



ESG REPORT 2025



Filtration with capacity



BELKI Teknik ApS is a Danish company specialising in the development and production of filtration solutions for industrial applications, with a strong foundation in quality, reliability and technical expertise.

The work is built on many years of experience within filtration technology and a practical, solution-oriented approach, where operational requirements and efficiency are key considerations. At BELKI, we focus on delivering robust and long-lasting solutions, meeting agreed specifications, and maintaining a professional and transparent collaboration with customers and business partners throughout the entire process.

Would you like to learn more about BELKI and our work with ESG?

If you have any questions about the company, our solutions, or our approach to responsible business practices, you are always welcome to contact us.

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Preface

This report represents BELKI's first ESG report and covers the financial year 2025. It marks an important step towards a more structured and transparent approach to sustainability and responsible business practices.

As a company specialising in filtration solutions for industrial applications, we operate in a field where efficiency, reliability and resource optimisation are essential. Our company's solutions are designed to support stable production processes and contribute to reducing waste and extending the lifetime of process fluids.

In this way, BELKI's core business is closely linked to environmental considerations and to supporting customers in improving their operational performance.

At BELKI, sustainability is not approached as a standalone initiative, but as an integrated part of the way we develop, produce and deliver our solutions. We work from a practical and experience-based perspective, where improvements are driven by technical insight, customer needs and a focus on long-term, reliable performance.

In addition to the environmental aspects, we place importance on maintaining responsible practices across social and governance areas. This includes providing a safe and stable working environment, fostering collaboration and knowledge-sharing, and ensuring a professional and transparent approach in dealings with customers, suppliers and other business partners.

As this is our first ESG report, the content reflects our current level of data availability and formalisation. The report should therefore be seen as a starting point for further development, where processes, data collection and ESG initiatives will be continuously strengthened over time.

The purpose of the report is to provide insight into our approach to ESG and to support dialogue with customers, partners and other stakeholders. Going forward, we aim to build on this foundation and further integrate ESG considerations into its operations in a way that is relevant, realistic and aligned with the company's core business.

Stefan Møberg

Managing Director and co-owner



”

This report marks an important step in making our work with sustainability more structured and transparent, in a way that reflects how we operate as a business – Stefan Møberg, Managing Director and co-owner

About BELKI

BELKI is a Danish engineering and manufacturing company specialising in filtration solutions for industrial applications. We are headquartered in Rød-kærsbro, Denmark, where development and production take place. Over the years, we have built a strong position within liquid filtration, delivering reliable systems to customers across a wide range of industries.

Our solutions are used for cleaning and recycling process fluids such as coolant and wastewater, where stable operation is essential. Through close collaboration with our customers, we work with user-driven innovation to develop solutions tailored to specific operational needs.

In our product development, we focus on high efficiency, simple design, low maintenance, minimal use of consumables and high operating reliability. Our aim is to minimise environmental impact, support efficient production and deliver long-lasting, dependable solutions.

Denmark
Country

Rød-kærsbro
Headquarters

1880
Founded

Manufacturing
Industry

Family-owned
Ownership

We Make Greentech Simple, Effective and Unique

At BELKI, we work to make greentech practical and accessible by focusing on solutions that are straightforward to implement and operate in everyday production. Our approach is rooted in simplicity and functionality, ensuring that our systems deliver consistent value without adding unnecessary complexity to our customers' processes.

We develop filtration solutions that support efficient use of resources by reducing waste and enabling reuse of process fluids such as coolant and wastewater. By integrating our systems into existing production environments, we help optimise performance, improve process stability and contribute to more resource-efficient operations.

Our solutions are built on solid engineering principles, with a strong focus on reliability, low maintenance requirements and long service life. This ensures that our systems not only perform effectively, but also remain reliable over time, supporting stable and predictable production conditions.

For us, greentech is about creating solutions that work in practice. By combining technical expertise with a clear understanding of industrial processes, we deliver filtration systems that are both effective and reliable – and that make a tangible difference in our customers' daily operations.



Vision, Mission and Values

Cleaner processes, stronger impact.

At BELKI, our vision, mission and values form the foundation of how we operate and develop our business. They reflect our approach to engineering, our collaboration with customers and partners, and our commitment to delivering reliable and efficient solutions. Together, they guide how we work every day and support our long-term development as a company in industrial filtration.

Our Vision

Our vision is to be a trusted and preferred partner within industrial filtration by delivering reliable solutions that support efficient production and responsible use of resources.

Our Mission

Our mission is to develop and deliver reliable filtration solutions that support efficient production, reduce waste and ensure stable, long-term performance for our customers.

WHAT DRIVES US



We develop solutions that optimise resource use and reduce environmental impact, while supporting efficient and stable production processes.



Our systems are built to perform. We focus on durable solutions, consistent quality and reliable operation in demanding environments.



We work closely with our customers and partners to deliver solutions that meet real needs and create long-term value.

Our Values

RELIABILITY

We deliver solutions that work in practice. Our systems are designed for stable operation, long service life and consistent performance in demanding industrial environments.

SIMPLICITY

We believe in straightforward and functional solutions. By keeping our designs simple, we ensure ease of use, low maintenance and efficient integration into existing processes.

CUSTOMER FOCUS

We work closely with our customers to understand their needs and develop solutions that match their specific requirements. Collaboration is a key part of how we create value.

TECHNICAL EXPERTISE

Our work is based on strong engineering knowledge and experience. We continuously develop our competencies to ensure high-quality solutions and ongoing improvement.

RESPONSIBILITY

We aim to minimise environmental impact and support more efficient use of resources through our solutions, while maintaining a professional and transparent approach in everything we do.

SOLUTIONS THAT
MAKE A DIFFERENCE





Sustainable Development Goals



At BELKI, we recognise the importance of contributing to sustainable development, and we see the UN Sustainable Development Goals (SDGs) as a relevant framework for understanding and communicating our impact. While we operate as a specialised industrial company, our solutions and way of working are closely connected to several of the global goals.

Our approach is based on focusing on the areas where we can make the most meaningful contribution through our core business. Our filtration solutions support more efficient use of resources, reduction of waste and optimisation of industrial processes, which are all key elements in the transition towards more sustainable production.

We have chosen to focus on a selection of SDGs that are most closely aligned with our activities and where we believe we can contribute in a practical and measurable way.





SDG 9 - INDUSTRY, INNOVATION AND INFRASTRUCTURE

Innovation and technical development are central to BELKI's business. Through continuous product development and close collaboration with customers, we contribute to more efficient and reliable industrial processes. Our solutions are designed to support modern production environments where stability, optimisation and long-term performance are essential.

SDG 12 - RESPONSIBLE CONSUMPTION AND PRODUCTION

BELKI's filtration systems are developed to reduce waste and enable reuse of process fluids such as coolant and wastewater. By extending the lifetime of resources and minimising the use of consumables, our solutions support more responsible and efficient production practices.

SDG 13 - CLIMATE ACTION

By improving resource efficiency and reducing waste in industrial processes, our solutions indirectly contribute to lowering environmental impact. Although our primary contribution is through our products, we also recognise the importance of continuously working with our own operations to support climate-related improvements over time.

Environmental

Solutions that optimise the use of process fluids, reduce waste and support stable production.

Greentech in Practice

At BELKI, environmental considerations are closely linked to our core business and the solutions we develop. To think “green” is, in our perspective, to minimise energy consumption, material use and overall environmental impact. At the same time, stable and efficient production equipment contributes to improved operational performance and better business economics for our customers.

We develop filtration solutions based on simple and proven principles found in nature, such as gravity, magnetism, centrifugal force and particle separation. By applying these principles in a practical and efficient way, we are able to solve complex industrial challenges with simple and reliable systems.

Impact Through Our Solutions

The result is solutions that extend the lifetime of process fluids, reduce the need for consumables and maintenance, and contribute to lower energy consumption and less waste generation in customer operations. Our systems are designed to create measurable improvements in daily production, including improved product quality, fewer maintenance hours and a cleaner working environment.

In 2025, our total CO₂e emissions amounted to 866,07 tonnes. At the same time, our renewable energy share reached 57,37%, supporting a gradual transition towards more sustainable energy consumption.

Going forward, we will continue to improve our environmental performance, both in our own operations and through the solutions we deliver, with a focus on resource efficiency and reduced environmental impact.

162,30 MWh

Total energy consumption

886,07 ton CO₂e

Total CO₂e-emissions (scope 1 + 2 + 3)

44,16 %

Share of recyclable waste





” We believe that strong results start with a strong team. A good working environment and mutual respect are essential to how we operate every day – Stefan Møberg, Managing Director and co-owner



69%
Full-time employees

10,3%
Apprentices

10,3%
Employees in a
flexible scheme

10,3%
Retired employees
working

Social

People and Everyday Working Life

At BELKI, we prioritise a stable and informal working environment where collaboration and day-to-day well-being are an integral part of the business. With a team of 20 full-time equivalent employees (FTEs), including 3 apprentices in 2025, we are a relatively small organisation, which allows for close dialogue and a strong sense of community across the company.

We focus on creating a positive working environment through both everyday initiatives and shared activities. This includes regular social gatherings such as a summer party, Christmas lunch and informal Thursday get-togethers, where employees meet across functions. In addition, a staff association helps organise activities and supports a strong internal culture.

Employee well-being is also supported through small but important initiatives in daily life, such as access to fruit and coffee, as well as recognition of employee milestones, including long service and anniversaries. This contributes to a stable workforce with a relatively low employee turnover of 20% in 2025.

Responsibility and Local Engagement

BELKI aim to be a responsible workplace that supports different types of employment and inclusion. In 2025, this includes employees in flexible employment schemes as well as retired employees working part-time. This reflects a practical approach to accommodating different needs and maintaining valuable competencies within the company.

We also place importance on maintaining a safe working environment. In 2025, the level of sick leave was 1,84%, which is below the industry average, while 2 workplace incidents were recorded. A workplace assessment (APV) has previously been conducted, forming part of our ongoing focus on health and safety.

Beyond our own organisation, we engage in the local community through selected sponsorships and initiatives. This includes supporting local sports clubs such as Bjerringbro Basketball, contributing to community events, and sponsoring a public defibrillator in Fårup. Through these activities, we aim to support local communities and contribute positively beyond our own operations.

Governance

Responsible Business Practices

At BELKI, good governance is based on a practical and transparent approach to how we manage our business, collaborate with partners and ensure reliable operations. As a small organisation, we benefit from short decision-making processes and close dialogue across the company, which supports efficient management and clear responsibilities.

The company is supported by an active board of directors, where meeting attendance in 2025 was 100%, reflecting a high level of engagement and involvement. The board has a balanced gender composition, with a 50/50 distribution, supporting diversity in perspectives and decision-making.

We prioritise a professional and trustworthy approach in our relationships with customers, suppliers and other business partners. This includes delivering on agreements, maintaining open communication and ensuring consistent quality in both our products and services. Our day-to-day operations are guided by a strong sense of responsibility and a focus on long-term collaboration.

BELKI is managed with a focus on stability, continuity and sound business practices. While our governance structures are not highly formalised, we work continuously to strengthen our processes and ensure that relevant policies and procedures support our development as the company grows.

Looking ahead, we will continue to develop our governance practices in line with increasing expectations from customers and stakeholders, while maintaining a pragmatic and business-oriented approach.



” At BELKI, responsible business is not about quick wins, but about the long, steady effort. This award recognises our journey of building a healthy and sustainable company over many years - something we are truly proud of.

- Stefan Møberg, Managing Director and co-owner.

Key Figures

We measure what matters to drive real environmental impact

The following ESG key figures provide an overview of 's environmental, social and governance performance for the financial year 2025. The data is based on available internal records and relevant external sources, and reflects the company's current level of reporting.

As this is our first ESG report, the figures should be seen as a starting point for a more structured and data-driven approach to ESG. They provide insight into current performance while forming a foundation for future development.

Going forward, will continue to improve the quality and scope of ESG data to support transparency and ongoing improvements across the organisation.

305 m³

Water consumption

20

Full-time employees

Yes

BOARD OF DIRECTORS

Environmental

	Unit	2025
CO ₂ e-emissions within scope 1	ton CO ₂ e	10,89
CO ₂ e-emissions within scope 2	ton CO ₂ e	9,58
CO ₂ e-emissions within scope 3	ton CO ₂ e	845,72
Total CO ₂ e-emissions (scope 1 + 2 + 3)	ton CO ₂ e	866,19
CO ₂ e intensity: Total CO ₂ e-emissions (scope 1 + 2 + 3) per employee	ton CO ₂ e/employee	43,31
Total energy consumption	MWh	162,30
Energy intensity, total energy consumption per employee	MWh/employee	8,12
Renewable energy share of total energy consumption	%	57,37
Water consumption	m ³	305
Handling of hazardous waste	%	40,12
Share of recyclable waste	%	44,16
Share of waste for incineration and landfill	%	15,72

Social

	Unit	2025
Number of full-time employees (FTE)	Count	20
Number of apprentices	Count	3
Sick leave Industry average on 3,70%	%	1,84
Sick leave Special employment conditions	%	4,97
Employees in a flexible employment scheme	Count	3
Retired employee working	Count	3
Workplace accidents	Count	2
Employee turnover Industry average on 27,3%	%	20
Employee satisfaction*	-	-
Gender diversity within the organisation (M/F)	%	95/5
Gender diversity within management levels (M/F)	%	100/0
Gender pay gap**	-	-
Nationalities	Count	3

*A workplace assessment (APV) has been conducted end of may 2026.

** Not reported.



Governance	Unit	2025
Board of directors	Yes/no	Yes
Gender diversity on the board (M/F)	%	50/50
Board meeting attendance	%	100
CEO-to-employee pay gap*	-	-
Employee handbook	Yes/no	Yes

* Not reported.

Calculation Practices

The environmental data presented in this report is based on information collected from internal systems, suppliers and utility providers. Energy consumption and related emissions have been converted into CO₂e using recognised emission factors, aligned with principles from the Greenhouse Gas Protocol (GHG Protocol).

Data related to social and governance aspects has been compiled from internal records, including HR and administrative systems, as well as other relevant registrations within the company. Where relevant, selected data points have been compared to industry benchmarks to provide additional context.

As this is BELKI's first ESG report, the level of detail and data availability varies across the different areas. The report has not been subject to external verification, but efforts have been made to ensure that the information presented is as accurate and transparent as possible.

Scope and Data Coverage

In preparing this report, has focused on establishing a practical and realistic foundation for ESG reporting. Initial efforts have prioritised data that is readily available and directly linked to the company's operations, including energy consumption and related emissions.

Scope 1 and Scope 2 emissions primarily cover energy use associated with the company's facilities and operations. In addition, has included selected Scope 3 emissions to provide a more complete picture of the company's climate impact, recognising that a significant share of total emissions typically arises within the value chain.

Going forward, will continue to expand and refine its data coverage, with the aim of strengthening the overall understanding of environmental impact and supporting more informed decision-making.





Stated Goals

Our commitment to the future

At BEKLI , our approach to ESG is based on continuous improvement and a practical understanding of where we can create the most value. As this is our first ESG report, we view the following goals as guiding directions rather than fixed or measurable targets. They reflect our ambition to gradually strengthen our efforts and integrate environmental, social and governance considerations more systematically into our operations.

We recognise that ESG is an ongoing process, where development takes place step by step and in alignment with the company's size, resources and core business. Our focus is therefore on building a solid foundation, improving data quality and ensuring that our initiatives are both relevant and realistic in practice.

Environmental

We aim to strengthen our understanding of our environmental impact and improve the quality and scope of our data, particularly in relation to energy consumption and emissions across our operations and value chain. This includes developing a more structured approach to data collection and identifying relevant areas for improvement over time.

At the same time, we will continue to develop and optimise our filtration solutions with a focus on reducing resource consumption, extending the lifetime of process fluids and minimising waste in industrial processes. Our ambition is to further support our customers in achieving more efficient and environmentally responsible production.

Social

We aim to maintain and further develop a stable and positive working environment, where employees experience a strong sense of collaboration, engagement and well-being. This includes continuing our focus on employee retention, recognition and everyday initiatives that support a good workplace culture.

In addition, we seek to maintain a safe working environment and support inclusion through flexible employment arrangements and a practical approach to accommodating different employee needs. We will also continue our engagement in local communities through selected initiatives and sponsorships.

Governance

We aim to strengthen our governance practices by gradually developing more structured processes and documentation that support transparency and consistency in our operations. This includes aligning our internal practices with increasing expectations from customers and stakeholders.

At the same time, we will continue to build on our existing strengths, including close management involvement, clear communication and a high level of accountability in our daily operations. Our ambition is to ensure that remains a reliable and professional business partner, while continuously improving our approach to responsible business practices.

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