

13 Protein Import

Sustainability Report 2025

13:e Protein Import AB
Speditionsvägen 45
SE142 50. SKOGÅS
556641-1830



This Sustainability Report for 2025 has been approved by the Board of Directors, who hold ultimate responsibility for its content in accordance with applicable legislation and reporting standards.

The report outlines the principles that guide management, stakeholders, and employees in 13th Protein Import AB's approach to sustainability, with a focus on quality, environmental responsibility, and compliance.

It provides an overview of key policies, actions, and performance within environmental, social, and governance areas, including occupational health and safety. While not covering every individual situation, the report presents the most relevant aspects of our operations and working conditions from a sustainability perspective.

CEO Message

Our ambition is to be a trusted private label partner in sports nutrition and lifestyle, delivering high-quality products with a strong commitment to sustainability and compliance. During 2025, we took further responsibility for improving our operations and contributing to a more sustainable industry. We strengthened our quality systems, supplier partnerships, and sustainability efforts across the entire value chain – from sourcing to finished products.

Our focus remains clear: to reduce our environmental impact, ensure safe and responsible production, and support our customers with reliable and future-proof solutions.

Andrea Falciani | CEO



Table of Contents

1. Cover
2. CEO Message
3. Table of Contents
4. Who We Are
5. Our Journey
6. How We Work
7. Our Objectives
8. Milestones 2025
9. ESG Overview
10. Contribution to Global Goals
11. Sustainability Commitment
12. Sustainability Policy
13. Human Rights & Responsible Sourcing
14. Governance & Responsibilities
15. Anti-Corruption & Business Ethics
16. Social Impact & Community Engagement
17. Environmental Policy
18. Work Environment & Employees
19. Quality & Food Safety (FSSC 22000)
20. Manufacturing Process
21. Right Quality & Product
22. Energy Consumption
23. Upcoming Targets
24. Summary & Conclusion



We are an international private label manufacturer based in Sweden, providing end-to-end solutions for sports nutrition and lifestyle products – from concept to finished products. We are one of the leading producers in Northern Europe.

A woman with long brown hair tied back, wearing a bright blue zip-up jacket, grey leggings with white stripes, and a grey headband, is running on a paved path. She is smiling and looking towards the camera. The background is a soft-focus landscape with trees and a warm, golden light, suggesting a sunset or sunrise. A dark blue rectangular overlay is positioned on the right side of the image, containing white text.

Our journey

For over 20 years, we have been involved in bringing high-quality and reliable supplements and functional foods to the market. The purpose of our products is to improve athletic performance and overall health for every individual. All of this is done with respect for both people and the environment in which we operate.

Our business system

About Us

Our business system provides full control across the entire production chain – from raw material sourcing to finished products.

Through a semi-automated and a fully automated production setup, we ensure consistent quality, high flexibility, and the ability to efficiently meet diverse customer requirements.



Our Objectives

13 Protein's goal is to dedicate itself to produce the best products and enhancing the entrepreneurial desires of women and men around the world, creating the best possible products to satisfy customers and interpret consumer tastes and aspirations.

Vision


Our vision is to be the leading company in the field of supplements and functional foods. We aim to be a trusted partner for our customers, offering a wide range of products and services. We strive to develop our business through both organic growth and acquisitions, ensuring a constant expansion.

Mission

At 13 Protein Import, our mission is to help our customers turn their ideas into reality by providing high-quality, customized nutritional supplements and health products. With our all-round service, we support our customers through every step of the product development process, from initial concept to finished goods.



Milestones 2025

- 
- Strengthened quality and sustainability processes across operations
 - Further development of supplier evaluation aligned with FSSC 22000 and sustainability criteria
 - Continued investments in production capacity and efficiency, including optimization of RTD production
 - Improved energy efficiency and resource utilization across production units
 - Expanded focus on sustainable sourcing and packaging solutions
 - Integration of sustainability into governance, audits, and management review processes
 - Strengthened energy monitoring and efficiency tracking across production sites

Environmental, Social & Governance

We integrate sustainability into all parts of our operations, from sourcing and production to distribution.

Our focus is to reduce environmental impact, ensure safe and fair working conditions, and maintain high ethical standards across our value chain.

We believe that every idea has the potential to become a successful product, and we are committed to bringing those ideas to life. Our focus on innovation, excellence in contract manufacturing, and commitment to customer success make us a trusted partner for companies looking to make a positive impact in the health and wellness industry.



Contribution to the Global Sustainability Goals



By providing vitamins and mineral supplements, we contribute to good health and well-being in the market. In this way, we enable people to establish a balanced and nutritious diet, which is essential for achieving and maintaining optimal health and well-being



Contribution to the Global Sustainability Goals

**8 ANSTÄNDIGA
ARBETSVILLKOR
OCH EKONOMISK
TILLVÄXT**



Through our operations, we actively strive to promote decent working conditions and economic growth. We adhere to strict ethical guidelines and are committed to ensuring a fair and safe working environment for our employees and suppliers. By investing in education, development, and well-being for our employees, we create a stimulating workplace and promote sustainable economic growth within our organization and in the communities where we operate

Key personnel-related risks include staff turnover, recruitment challenges, and the risk of uneven gender representation in leadership. We address these risks through proactive competence development, internal promotions, and inclusion-focused recruitment.

Key labor-related risks include employee dissatisfaction due to unclear expectations, salary imbalances, and lack of collective representation. These risks are mitigated by regular performance reviews, clear salary structures, and open dialogue between employees and management.



Contribution to the Global Sustainability Goals

12 HÅLLBAR
KONSUMTION
OCH PRODUKTION



We contribute to sustainable consumption and production by adopting methods that reduce our environmental impact and promote efficient resource utilization. By using environmentally friendly plastics and, whenever possible, sourcing raw materials from the Nordic region, we aim to reduce our ecological footprint. Through investments in recyclable packaging and waste minimization, we promote a circular economy and more sustainable consumption.

Key environmental risks include dependency on energy sources with fluctuating costs and availability, potential disruptions in the supply chain due to environmental regulations, and increased waste generation. To address these risks, we work actively with energy optimization, local sourcing, and recyclable packaging.



Our Commitment to Sustainability

We prioritize eco-friendly production methods, from sourcing ingredients to packaging and distribution. Our goal is to reduce our carbon footprint and create a healthier planet for all.



Sustainability policy

Our environmental management is guided by our Energy and Environmental Policy, with continuous evaluation of resource usage, emissions tracking, and supplier audits. Sustainability governance is integrated into our quality system, following the principles of FSSC 22000

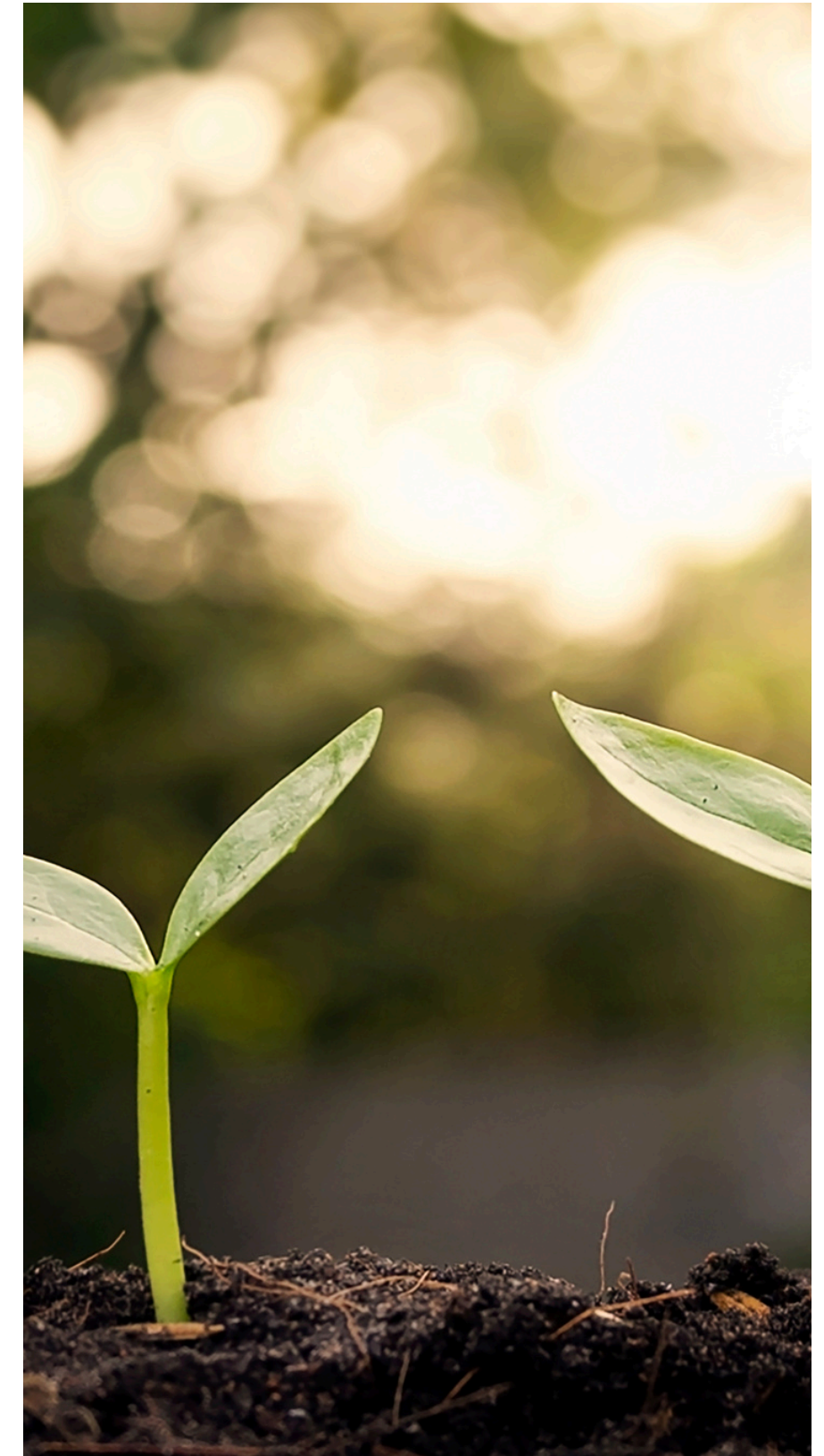
At 13th Protein Import AB, our sustainability policy is anchored in the three dimensions of sustainable development: economic, social, and environmental. Aligned with the UN's Agenda 2030, our policy serves as a framework and a guiding principle to permeate all our activities, contributing to a better future where everyone has the opportunity to thrive.

Our commitment is to support the implementation of Agenda 2030 and its 17 Sustainable Development Goals (SDGs) by integrating the three dimensions of sustainability into our core mission.

Our approach is characterized by transparency, non-discrimination, participation, and accountability. We adhere to the principles of the rule of law, compliance with laws and regulations, and anti-corruption measures.

Labor conditions are governed by national laws and internal policies that ensure safe working conditions, fair pay, and the right to unionize. We promote a culture of dialogue and feedback through annual employee reviews and regular internal surveys.”

We build upon existing collaborations with suppliers and engage with other stakeholders to explore new methods for more sustainable manufacturing and transportation practices. Through these efforts, we strive to make a positive impact on society and the environment while ensuring the long-term viability of our business operations.

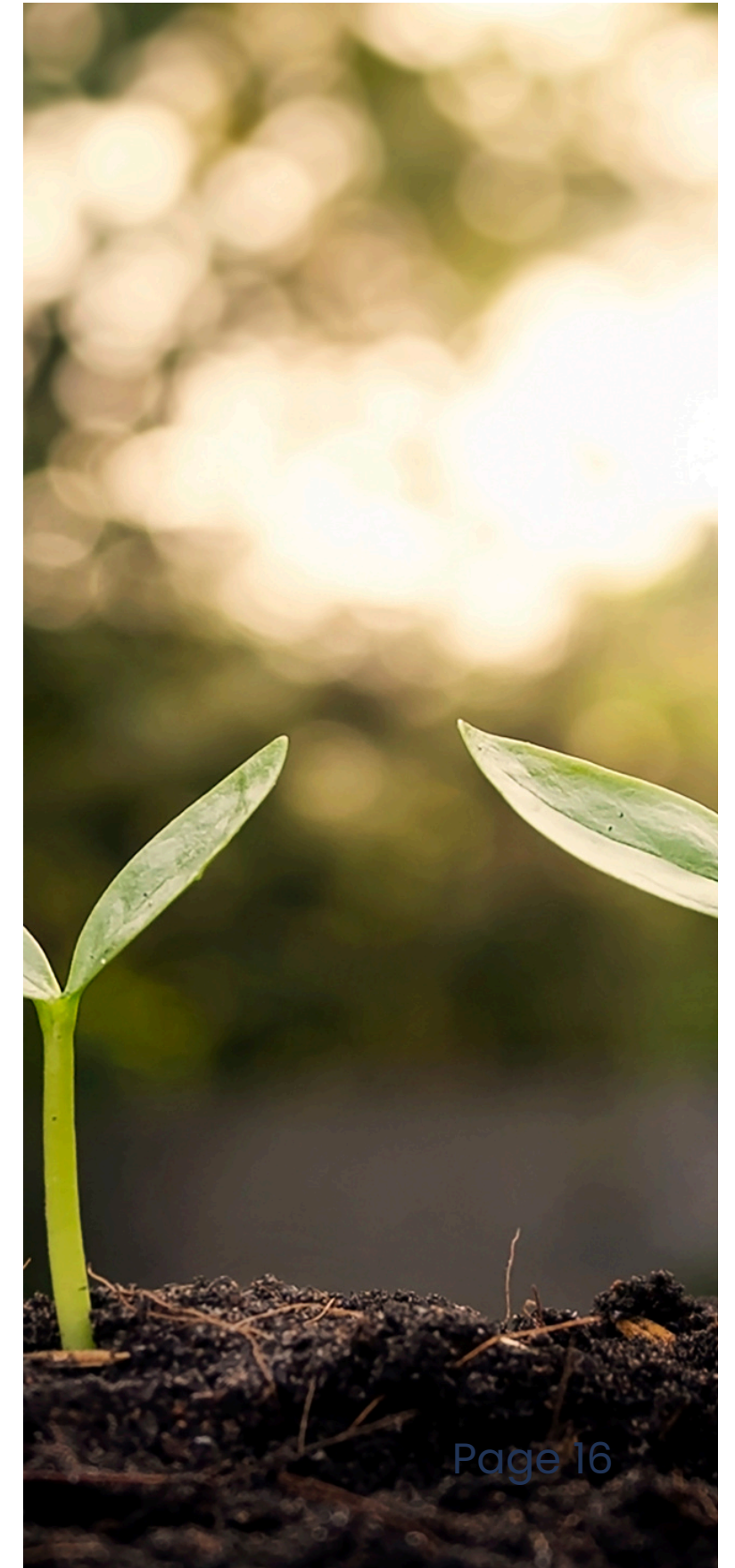


Review of Sustainability Policy

The following achievements were made during 2025 as part of our continued efforts to improve sustainability throughout our operations.

1. **Selection of Sustainable Suppliers:** The company has made efforts to engage with suppliers who share a vision for a more sustainable future. This commitment demonstrates a proactive approach to fostering partnerships that align with sustainability goals.
2. **Sustainable Sourcing for Fishery Products:** In line with sustainable practices, the company has exclusively sourced fishery-related products from suppliers certified for sustainable fishing. This ensures responsible sourcing practices and supports the preservation of marine ecosystems.
3. **Use of Sustainable Packaging:** The company has prioritized the use of sustainable packaging materials. By opting for eco-friendly packaging solutions, the company reduces its environmental footprint and contributes to waste reduction efforts.
4. **Compliance with Sustainability Legislation and Standards:** The company has adhered to and followed sustainability-related legislation and requirements. This commitment to compliance demonstrates a dedication to meeting industry standards and regulatory expectations in environmental stewardship.
5. **Resource-Efficient Operations:** Through internal initiatives and innovative practices, the company has operated in a resource-efficient manner. By optimizing manufacturing and transportation processes, the company minimizes resource consumption and reduces its environmental impact.

Overall, these achievements reflect the company's commitment to sustainability across various aspects of its operations. By integrating sustainable practices into its supply chain, product sourcing, packaging choices, and operations, 13th Protein Import AB is taking tangible steps towards a more sustainable future.

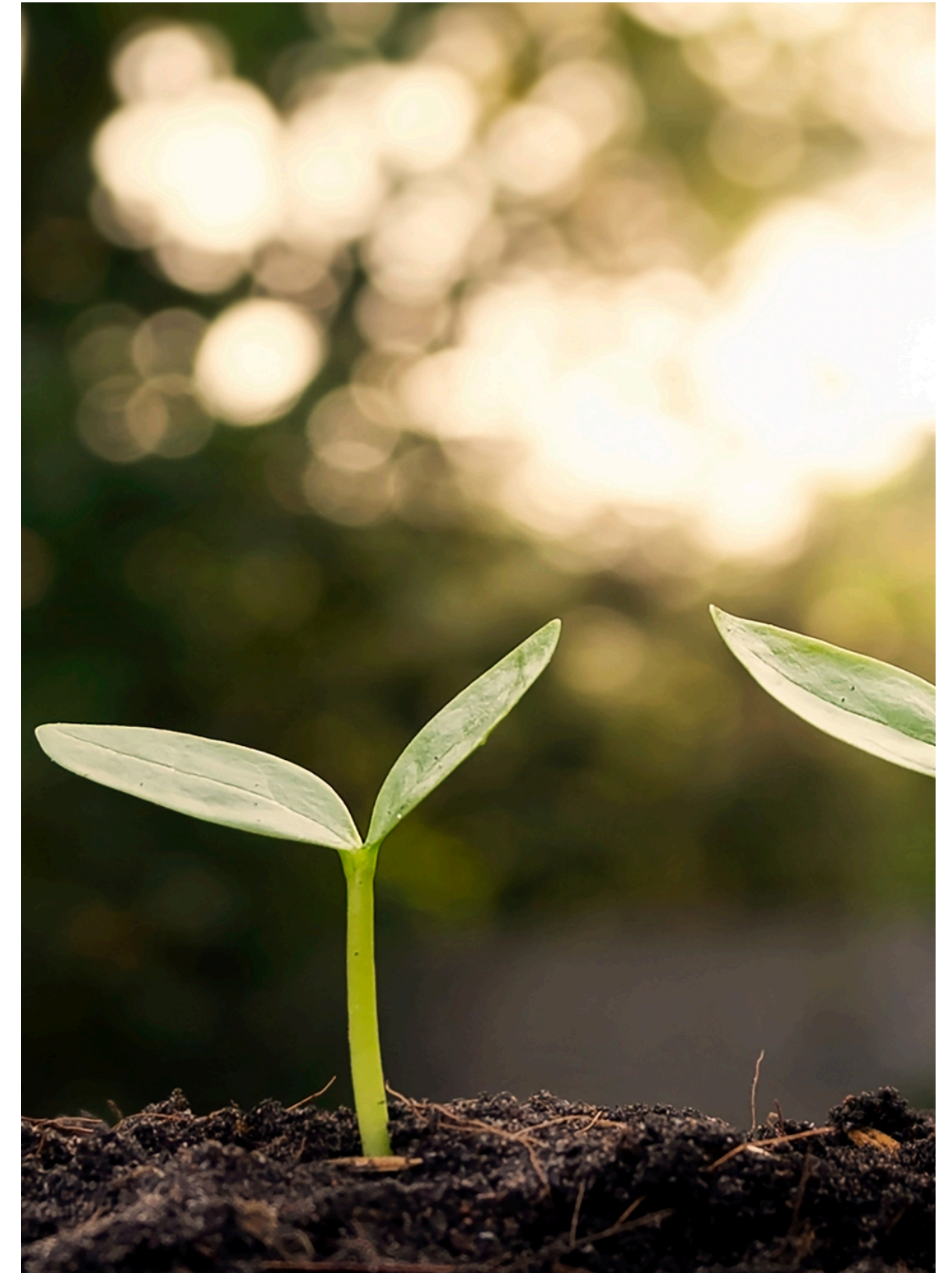


Environmental Policy

At 13th Protein Import AB, we are committed to maintaining high-quality environmental practices that contribute to the development of our company. It is the responsibility of all employees to prioritize environmental considerations in every decision they make. Every employee has the opportunity to discuss their efforts to create a better environment with their immediate supervisor.

Our company strives for resource-efficient and environmentally friendly production of our products, from supplier to end consumer. Environmental sustainability is a strategically important issue integrated into our business model and daily operations. We also recognize our responsibility to share knowledge to influence suppliers, customers, and consumers to make more environmentally conscious decisions and improve their environmental practices.

Compliance with laws and other requirements affecting the company is fundamental. Our environmental efforts will continuously improve through the establishment of environmental goals and action plans aimed at protecting the environment and preventing pollution.



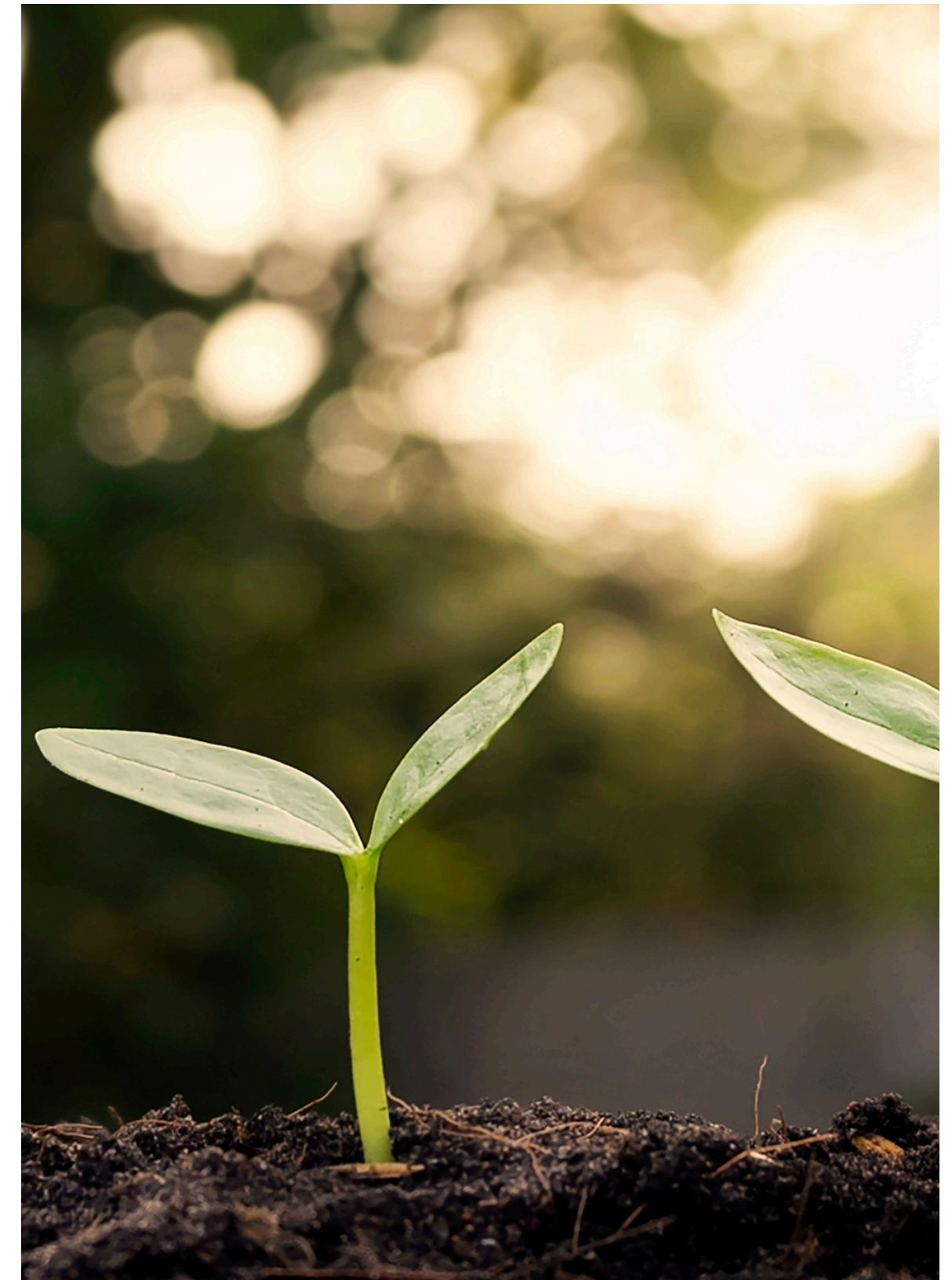
Human Rights & Responsible Sourcing

We respect and promote human rights throughout our operations and supply chain. Our suppliers must sign our Code of Conduct, which is based on international standards such as the UN Global Compact.

Risks include violations of labor rights, discrimination, and lack of transparency in sourcing.

These are addressed through supplier audits, training, and clear policies.

In 2025, 100% of new suppliers signed our Code of Conduct. No human rights violations were reported.



Governance & Responsibilities

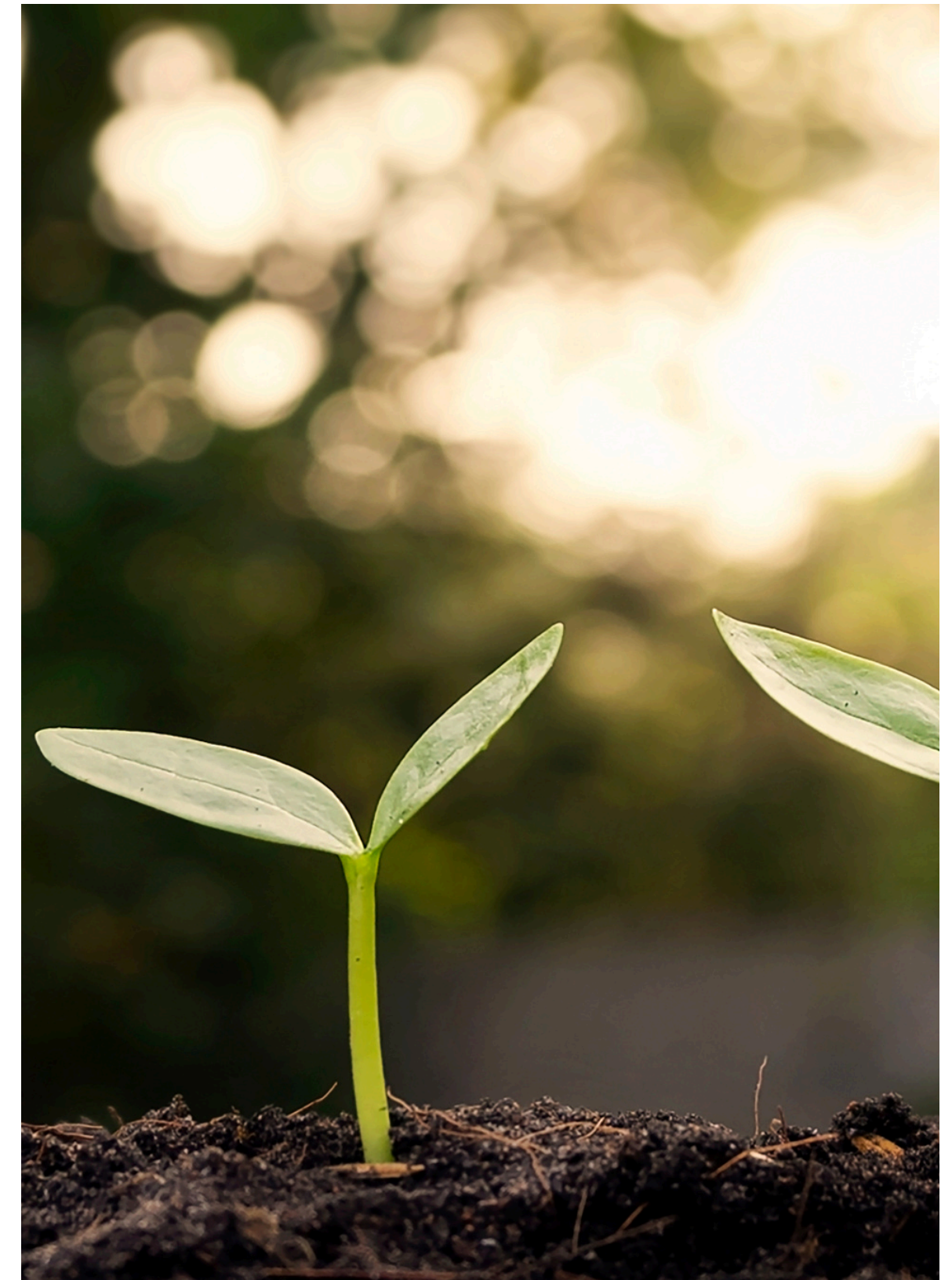
Sustainability is managed by the management team and quality department, under the CEO's leadership. The Board of Directors has ultimate responsibility for the sustainability report and ESG performance.

Our policies cover environment, ethics, HR, and supplier responsibility. These are reviewed annually and monitored through audits and KPIs. We engage stakeholders such as employees, suppliers, and customers through surveys and dialogue. Key inputs are integrated into our strategy.

A materiality assessment identifies the most important topics for our sustainability efforts, based on stakeholder impact and business relevance.

KPI's

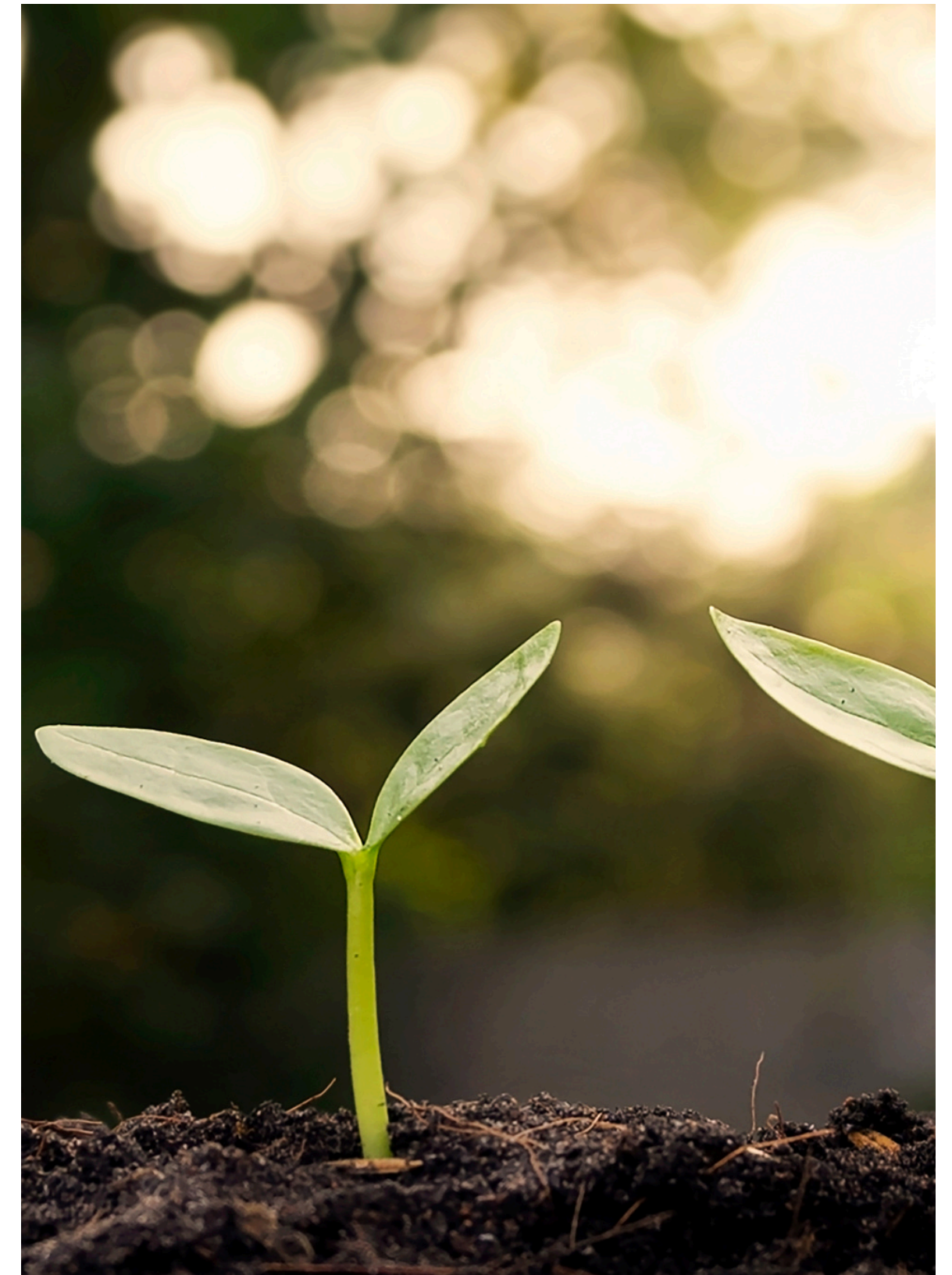
- 100% of new suppliers signed the Code of Conduct (maintained)
- Supplier evaluation process strengthened in line with FSSC 22000 and sustainability criteria
- Zero product recalls or food safety incidents (maintained)
- Internal audit scope expanded to include sustainability aspects
- Continuous improvement of management review process with ESG integration



Anti-Corruption & Business Ethics

We apply strict ethical standards in all business dealings. Our Code of Conduct includes anti-bribery rules, conflict of interest principles, and expectations on supplier integrity. Key risks include supplier misconduct and internal unawareness. We mitigate these via screening, policies, and regular communication.

In 2025, no breaches of our ethics or anti-corruption policies were reported

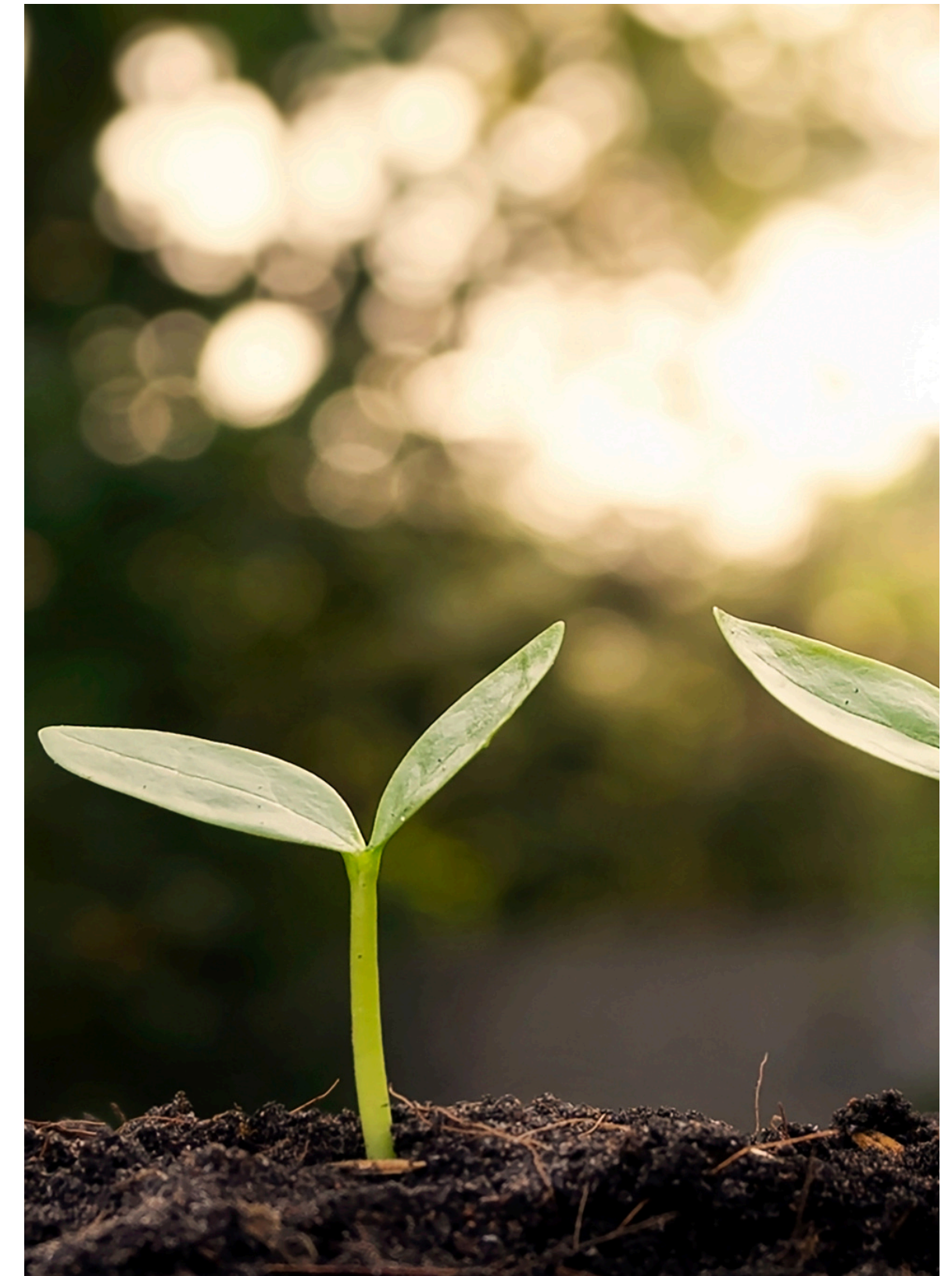


Social Impact & Community Engagement

We are committed to making a positive contribution to society through responsible sourcing, transparent communication, and support for public health and wellness. Our efforts go beyond internal practices to include ethical expectations for suppliers and engagement with the communities where we operate.

Key risks include supplier misconduct, reputational damage, and weak community trust. These are mitigated through supplier screening, active dialogue, and compliance with our Code of Conduct.

In 2025, we supported health-related initiatives and ensured that 100% of new suppliers were assessed for social responsibility. Our social impact work is governed by internal policies and monitored through supplier code of conduct.





Upcoming targets

- Reduce energy consumption per unit
- Improve supplier sustainability evaluation coverage
- Increase share of recyclable packaging
 - Reduce operational waste
- Strengthen sustainability reporting and KPIs

Work Environmental Policy

The quality of our work environment should be high. Various types of risks in the work environment should be minimized. Each manager has a responsibility to promote a good work environment and should be attentive to both physical and psychological risks. 13th Protein Import AB operates according to the Work Environment Act and recommendations from the Work Environment Authority. To support and develop a good work environment, there is a safety representative. All employees have the opportunity to discuss the work environment with their manager or the safety representative.





1 minor
Workplace
Accident
during
2025

WOMEN

MEN

EMPLOYEES

2025 2024
43 % (41 %)

57 % (59 %)

113 108

No known
sick leave
due to
work-
related
conditions

MANAGERS

22% WOMEN

78% MEN

EMPLOYEES

Our competent and dedicated employees are the core of our success. Our efforts to thrive at 13th PIAB as a workplace are an ongoing and crucial process when it comes to quality and sustainability. Our employees are the ambassadors of the company!

Work Against Bribery and Corruption

13th Protein Import AB's policy and work against corruption and bribery closely align with the 13th Protein Import AB Code of Conduct, ensuring compliance with principles against bribery and corruption. The policy applies to all activities across all markets, and the principles outlined in the policy apply to relationships with employees, customers, consumers, suppliers, competitors, public authorities, and organizations.



Work Against Bribery and Corruption

13th Protein Import AB's policy on business ethics encompasses how managers and employees within the company should conduct themselves in their daily work and in interactions with suppliers, competitors, and other external parties. Guidelines to the policy include rules regarding gifts, impartiality, and potential conflicts of interest.

No employee of 13th Protein Import AB shall offer, provide, approve, request, accept, or receive a "bribe," either directly or indirectly. No employee of 13th Protein Import AB shall perform their duties differently than normal in anticipation of, or as a result of, a bribe.

The policy outlines the company's main control principles against bribery and corruption. It provides information on relevant reporting and recording, as well as consequences for non-compliance with the policy. The policy applies to the entire company, all employees, and all individuals contracted to work for 13th Protein Import AB, including hired personnel, contractor personnel, and sales agents acting on behalf of 13th Protein Import AB.





Our Quality Control Standards

We ensure the highest quality standards through rigorous testing at every stage of production. From raw materials to finished products, quality is our top priority.



HACCP

Through FSSC22000, we operate according to the principles of HACCP, a food safety system aimed at identifying, evaluating, and controlling hazards throughout the food production chain.

Code of Conduct

Before a new supplier can be approved, they must accept our Code of Conduct, which includes ethical guidelines, human rights, and a prohibition on child labor, among other things.

FSSC22000

We are certified according to FSSC22000, or Food Safety System Certification 22000. FSSC22000 is a globally recognized certification for food safety that establishes standards for managing food safety throughout the food chain. The certification aims to ensure the safety and quality of food by integrating good manufacturing practices (GMP), HACCP, and other relevant requirements for food safety and quality management systems. FSSC22000 is an important indicator for us, signaling that we have established and implemented effective food safety systems that comply with global standards.

SUPPLIER

We collaborate with meticulously selected suppliers holding a GFSI certificate. Prior to approval, each supplier must undergo a supplier assessment to ensure the high quality of the raw materials we procure.

VACCP

According to FSSC22000, we also adhere to VACCP guidelines, a system aimed at ensuring the quality of raw materials and combating food fraud.



Our Manufacturing Process

Our manufacturing process ensures full traceability, quality control, and compliance with international food safety standards.

Through FSSC 22000, HACCP, and supplier verification, we maintain a controlled and transparent production chain.

KEY ELEMENTS



Investment

Invested in environmental technology to reduce our environmental impact

Education

We educate our employees in quality, safety regulations and conduct regular safety inspections

Evaluation

We have conducted supplier evaluations and actively collaborated with our suppliers to ensure compliance with our sustainability requirements

Right Quality and Product

To have safe and secure products is a fundamental requirement for our existence. We measure this through our set goals within quality, and we strive to have no quality defects that result in consumer recalls, regulatory actions, or major deviations during audits.

A basis for this is our active work with quality management according to FSSC 22000. This is regularly verified through third-party audits, regulatory, and customer audits, which, together with our ongoing efforts, lead us towards a more secure operation



For 2025, the company's goal was to release safe food products on the market, which was then broken down into the following objectives:

- Maximum 5 complaints due to foreign objects – Achieved
- No complaints causing health issues – Achieved
- Labeling to match analysis results – Achieved
- Approved ATP samples 95%

Energy Consumption Policy

Utilization of renewable energy sources: We aim to increase our use of renewable energy sources, such as solar energy and wind power, to reduce our dependence on fossil fuels and decrease our carbon dioxide emissions.



Nuclear Power

52%

Hydro Power

45%

Solar & Wind Power

3%

Energy consumption RTD

At 13th Protein Import AB, we actively work to improve energy efficiency across our operations, with a clear focus on reducing energy consumption per produced unit.

Energy management is a key part of our sustainability efforts, enabling us to monitor performance, reduce environmental impact, and continuously improve our production processes.

Improving energy efficiency per produced unit remains a key focus area across both production sites.



2022

kWh / produced product

0,050 kWh

2023

kWh / produced product

0,034 kWh

2024

kWh / produced product

0,036 kWh

2025

kWh / produced product

0,026 kWh

Energy efficiency improvement since 2022: ~48% reduction (RTD production)

Energy consumption Powder, Capsules and Tablets

Awareness and education:

We engage and educate our employees on energy efficiency, encouraging awareness and commitment to reducing energy consumption in the workplace.

Continuous improvement:

We conduct regular evaluations of our energy consumption and set goals to continuously improve our performance.

Total electricity consumption across our production sites amounted to approximately 1.79 GWh in 2025.



2022

kWh / produced
product

0,083 kWh

2023

kWh / produced
product

0,067 kWh

2024

kWh / produced
product

0,066 kWh

2025

kWh / produced
product

0,037 kWh

Summary and Conclusion

We aim to be a leading player in the field of sustainability and continue to work towards reducing our environmental impact, promoting social responsibility, and ensuring long-term economic stability. By transparently reporting on our efforts and results, we strive to inspire other companies to also take responsibility for their sustainability impact.



+ 46 8 645 79 59



info@13protein.com



Speditionsvägen 45,
142 50 Skogås, Sweden