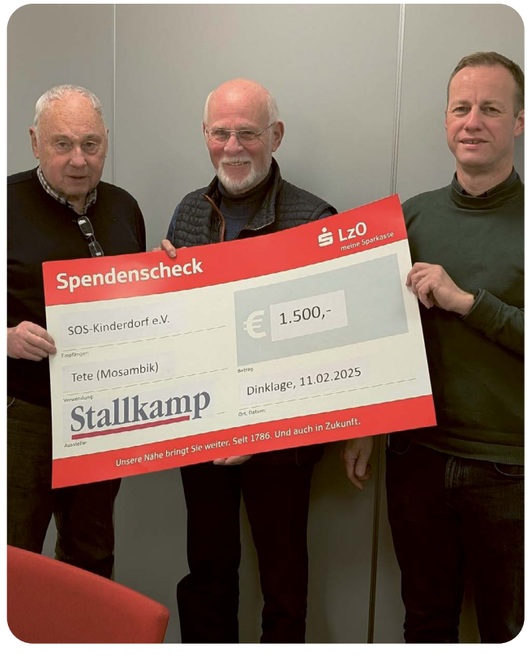
Supporting the local community is also an integral part of our corporate culture. This includes promoting regional sports and youth programs, for example by supporting clubs such as TV Dinklage (soccer, handball, and floorball divisions), BW Lohne (women's volleyball), the Tennis Club Dinklage, and the OM Cup for E-Juniors. We are also actively involved in local social initiatives in Dinklage, such as the "Kirchengemeinde St. Catharina" (local parish), the "Ameland-Ferienfreizeit Dinklage" (Ameland holiday camp), the "Pfadfinder Dinklage" (local Scouts), the "KLJB Dinklage" (Catholic youth organization), the "Dinklager Landvolk" (local farmers' association), the "Förderverein Wildpark Dinklage e.V." (support association for the local wildlife park), the "Ponyclub Dinklage", the "Hospiz-Stiftung Dinklage" (local hospice foundation), the "Förderverein der Feuerwehr Dinklage" (support association for the fire department) and the "Initiative Dinklusiv" (local initiative promoting the inclusion of people with disabilities). In addition, we also support international aid projects, such as the SOS Children's Villages in Mozambique.

Dialogue, networks, and regional responsibility
As a company with deep roots in the region yet active on an international scale, we maintain close ties with the business community, academia, and society. This dialogue helps us identify trends early on, share knowledge, and fulfill our responsibilities beyond the scope of our own business operations.

We are actively involved in various networks, trade associations, and innovation initiatives to promote knowledge transfer and actively support technical developments. These include industry and environmental networks such as the German Biogas Association, the World Biogas Association, the WZV Warenzeichenverband Edelstahl rostfrei, and DIN e. V. In addition, we are represented in agricultural networks such as the 3N Competence Center, the aef agrar + ernährungsforum Oldenburger Münsterland, the BFL Bauförderung Landwirtschaft e. V., and the DLG Deutsche Landwirtschafts-Gesellschaft. This is complemented by our involvement in business and employer associations as well as regional networks, including the Employers' Association, the Verbund familienfreundlicher Unternehmen, the Verbund Oldenburger Münsterland, the Sustainability and Transformation Network in Oldenburger Münsterland, and the regional business network Made in Dinklage. We also value dialogue with the academic and educational communities, for example through our collaboration with the PHWT (Private University of Applied Sciences for Business and Technology).

We also view direct engagement with the public as an important part of our responsibility. Through regional events such as "Dinklage macht auf" or the annual Future Day, a German career-orientation day for schoolchildren, we open our doors and provide insights into our business operations.

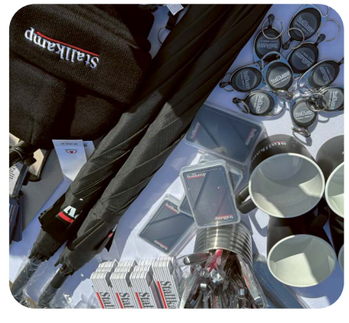
Through these diverse networking, engagement, and dialogue formats, we foster ongoing communication with employees, partners, and the public. The insights and perspectives we gain from these interactions help us actively fulfill our role as a regionally rooted employer, a reliable partner, and a responsible company.











04 GOVERNANCE





Acting reliably

Effectively managing responsibility

Responsible corporate governance lays the foundation for sustainability to take effect within the company on a lasting basis. For us, therefore, governance means more than simply complying with legal requirements: it encompasses clear responsibilities, reliable processes, and the responsible handling of data and business operations. At the same time, we create structures that support conduct based on integrity and compliance with regulations and help identify risks early on and manage them appropriately.

We view governance as an ongoing development process. That is why we regularly review and improve our processes, raise awareness among our employees, and continue to develop our systems and responsibilities in line with technological, legal, and societal requirements.



Code of Conduct

VSME C6 (61)

Code of Conduct
Our company does not currently have a single, comprehensive Code of Conduct, but rather individual sets of rules and guidelines covering various topics. These include, in particular, a code of conduct on corruption and bribery, as well as binding legal requirements and internal regulations – for example, in the area of child protection and compliance with labor and social welfare laws.

To further strengthen existing governance structures, we plan to develop a comprehensive Code of Conduct by the end of 2026. This code will systematically consolidate, revise, and expand the existing guidelines. It will also explicitly integrate and uniformly regulate human rights issues such as forced labor, human trafficking, and discrimination.

Complaint management
To comply with the Whistleblower Protection Act, we have established an external and independent reporting office. Potential violations of laws and policies can be reported through this office confidentially or, if desired, anonymously.

Employee interests are also represented by an elected works council. The works council serves as the central representative body for employees and is involved in the company's information-sharing, consultation, and decision-making processes. Through the works council, concerns, feedback, and suggestions for improvement from the workforce can be consolidated and addressed in dialogue with management. All employees also complete digital awareness training to raise awareness of a bias-free work environment.

To strengthen these structures, we plan to create a clear guide that will be communicated via a notice posted on company premises and integrated into the onboarding process for new employees.

Serious incidents

VSME C7 (62)

No incidents related to child labor, forced labor, human trafficking, discrimination, or other human rights violations have been identified within our company's own workforce.

Furthermore, our company is not aware of any confirmed incidents in which workers in the value chain, as well as affected communities, consumers, or end users, were involved in child labor, forced labor, human trafficking, or comparable serious human rights violations.

To further strengthen human rights due diligence in our supply chain, we plan to introduce a Supplier Code of Conduct for all A-tier suppliers by the end of 2027. This code will establish fundamental requirements for the respect of human rights and fair working conditions among our suppliers.

Exclusion from EU reference benchmarks

VSME C8 (64)

Our company is not excluded from the EU reference benchmarks aligned with the Paris Agreement.

Gender ratio in the governance body

VSME C9 (65)

Item	2025	Unit
Gender diversity ratio in the governance body	0.5	Ratio of women to men



Quality management

Our quality management system is certified according to DIN EN ISO 9001:2015. It defines binding processes, responsibilities, and control mechanisms, thereby supporting the reliable fulfillment of customer requirements and consistently high product and service quality.

To manage and further develop quality and process efficiency, the QM system is supplemented by an established system of key performance indicators (KPIs). Relevant KPIs are documented monthly and evaluated together with senior management. This allows deviations to be identified early on and targeted improvement measures to be implemented. Based on defined KPIs, processes are continuously reviewed and refined.

Digitization and digital process support

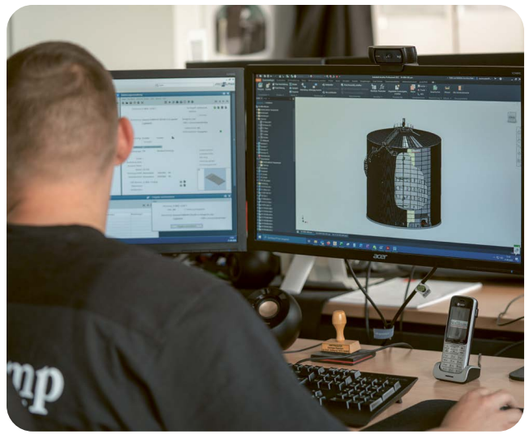
The digitization of business processes and the use of integrated IT systems help us make our operations more transparent, efficient, and resource-efficient. The digital system landscape is continuously being developed and includes various applications to support production, administrative, sales, and service processes:

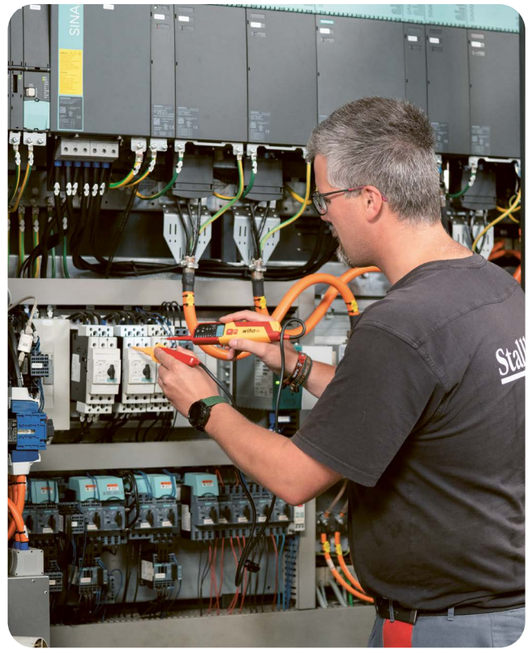
- An ERP system is used for the integrated management of operational workflows. In addition, digital workflow and task management systems, as well as an internal knowledge management system, support the structured provision of information and traceable process handling.
- In production and assembly processes, digital assistance systems are used to support employees in carrying out complex manufacturing steps. These systems help reduce errors and scrap, as well as minimize paper-based process documentation.
- To support quality assurance, digitally networked testing and measurement systems are used, which enable data-driven analysis of production processes and help reduce material losses.
- In the after-sales and service division, a digital service management system will be implemented in 2026 that enables end-to-end mapping of service processes across the entire product lifecycle. This will lead to more efficient use of resources, particularly through improved planning, reduced response times, and optimized spare parts and field service management.
- In the sales and logistics division, digital customer and B2B platforms will be gradually implemented in 2026 and integrated into the ERP system to further automate ordering and documentation processes. In addition, a digital packaging materials management system is scheduled to be introduced in 2027 to help reduce returns, incorrect deliveries, and transportation costs.
- The use of artificial intelligence is currently in an early implementation phase, with AI applications being used only sporadically so far. The introduction of an AI-supported assistance system is planned for 2026. We are preparing our use of artificial intelligence in line with the applicable requirements of the EU AI Act. To prepare our employees for compliant use, we will conduct corresponding software training starting in 2026.

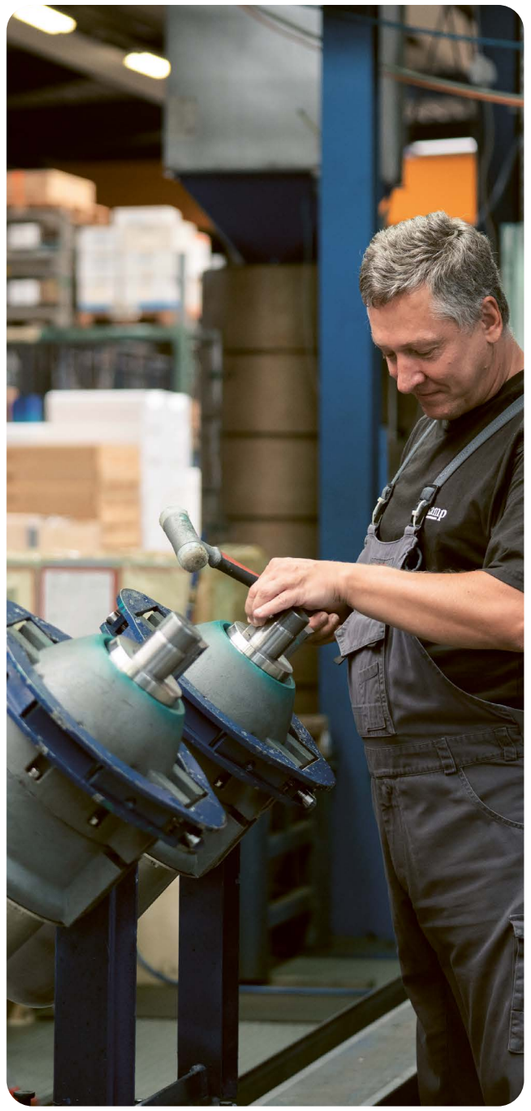


„Through the strategic use of digital assistance systems in our assembly and production processes, we bridge the gap between technological innovation and resource efficiency. This not only significantly reduces waste and paper-based documents, but also actively supports our employees during complex manufacturing steps. For us, digitalization means making processes safer, more transparent, and more resource-efficient all at once.“

Jörn Klingebiel (Operations Management: Engineering & Planning)







Cybersecurity

VSME Plus

Cybersecurity is becoming increasingly important to us, as the ongoing digitization of business processes continues to heighten potential risks related to data availability, integrity, and protection. In light of sophisticated threat scenarios – such as those arising from complex, AI-powered cyberattacks – our company has implemented various technical and organizational measures to protect data and IT systems.

An overarching IT security policy is documented in the company wiki and serves as the fundamental framework for handling information security. To safeguard against remaining cyber risks, we also maintain various cybersecurity insurance policies. However, since IT security incidents in day-to-day operations are often caused by human error, continuously raising awareness among our workforce plays a key role. Our training and continuing education program is centrally organized for this purpose: Digital human resources management systems are used to provide relevant security information and manage internal authorization structures. The implementation of the training content is supported by specialized external partners who facilitate the digital policy training in the context of NIS2.

The technological advancement of our information security management system is consistently aligned with the requirements of the NIS2 Directive and the recommendations of the Federal Office for Information Security (BSI). Our company's IT infrastructure is proactively monitored around the clock, and the resilience of our systems is technically verified through regular vulnerability assessments and penetration testing.

Responsibilities in the areas of data protection and information security are firmly established within the organization: An internal information security officer and an external data protection officer oversee the implementation of all requirements. In addition, regular reviews and annual audits are conducted in the area of data protection to ensure compliance with guidelines and legal requirements (e.g., the GDPR) and to enable continuous improvement.



„For us, information security is an ongoing process and an essential component of a responsible digitalization. By reliably protecting data, systems, and processes, we not only ensure our ability to operate on a daily basis, but also lay the foundation for the responsible use of artificial intelligence and other digital innovations."

Lukas Büscherhoff (Information Security Officer)



Outlook

With this first sustainability report, we are highlighting where we stand today and laying the groundwork for our company's future development. We view sustainability as a long-term commitment that extends far beyond individual measures and reporting periods.

Climate change, resource scarcity, the loss of biodiversity, and growing social inequalities show that economic activity must be reimagined within planetary boundaries. Even as a medium-sized company, we are part of these developments and bear responsibility for understanding our impact, identifying risks early on, and contributing to a sustainable economy.

In the coming years, we intend to consistently pursue the initiatives outlined in our target matrix and embed sustainability even more firmly in our structures, processes, and daily operations. This involves not only improving our environmental performance but also ensuring safe and fair working conditions, a responsible supply chain, long-term partnerships, and our contribution to the region's development.

Our next comprehensive sustainability report is scheduled for the 2028 reporting year. We intend to actively use the time until then to further develop our data and decision-making frameworks, review our progress, and learn from our experiences.

Unreported VSME data points

	Item	Reason for omission
B1 - Basis for Preparation		
B1 (24 b)	Nondisclosure due to sensitive or classified information	Condition not met
B1 (24 d)	Registered addresses of the listed subsidiaries	Condition not met
C1 - Strategy: Business Model and Sustainability – Related Initiatives		
C1 (47 c)	List of suppliers and their associated sectors and geographies	Data point is not material
C3 - GHG reduction targets and climate transition		
C3 (54 d)	Absolute value of the reduction in greenhouse gas emissions (Scope 1)	Will be added in the future
C3 (54 d)	Percentage reduction in Scope 1 greenhouse gas emissions (relative to base-year emissions)	Will be added in the future
C3 (54 d)	Absolute value of the site-specific reduction in Scope 2 greenhouse gas emissions	Will be added in the future
C3 (54 d)	Percentage reduction in site-specific Scope 2 greenhouse gas emissions (relative to base-year emissions)	Will be added in the future
C3 (54 d)	Absolute value of market-based reductions in greenhouse gas emissions under Scope 2	Will be added in the future
C3 (54 d)	Percentage reduction in market-based Scope 2 greenhouse gas emissions (relative to base-year emissions)	Will be added in the future
C3 (54 d)	Absolute value of the reduction in Scope 3 greenhouse gas emissions	Will be added in the future
C3 (54 d)	Percentage reduction in Scope 3 greenhouse gas emissions (relative to base-year emissions)	Will be added in the future
C3 (54 c)	Units used for targets	Will be added in the future

	Item	Reason for omission
C3 (55)	Description of the transition plan for climate change mitigation if the undertaking operates in high climate impact sectors	Will be added in the future
C3 (55)	Contribution of the transition plan to the reduction of GHG emissions	Will be added in the future
C3 (55)	Disclosure of EMAS targets for reducing greenhouse gas emissions, if such targets are established	Condition not met
B4 - Pollution of air, water and soil		
B4 (32)	Emissions to air by pollutant	Condition not met
B4 (32)	Emissions to water by pollutant	Condition not met
B4 (32)	Emissions to soil by pollutant	Condition not met
B7 - Resource use, circular economy and waste management		
B7 (38 a)	Total amount of radioactive waste	Condition not met
C8 - Revenues from certain sectors and exclusion from EU reference benchmarks		
C8 (63 a)	Revenues from controversial weapons	Condition not met
C8 (63 b)	Revenues derived from the cultivation and production of tobacco	Condition not met
C8 (63 c)	Revenues from the fossil fuel (coal, oil and gas) sector	Condition not met
C8 (63 d)	Revenues from chemical production	Condition not met
B11 - Convictions and fines for corruption and bribery		
B11 (43)	Convictions for anti-competitive conduct, antitrust violations, and the formation of monopolies	Condition not met
B11 (43)	Amount of fines for violations of anti-corruption and anti-bribery laws	Condition not met

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Wagner - Büro für Strategie, Nachhaltigkeit und Kommunikation
Dr. Marlene Dettmer
Wieferigs Hof 24
49439 Mühlen (Oldb.)

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moin media GmbH
Osloer Str. 6
49377 Vechta

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