



Medbest – EcoVadis Sustainability Assessment Comparative Report 2024–2025

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Introduction

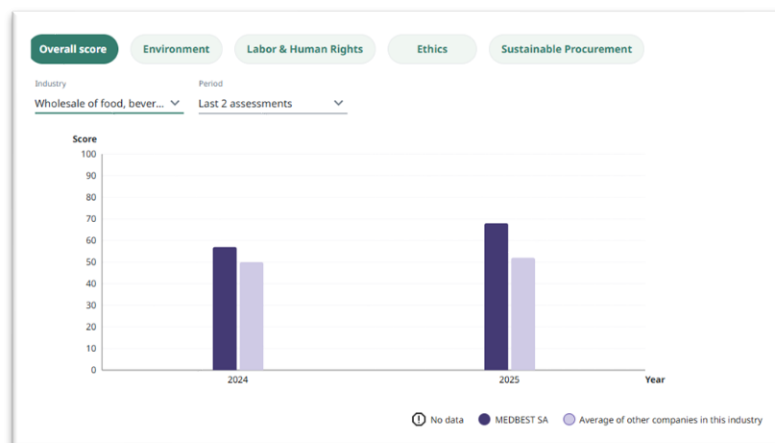
Medbest is proud to present the results of its annual EcoVadis sustainability assessment for 2025. This report offers a detailed comparison of our year-on-year progress and how we measure up against industry benchmarks across all key performance areas assessed by EcoVadis: **Overall Score, Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.**

Year-on-Year Comparison: 2024 vs 2025

Overall

Score 68/100 | +11 points since 2024 | Silver Medal | Top 15% globally

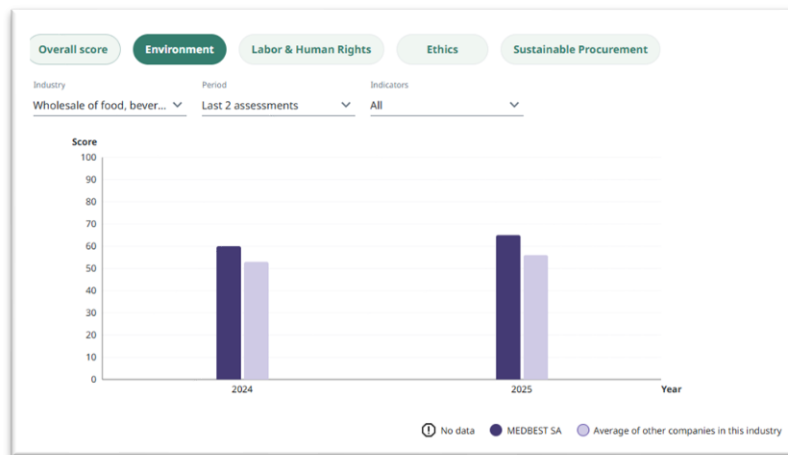
This year's overall score of **68** marks a significant leap forward, placing Medbest firmly in the **Silver Medal tier**. The **11-point increase** reflects our strategic improvements across all sustainability pillars. Notably, while the **industry average** improved only modestly from **50 in 2024 to 52 in 2025**, Medbest surged ahead—**outperforming both industry and peer-group benchmarks**. This growth highlights the maturity and effectiveness of our sustainability management system and reaffirms our position as a responsible and forward-looking company.



Environment

Score 65/100 | +5 points since 2024 | Above industry average

Our environmental score increased from **60 to 65**, thanks to the implementation of new internal practices. The score reflects improvements in internal sorting and disposal of waste, provision of products to prevent nutritional diseases, as well as the inclusion of our high-scoring IFS Broker certification (99%) and organic labels. While the **industry average** rose modestly from **53 in 2024 to 56 in 2025**, Medbest continues to lead with proactive, impactful strategies.



Labor & Human Rights

Score 70/100 | +10 points since 2024 | Strongest social performance pillar

With a score of **70**, this is one of Medbest's most improved and highest-performing areas. Our commitment to **human rights**, **fair labor practices**, and **inclusion** is now reflected on our policy on career management and training, our newly instated grievance mechanism & actions to prevent workplace harassment, the introduction of flexible organization of work & family friendly programs, the clear guidelines on working hours and overtime, equipment safety inspections, as well as the improvement in reporting of human & labour issues. This score confirms that our **people-first culture** is backed by strong governance. While the **industry average** edged up slightly from **54 in 2024 to 55 in 2025**, **Medbest's 10-point gain** demonstrates a clear leadership position in fostering ethical, respectful, and equitable workplaces.



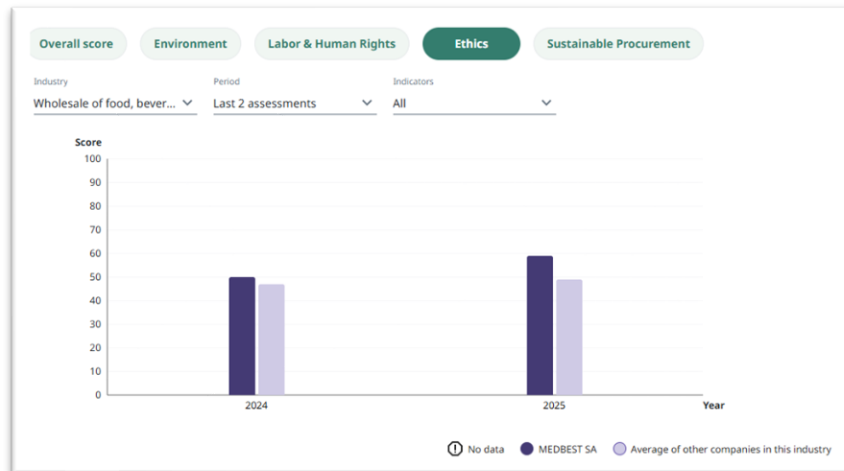
Ethics

Score 59/100 | +9 points since 2024 | Closing the gap on governance

Ethics saw a solid improvement of **+9 points**, driven by the introduction of **formalized codes of conduct**, **anti-corruption procedures**, and **increased employee awareness**. While this remains an area with room for growth, the current score demonstrates a **firm foundation** and a clear, organization-wide commitment to ethical operations.

Within the past year, we have introduced disciplinary sanctions to deal with policy violations, new policies on conflict of interest and on information security, we have performed awareness training to prevent corruption, and have taken measures to protect third party data from unauthorized access or disclosure, as well as for gaining stakeholder consent regarding the processing, sharing and retention of confidential information. Additionally, we have set-up a specific approval procedure for sensitive transactions, as well as a whistleblower procedure for stakeholders to report corruption, bribery and information security breaches.

Compared to the **industry average**, which rose modestly from **47 in 2024 to 49 in 2025**, **Medbest's focused efforts stand out**, signaling a deliberate and values-driven approach to integrity and transparency.



Sustainable Procurement

Score 75/100 | +25 points since 2024 | Highest-scoring category

A remarkable **+25-point jump** in sustainable procurement highlights the strides we've made in building responsible supply chain systems. This is a powerful indicator of **leadership in responsible business practices**.

In the past year, medbest has implemented comprehensive sustainable procurement policies, integrating both environmental and social criteria, dedicated supplier sustainability code of conduct, and has set-up standard reporting on key sustainable procurement issues.

While the industry average has seen a modest increase from **46 in 2024 to 48 in 2025**, **Medbest's exceptional performance sets a new benchmark**, clearly demonstrating our commitment to sustainability and responsible sourcing at a level well beyond the industry norm.



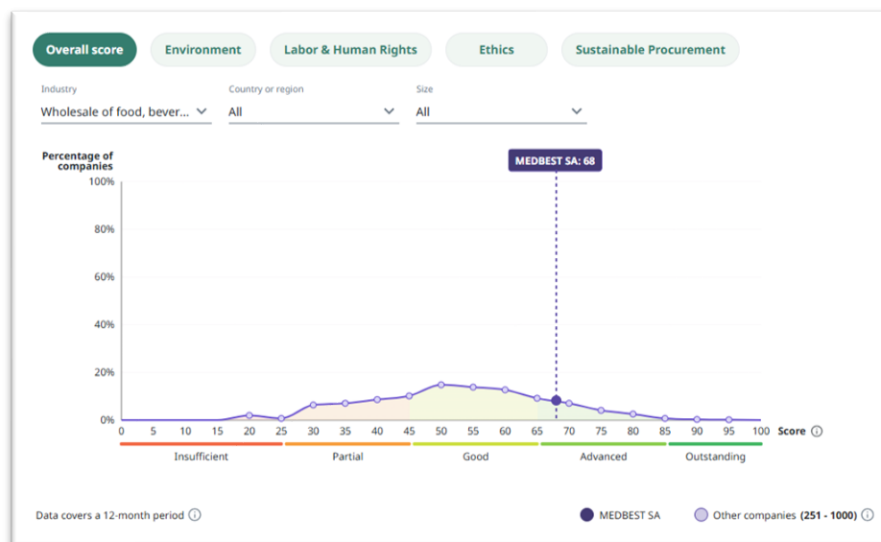
Medbest Compared to Industry Averages

Overall

The chart highlights **Medbest SA's strong positioning** in the industry with an **overall score of 68**, placing it firmly in the **Advanced** category. Compared to the cluster of companies centered around the 45–50 mark (the most common range), Medbest significantly outperforms the majority of peers in the **wholesale food & beverage sector**.

Most notably:

- The **industry distribution** shows that very few companies reach beyond the 60-point threshold.
- Medbest's score is clearly above the average, which has only risen slightly from **46 in 2024 to 48 in 2025**.
- This positions Medbest as an **advanced performer**, signaling strong ESG integration and responsible business leadership.



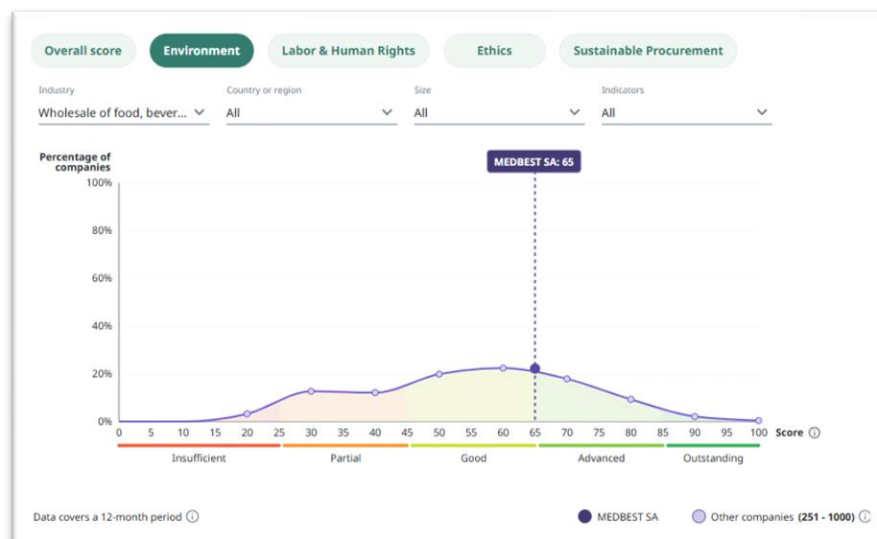
Environment

The **Environmental score chart** showcases Medbest SA's continued commitment to sustainability, with a strong **score of 65**, placing the company at the upper end of the **Good** category—just on the cusp of **Advanced**.

Key observations:

- The **score distribution** shows most companies in the industry clustering around the 45–55 range.
- Medbest's score of 65 is **significantly above the average**, placing it among the top performers in its sector for environmental responsibility.
- The bell curve flattens notably past 60, highlighting how **few companies achieve this level** of environmental performance.

This performance reinforces that Medbest not only leads in sustainable procurement but also demonstrates **well-rounded excellence across core ESG pillars**, particularly in **environmental practices**. It reflects effective strategies, and sustainable operations, helping to cement Medbest's position as a **leader in responsible wholesale operations**.



Labor & Human Rights

This **Labor & Human Rights chart** demonstrates Medbest SA's strong performance, with a **score of 70**, landing it squarely in the **Advanced** category.

Notable insights:

- The **majority of companies** in the wholesale food, beverage, and tobacco sector score between 50 and 65, with a steep drop-off beyond that.
- Medbest's score places it **well above the industry curve**, showcasing a robust commitment to fair labor practices, employee well-being, and human rights safeguards throughout its operations and supply chain.
- Only a **small fraction of companies surpass the 70-point threshold**, underscoring Medbest's position as a **leader** in social responsibility.

This score reflects **strong governance in human capital management**, ethical working conditions, and proactive supplier engagement—further supporting Medbest's broader ESG leadership across all evaluated pillars.



Ethics

This **Ethics** chart highlights Medbest SA's solid performance, with a score of **59**, placing it firmly in the **Good** category.

Notable insights:

- Most companies in the wholesale food, beverage, and tobacco sector score between **25 and 50**, with the highest concentration around the **30–35** range.
- Medbest SA's score of 59 positions it **well above the industry average**, signaling a strong ethical foundation in areas such as anti-corruption practices, integrity in business dealings, and transparency.
- Only a small percentage of companies reach the **Advanced** and **Outstanding** categories, illustrating how Medbest SA is **outpacing many peers in ethical performance**.

This score reflects a mature ethics program supported by clear governance frameworks, accountability mechanisms, and proactive risk management—reinforcing Medbest's commitment to ethical business conduct and its broader ESG strategy.



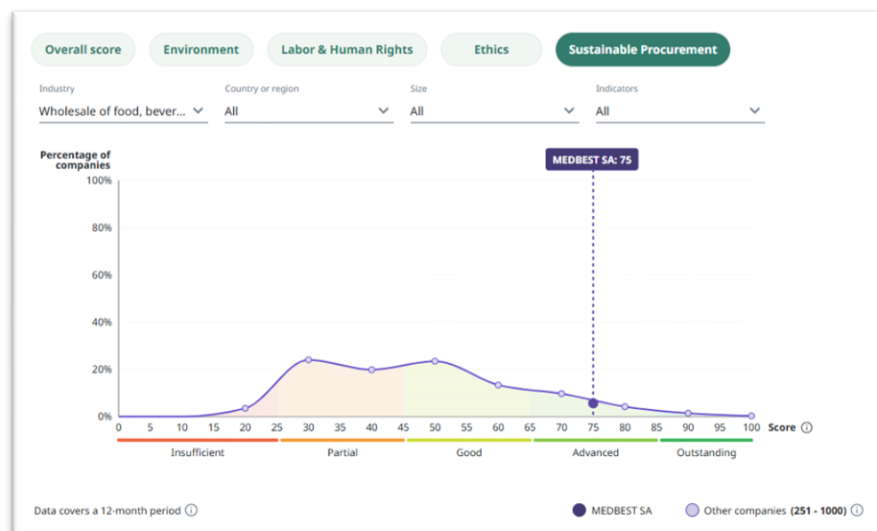
Sustainable Procurement

This **Sustainable Procurement** chart showcases Medbest SA's strong performance, with a score of **75**, placing it confidently within the **Advanced** category.

Notable insights:

- The bulk of companies in the wholesale food, beverage, and tobacco sector fall between **30 and 50**, with a noticeable peak around **30–35**, indicating lower maturity in supply chain sustainability.
- Medbest SA's score of 75 puts it **well ahead of industry peers**, reflecting a proactive approach to responsible sourcing, supplier oversight, and sustainability risk mitigation across its supply network.
- Few companies cross the **70-point threshold**, highlighting Medbest's **leadership position** in embedding environmental and social responsibility throughout its procurement practices.

This performance signals a well-developed supplier engagement strategy, backed by robust due diligence, traceability standards, and alignment with ESG criteria—further strengthening Medbest's comprehensive sustainability framework.



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Medbest Compared to similar sized companies

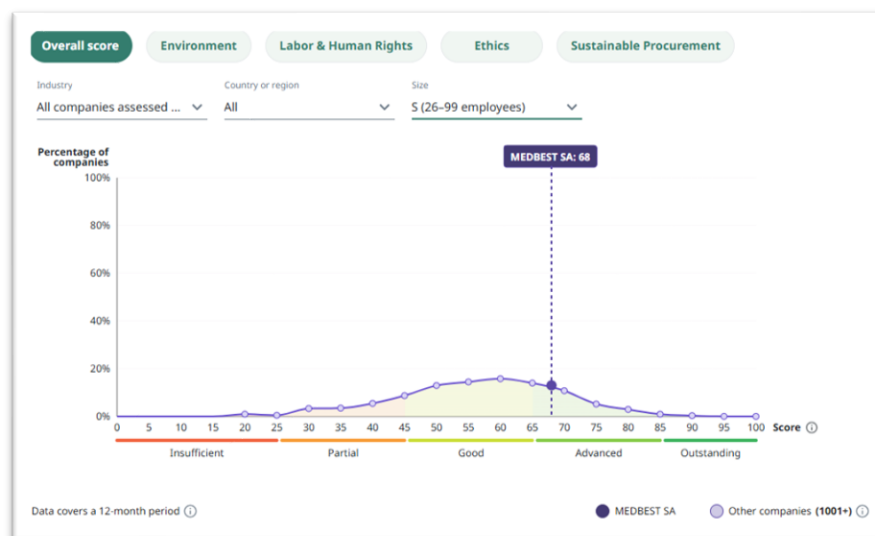
Overall

This **Overall Score** chart highlights Medbest SA's strong ESG performance, with a score of **68**, positioning the company in the **Advanced** category among small-sized peers.

Notable insights:

- Most companies in the 26–99 employee range cluster around the **55–65 score band**, indicating modest ESG maturity across the segment.
- Medbest SA's score of 68 places it **well above the peer group average**, reinforcing its position as a **leader among similarly sized organizations** in terms of sustainability and responsible business practices.
- Only a small portion of companies in this size category surpass the **70-point threshold**, underscoring the significance of Medbest's standing.

This result reflects **balanced strength across all ESG pillars**, highlighting Medbest's capacity to implement meaningful sustainability initiatives while maintaining operational agility typical of smaller enterprises. It also signals a strong internal culture of accountability and continuous improvement in ESG performance.



Environment

This **Environment** chart highlights Medbest SA's solid sustainability performance, achieving a score of **65**, which places it at the upper end of the **Good** category and on the cusp of **Advanced**.

Notable insights:

- The majority of similarly sized companies cluster between **50 and 65**, showing a concentration of efforts around foundational environmental practices.
- Medbest's score sits **at the peak of the distribution curve**, indicating it is **outperforming a substantial portion of its peer group**.
- Fewer companies progress beyond the 70-point mark, suggesting that **environmental excellence remains a challenge** in the small business segment.

This score reflects Medbest SA's consistent efforts in managing environmental impact. It positions the company as a **forward-thinking operator**, steadily aligning its operations with broader environmental stewardship goals.



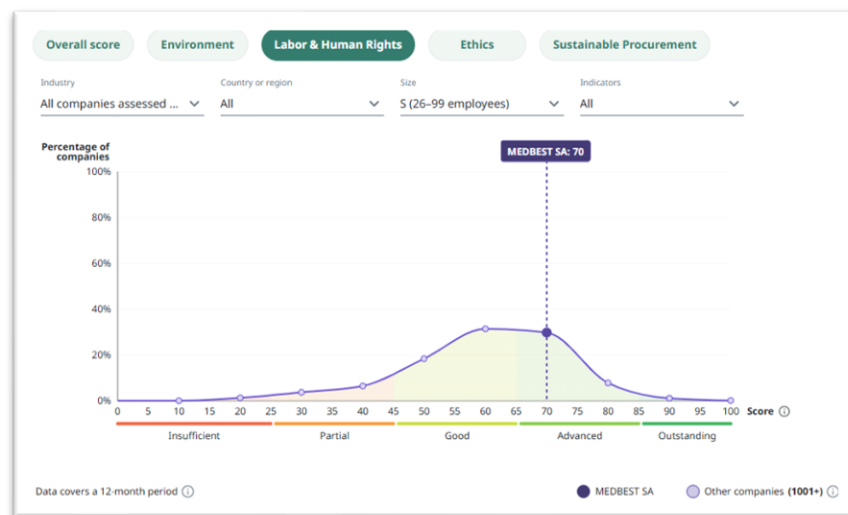
Labor & Human Rights

This **Labor & Human Rights** chart underscores Medbest SA's strong performance, with a score of **70**, placing it squarely in the **Advanced** category and ahead of the majority of its similarly sized peers.

Notable insights:

- Most companies in the 26–99 employee range fall between **55 and 68**, with the distribution peaking just below Medbest's score.
- Medbest SA's position **right at the edge of the industry curve** illustrates its **leadership in workplace rights and human capital management**.
- Only a small portion of companies in this segment cross the **70-point mark**, making Medbest's standing particularly noteworthy.

This score reflects a **well-established framework for employee rights, health and safety, diversity, and equitable labor practices**, both internally and across its supply chain. It signals a mature commitment to social sustainability and responsible business conduct.



Ethics

This **Ethics** chart shows that Medbest SA has earned a score of **59**, placing it solidly in the **Good** category and **aligned with the core of its peer group**.

Notable insights:

- The majority of small-sized companies (26–99 employees) fall between **45 and 65**, with a noticeable concentration around Medbest's score range.
- Medbest's position at the **center of the distribution** indicates it is performing **on par or slightly above average** compared to its similarly sized counterparts.
- A smaller share of companies move into the **Advanced** range (above 65), presenting an opportunity for Medbest to **differentiate further** through strengthened governance, transparency, and anti-corruption initiatives.

This score suggests that Medbest has a **solid ethical foundation**, supported by meaningful policies and practices. With targeted improvements, it is well-positioned to advance into top-tier ethical performance within its size segment.



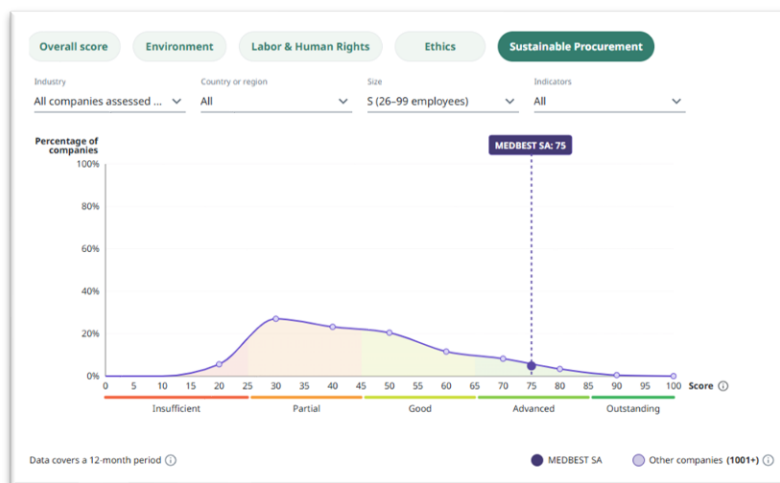
Sustainable Procurement

This **Sustainable Procurement** chart highlights Medbest SA's standout performance, with a score of **75**, placing it well within the **Advanced** category and **far above the average for its size group**.

Notable insights:

- The majority of companies with 26–99 employees cluster in the **30–50 range**, with a steep decline in representation as scores rise above 60.
- Medbest's position in the **top 10–15% of performers** signals a **strong, strategic approach to responsible sourcing**, supply chain ethics, and environmental-social risk management.
- Few companies in this segment achieve scores beyond 70, reinforcing Medbest's **leadership status in procurement sustainability**.

This result reflects **mature supplier governance, traceability standards, and integration of ESG criteria into purchasing practices**. It underscores Medbest's ability to extend its sustainability principles well beyond its own operations into its broader value chain.



Summary & Outlook

The 2025 EcoVadis assessment reflects a year of exceptional progress for Medbest, with meaningful gains across all four ESG pillars and a significant overall score improvement of +11 points. This upward trajectory places Medbest not only in the Silver tier but also in the **top 15% of companies assessed globally**—a clear indicator of the maturity, effectiveness, and reach of its sustainability management system.

Across the board, Medbest has shown strategic alignment with evolving global standards, outperforming both **industry** and **peer-group benchmarks** in nearly every area. The most notable advancement was in **Sustainable Procurement**, where a 25-point increase positions Medbest among the top performers in responsible sourcing practices. Gains in **Labor & Human Rights (+10)** and **Ethics (+9)** further reflect an organizational culture rooted in fairness, transparency, and integrity. Meanwhile, the steady improvement in **Environmental performance (+5)** highlights continued investment in sustainable operations and climate-conscious strategies.

When benchmarked against **companies of similar size (26–99 employees)**, Medbest consistently ranks in the upper range or above average—demonstrating that size is no barrier to impactful ESG performance. In fact, Medbest’s position near or above the curve across all categories underscores its role as a **leader among agile, high-performing businesses** that combine operational efficiency with sustainability leadership.

Looking ahead, Medbest is well positioned to continue strengthening its ESG foundation, further embedding sustainability into its core operations and value chain. With a track record of year-on-year improvement, a clear upward trend in all categories, and strong peer-relative performance, the company is poised to build on this momentum and expand its positive impact across both environmental and social dimensions.