



@ evermos
**Prosperity
Beyond Borders**
Evermos Sustainability Report
2023

Table of Contents

02 Overview

Message from Our Leaders 02
Understanding the Barriers 02
Facilitating A Shared Access 03

About This Report 04
Impact Criticality 04
Material Topics 05
Reporting Practices 06
Reporting Approaches 06

Evermos at a Glance 07
Performance Highlights 07
Awards and Recognition 07
Activity Highlights 07

About Evermos 08

Stakeholder Engagement 09

Sustainability at Evermos 10
Our Approach 10
Sustainability Strategy 11
Aligning with the Sustainable
Development Goals (SDGs) 12

Sustainability & Governance 14
Environmental and Social (E&S) 14
Governance Structure 15
Compliances 16
Responsible Business 17
Responsible Operations 18
Data Security and Privacy 19
Empowering Our People 20
Safe & Secure Workplace 21
Digital Sustainability 22

23 Breaking Barriers

An Entrepreneur's First Step 24
Starting Small, Idea to Business 24
SPOTLIGHT: Evermos & ILO's 26
Stepping Into Leadership 27
Accessing Training for Newcomers 28
SPOTLIGHT: Teh Siska's Story 29

Rising Above Barriers 30
Navigating the Path 30
SPOTLIGHT: Everpro and Meta Indonesia's 31
First Time Medium Business 32

Enhanced Financial Accessibility 33
Pioneering Financial Inclusion 33
First Timer Access to Financial Services 34

35 Accelerating Growth

Value Added Through Shared Access 36

**Equalizing Economic Opportunities:
Empowering Every Individual** 37
Enabling Learning Opportunities 37

Building Resilience 39
Connecting Communities 39
Reseller Gathering (Silaturahmi Reseller) 40
SPOTLIGHT: Inspiring Success 41

Collaborative Logistics Access Strategies 42
Enhancing Production Capacity 43

45 Sustainable Business

Empowerment Through Entrepreneurship 45
SPOTLIGHT: Mutif Story 46

Championing Women Resellers 47

Value Creation Beyond Business 48
ESG Scoring Categories 49
Closing the Loop: Advancing Circular Economy 50
SPOTLIGHT: BASIL's Journey 51
SPOTLIGHT: Hans Story 52

Leading With Equality 53

54 Elevating the Journey

Looking Ahead 55

Forward-Looking Statements 56

57 Data and Reporting Framework

GRI Content Index 58

WEPS Index 63

IFC Performance Standard Index 64

Messages from Our Leaders [2-22, WEPS-1]

Understanding the Barriers

Indonesian SMEs, numbering over 62 million, **encounter a variety of complex barriers that hinder their growth and scalability**, from financial access, logistics comprehension to gender issues. The main challenge is not only identifying these barriers but also developing practical and scalable solutions to address them effectively.

Over the past five years, Evermos has developed a connected commerce business model that has fostered an entrepreneurial ecosystem encompassing a broad network of resellers, internet marketers, stockists, brands, suppliers, wholesalers, and agents. This network is notably diverse, extending beyond large challenger and mainstream brands, and includes several distinct stages of entrepreneurial development: newcomers or first-time entrepreneurs, those poised for scaling or artisans, and emerging, those who have experienced initial growth but are now facing stagnation.

Each group encounters unique challenges in starting and growing their businesses, with barriers that are often interconnected and mutually reinforcing. A predominant issue among these entrepreneurs is their limited awareness and understanding of these barriers, **which is frequently attributed to their mindset.**

Entrepreneurs typically embark on a nonlinear growth journey, shaped by a skill set that is structured yet open to growth opportunities. Newcomers often focus on short-term gains, artisans may overlook the importance of understanding their value proposition, and emerging brands struggle to establish repeatable systems that can scale their business effectively. The barriers are present, yet remain unseen or misunderstood by the entrepreneurs. **To progress, they require a fundamental shift in mindset**, embracing a broader perspective that acknowledges and addresses these challenges directly. This mindset shift is crucial for navigating their entrepreneurial journey and **leveraging the full potential of the connected commerce environment** created by Evermos.

By coordinating collective activities through our tech-enabled connected commerce platform, **we not only enhance collaboration but also contribute significantly to the growth of Indonesian entrepreneurs.** This collective sharing access enables them to overcome traditional barriers, leveraging combined strengths for greater economic impact.

We encourage you to read our collaborative research on Indonesian entrepreneurship, including our publications detailing how we've been working to break barriers over the past five years.

World Economic Forum

Indonesia's SMEs hold the key to growth. How can they scale up?

Are global value chains leaving Indonesian SMEs behind?

IFC

How Evermos is Creating Entrepreneurship Opportunities and Expanding Market Access through Social Commerce

ILO

New employment opportunities for laid-off workers on digital entrepreneurship

UN WOMEN

Multi-country study on women-led MSMEs, with a focus on microenterprises.

Iqbal Muslimin

Co-founder and Chief of Sustainability



*Ilham Taufiq, Co-founder & Acting CEO Evermos (Left)
Arip Tirta, Co-founder & President (Center)
Iqbal Muslimin, Co-founder & Chief of Sustainability (Right)*

Facilitating A Shared Access

Indonesian SMEs face a range of challenges that stifle their startup phase, growth, and competitiveness, including issues related to financing, manufacturing capabilities, logistics, technology, skill development, productivity, and market access. **These challenges are compounded by limited access to essential infrastructure, typically readily available to larger firms**, leaving SMEs with little leverage to negotiate better terms for manufacturing and logistics. Additionally, the small scale of their operations often makes it difficult to secure favorable financing.

To address these challenges, **forming alliances can be transformative for SMEs**. Alliances provide SMEs access to a variety of resources that are typically out of reach for individual entities, such as more favorable financing, cost-effective production and logistics solutions, affordable training, and quicker market entry. This collective sharing access not only enhances their economic participation but also strengthens their competitive edge.

The thing about alliances are this is not easy for them to find the right partners, the ones that have collective growing pains. As a technology enabled commerce enabler, Evermos ecosystem are increasingly vast and have different profiles of SMEs in regards of category, stages and challenges, where facilitating SME alliance to have collective sharing access are not impossible.

Evermos role as a connected commerce can enable the SMEs further: **to form meaningful alliances and matchmaker in one hand, and in the other hand, connecting them to the trusted end-to-end value chain facilities and embedded financing. For them to leveraging the scalability of Evermos to accelerate the value creation and increase competitive edge of the SMEs**

When the sharing access can be increasingly seen simply as part of “the access”. This may be the ultimate sign of the SME economy’s success.

Arip Tirta

Co-founder and President, Evermos

About this Report [2-2, 2-3]

Evermos remains dedicated to annually disclosing sustainability-related information and societal impacts, highlighting the priorities, consequences, and enhancements achieved while engaging in responsible and sustainable business practices.

This report has been prepared **in reference to the Global Reporting Initiative (GRI) 2021 Standards** and includes responses to **IFC Performance Standards** and **UN Women's WEPs** framework.

The report details our sustainability priorities and data as of and during the year ended December 31, 2023, unless otherwise specified. Moreover, certain data from previous periods, previously published elsewhere, has been updated for accuracy in this report.

Regarding objectives, commitments, and forward-looking statements, actual outcomes may vary, potentially significantly. Additionally, some numbers presented are estimations or approximations based on assumptions. While we believe these estimates are reasonable, inherent uncertainties could lead to deviations from the original projections.

Impact Criticality [2-2, 2-29, 3-1]

In determining which sustainability topics to prioritize, we actively involve our stakeholders in a formal evaluation process. This allows us to identify the most pertinent topics both for them and for our business. Evermos emphasizes value creation through its business impacts and performance in ESG-related areas throughout its value chain.

We follow GRI Standards to identify material topics, using a systematic assessment method that includes the following steps:

1. Stakeholder Identification and Engagement:

Stakeholder engagement drives Evermos' business direction and sustainability. Their insights shape our values and practices.

2. Impact Assessment:

We assess our organization's activities, products, and services to understand their environmental, social, and economic impacts, identifying risks and opportunities associated with these impacts.

3. Critically Matrix Development:

Develop a strategic sustainability matrix to evaluate the impact of sustainability topics on stakeholders and business operations.

4. GRI Standards Alignment:

Align reporting with GRI Standards for transparency and comprehensive coverage of sustainability performance based on material topics identified.

5. Validation and Review:

Validate materiality assessment results with stakeholders for valuable input and feedback integration. Regularly update assessments to align with evolving stakeholder expectations, regulatory demands, and business goals.

Material Topics *[3-1, 3-2, 3-3]*

We categorize topics into three levels: Critical Priority, High Priority, and Priority, using the criticality matrix as a tool to evaluate the significance of sustainability matters. This helps us prioritize crucial issues for effective action. These topics represent our ongoing sustainability efforts in 2023, which have evolved and improved over time. Our commitment goes beyond these areas, including operations, the value chain, and stakeholder interactions, all of which are essential for our business and value creation.

Evermos' substantial contributions to the household economy, SMEs, community, and society are evident in our prioritization of critical topics within our sustainability agenda. By evaluating qualitative and quantitative data, we have identified several stakeholder themes that stand out as our critical priorities. In this year's sustainability report, **we have identified changes in material topics and priority shifts** with following focus:

1. Gender equality, focusing on the women empowerment on lower tier cities stay at home moms.
2. Improving the economy of SMEs through our products and services.
3. More inclusive economy to Indonesian.
4. **SME ESG Awareness: Recognizing the importance of ESG implementation for SME at Evermos.**

Additionally, we have added priority areas in **embedded finance, resilience communities, digital sustainability, and waste reduction efforts to landfill.**



Evermos Material Topics in Criticality Matrix

Reporting Practices

[2-1, 2-2, 2-3, 2-4, 2-5, WEPS-7]

This is the **second sustainability report** of PT Setiap Hari Dipakai, an operating company of Evermos Pte. Ltd., referred to as Evermos throughout this report.

PT Setiap Hari Dipakai is a privately-owned company headquartered at Jalan Ir. H. Juanda (Dago) No. 96, Bandung, Jawa Barat, Indonesia. As of December 2022, Evermos operates only in Indonesia.

This reporting is for the 2023 calendar year. Evermos publishes its sustainability report annually. This report was released in May 2024 and covers 2023 data.

For questions regarding the report, please contact:

Evermos Sustainability Lab

Astrie Shafira

Sr Sustainability Lab Officer
astrie.shafira@evermos.com

There is no restatement of information in this report. Senior management and relevant staff have reviewed all information and believe it is an accurate representation of our performance. This report does not have external assurance.

Reporting Approaches

GRI Universal Standards 2021

This report has been prepared with reference to the **Global Reporting Initiatives (“GRI Standards”)** Sustainability Reporting Standards and its latest GRI Universal Standards 2021.

Determination of the topic and content of this report takes into account the principles of the GRI Standards, including Universal Standards, applicable Sector Standards and selected Topic Standards, involving the Company’s stakeholders, the context of sustainability, materiality, completeness and its disclosures.

IFC Performance Standards

Evermos reviews its environmental and social (E&S) management capacity and performance vis-a-vis the requirements of IFC's Performance Standards (“IFC-PS”). This report maps applicable IFC-PS with its related GRI Standards.

Evermos also utilize ESMS, a management system in line with the requirements of IFC-PS with its points as a reference supplement to this report.

UN Women’s WEPs

This report also considers applicable UN Women’s WEPs to enhance the comprehensiveness of our sustainability disclosures in the topics associated with gender equality.

The Reporting Approaches is indicated and can be located in each section or chapter titles against their index written in [square brackets]. Please refer to the index on pages 46-51 to understand how different GRI Standards, IFC-PS and UN Women’s WEPs disclosures are presented in this report.

Evermos at a Glance [2-6, 2-28]

Performance Highlights

967k+

Active Resellers from 34 Provinces in Indonesia

82%

Resellers are **women**, majority lives in lower tier cities

6,400+

SMEs from different categories and local origins

653

Number of **fulltime employees** across Indonesia

1900+

Hyperlocal **communities** to support each others

25k+

Training Hours are offered to improve resellers skills



Evermos received awards for Excellence in Women Empowerment & Leadership Award for Social Impact from 3G Awards

Awards and Recognition

1. Asia-Pacific Stevie Awards 2023

- Excellence in Social Impact Companies

2. Global Good Governance Championship Award 2023

- Excellence in Women Empowerment Award
- Leadership Award for Social Impact

3. Nikkei Asia Award 2023

- Supporting Women's Independence Through E-commerce

Activity Highlights

IBCWE

Evermos is a member of **Indonesia Business Coalition for Women Empowerment (IBCWE)** to promote equality in the workplace. Together we conduct assessments and training to improve the equality and empowerment.

ILO Indonesia

Evermos partners with ILO Jakarta to boost digital entrepreneurship skills among ILO members, this initiative is to support vulnerable community impacted by layoff

International Finance Corporation (IFC)

Evermos collaborates with the International Finance Corporation (IFC) to conduct a **Gender Smart Diagnostic** and **Inclusive Employment initiative** titled "**Advancing Economic Opportunities at the Base of the Pyramid.**"

About Evermos [2-6, 203-2]

Raising the Bar

Over the past five years, Evermos has undergone significant growth and expansion across various aspects of its business operations. This growth has been fueled by our commitment to creating a greater **impact on the community, both socially and economically.**

Our growth strategy has been meticulously crafted to generate a positive influence on the community inclusively. Through the expansion of our reach and operations, we have facilitated the creation of entrepreneurship opportunities, provided support to local businesses, and contributed to economic development. This strategic approach is in line with our vision of nurturing an inclusive economy that promotes economic advancement and prosperity for all stakeholders. We firmly believe that the desire to start or develop business should not be hindered by limitations in access, be it knowledge or financial resources.

With the spirit to building an inclusive economy, Evermos has initiated **Embedded Finance** as one of the pathways to initiate and grow businesses within the Evermos ecosystem. This initiative allows anyone to start and grow their business, **ensuring accessibility and inclusivity for all.**

Evermos Strives to Become Indonesia's Largest Connected Commerce Platform, Bridging Prosperity Beyond Barriers for Local SMEs and Lower-Tier Cities."

Founded in 2018, Evermos serves as a leader for inclusive commerce, promoting prosperity beyond barriers by connecting local brands and marginalized communities through an integrated distribution network. The platform prioritizes the curation of products compliant with Sharia principles, offering a comprehensive suite of commerce solutions to local brand partners and equipping resellers with essential resources and training. This comprehensive support system aims to create an equal footing for all resellers, irrespective of their demographics, educational qualifications, geographic location, or income status, thereby promoting economic inclusivity and empowerment.



Evermos is driving inclusive economic growth by expanding entrepreneurship, ensuring everyone can start and grow their business

Stakeholder Engagements

Stakeholder Engagements

[2-29, WEPS-5]

As a platform that **connects different stakeholders across the value chains** our stakeholders are **very integral to our business** and play a vital role in enabling us to become more innovative and more supportive to **deliver the impacts to their livelihoods through shared services that connect the stakeholders**. Stakeholder involvement in all operational activities is illustrated in the following table.

Stakeholder	Engagement Approach	Context and Topics Discussed
Reseller	<ul style="list-style-type: none"> Training sessions Social media groups Offline / online community gatherings Satisfaction surveys 	<p>We conduct regular reseller training and community events to enhance their selling skills and gather feedback for improving our services. These sessions cover various aspects like entrepreneurship, community building, product selection, and life skills including financial and social skills, and are available both online and offline.</p>
Brands / Brand owners	<ul style="list-style-type: none"> Training sessions Brand visits / ESG visits Offline / online community gatherings Online community gatherings Satisfaction surveys 	<p>Training and brand gatherings are vital for enhancing SME performance and addressing their business challenges. We assess their ESG awareness, including gender equality aspects, and provide direct solutions through our network of partners and channels.</p>
Value chain partners	<ul style="list-style-type: none"> Partner visits and ESG visits 	<p>Our value chain partners directly support our brand owners. Our platform enables brand owners to optimize their value chain by providing end-to-end solutions like group buying materials and cloud manufacturing, reducing their production expenses. We engage with value chain partners and link them with our brand partners.</p>
Internet Marketers	<ul style="list-style-type: none"> Training and Development Access to Products and Services 	<p>Evermos provides training programs and accessible platforms, empowering internet marketers (imers) to thrive in the digital business landscape.</p>
Civil societies	<ul style="list-style-type: none"> Partnership and collaborations Training sessions Webinars 	<p>We partner with NGOs, local groups, academia, and foundations to collaborate on programs, research, and projects. Collaborators can also join Evermos' value chain ecosystem with customized programs.</p>

Sustainability at Evermos [2-22, 2-23, WEPS-4]



Syahda and Hafizh from Team Social Impact created the Evermos program, ensuring continuity across all pillars

Our Approach

Sustainability is at the core of Evermos' operations, driving our every business operational and activities. We firmly believe that sustainable business practices are those that responsibly consider their environmental impact, societal implications, and the long-term viability of the business itself.

Our primary goal in pursuing sustainability is to create a lasting positive impact on society, particularly within our local communities. We aim to be a catalyst for positive change by championing responsible and sustainable business practices.

“We are committed to conducting business that generates a **sustainable impact for all involved stakeholders**”

Margareth
Head of Finance and Operations

At Evermos, we have identified **three main pillars that form the foundation** of our impact strategy:

1. Women Empowerment: Recognizing the crucial role of women in sustainable development, we provide specific opportunities and support to women within our ecosystem to thrive and succeed in business.

2. SMEs Advancement: We support the growth of local SME by providing them with a platform to trade and exposure to larger markets through our resellers. Additionally, we offer business training and support to SME entrepreneurs to enhance their success.

3. Social Welfare Improvement: We are committed to enhance social welfare within our communities through various social programs, educational support initiatives, and partnerships with local community, upskilling education organizations.

Internally, **we uphold strict sustainability practices and governance standards.** Our transparent and accountable governance policies ensure that our operations are conducted ethically and in compliance with regulatory requirements. Furthermore, we embrace inclusive and health safety work practices across all aspects of our business operations.

Sustainability Strategy [2-2, WEPS-1, WEPS-5]



Iqbal Muslimin

Co-founder and Chief of Sustainability

Advancing the Vision

Evermos' sustainability strategy has evolved significantly, building upon the foundation set in the previous year when we **established the baseline**. Our focus remains on **empowering women and driving economic empowerment**, recognizing their crucial role in economic development. Through tailored programs such as training sessions, mentorship initiatives, and improved access to essential resources, we aim to uplift women entrepreneurs and enable them to thrive.

Furthermore, our commitment extends to further **breaking the barriers** by promoting **equal opportunities through shared access initiatives**. By democratizing access and a commitment to shift the entrepreneur's mindset with training, community projects, and efficient logistics, we create a fair playing field for all stakeholders, regardless of their backgrounds or resources. **This inclusive approach** is central to our values of fairness and equity across our ecosystem.

Additionally, Evermos is dedicated to raising awareness and **fostering understanding of Environmental, Social, and Governance (ESG) principles** among SMEs. Through advocacy and support, we encourage responsible business practices and ethical conduct, contributing to a more resilient and socially responsible business environment.

Aligned with our long-term ambitions and the Sustainable Development Goals (SDGs), our sustainability journey continues to make meaningful contributions to addressing societal challenges and environmental sustainability. Evermos remains committed to sustainable business practices, innovation, and positive societal impact, **setting a benchmark for responsible and purpose-driven business leadership**.

Aligning with the Sustainable Development Goals (SDGs)

Incorporating the **United Nations Sustainable Development Goals (UN SDGs)** is a guidelines of our sustainability approach, aimed at making a more cohesive and meaningful impact on global sustainability challenges. We have pinpointed pertinent SDGs that resonate with our mission and are the focal points of Evermos' efforts. These SDGs are classified into two categories: (i) Foundational SDGs, reflecting our business's core alignment, and (ii) Enabling SDGs, which our broader ecosystem actively supports and enhances.

SDGs Targets

Our Approach

Target:
5.1, 5.5



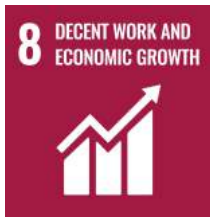
SDGs 5 - Gender Equality
SDGs 8 - Decent Work and Economic Growth

Core SDGs

Aligned with our business deliverables to empower women in Indonesia and enable them to become financially independent, our team works towards the goals with passion and strong value. **Gender equality reflects our of access and opportunities to entrepreneurship for women** especially mothers in lower tier cities in Indonesia, which has been traditionally influenced more by the males.

We understand that the household economy is the key to improve national economy and extend further to global economy. Through the commission and additional incomes gained by our resellers, **The direct impact we aspire to contribute is on improving the household economy of the resellers.**

Target:
8.2, 8.3, 8.5



SDGs Targets

Our Approach

Target:
10.1



SDGs 10 - Reduced Inequalities
SDGs 1 - No Poverty

Core SDGs

Our reseller programs are designed to reach further to undeserved communities, with accesses are available for everyone in Indonesia with no exception. **Evermos reseller program with no-capital approach is the main foundation to attain this**, outreaching communities in tier-5 cities, including bottom of the pyramids and the disadvantaged groups. In 2023, Evermos together with ILO initiated training with communities that impacted by layoff in 2022-2023 economic downturn.

74% of our resellers are currently people with no jobs (such as housewives) or fixed incomes. **Incomes generated by reselling activities are expected to support their basic resources and services needs.**

Target:
1.1, 1.4



SDGs Targets**Our Approach****Target:
11.c****Target:
12.2, 12.5****Target:
13.1, 13.2****SDGs 11 - Sustainable Cities and Communities
SDGs 12 - Responsible Consumption and Production
SDGs 13 - Climate Action***Supporting SDGs*

SMEs are the backbones of Indonesia economy. Helping to combat climate changes and waste problems is our extended focus starting with our SME partners. With the goal to create responsible consumption and production and sustainable business from the very beginning of the business lifecycle, **Evermos with its more than 1,600 SMEs actively make them aware on the importance of ESG as part of its value added service.**

ESG aspects are being educated to Evermos SME partners with the topics and relevance focuses tailored to suit their concerns in their early stages, such as the awareness of their governance and regulation needs to build more responsible and sustainable businesses, plastic wastes, more efficient productions and circular economy programs. **Evermos has also concentrated efforts on reducing energy consumption and improving energy efficiency and will maintain its commitment to this topic.** Aligned with the IFC Performance Standards focus, we designed energy efficiency and waste management policies to be integrated within our operations.

“We continue to contribute to the global goals through our actions at the local level. We aim to be a **key player in achieving prosperity for all.**”

Venny Septiani
VP of Commercial

Textile manufacturing absorb many local labor especially women employment in Indonesia

Sustainability and Governance

Governance & Risk Management

Environmental and Social (E&S)

Evermos is dedicated to enriching lives through a strategic focus on three core principles. We acknowledge that these principles are closely intertwined with the transformative impacts we aim to achieve through our presence. However, we firmly believe that fostering social impact must go hand in hand with environmental stewardship. While our sustainability focus may not directly address environmental concerns, **we ensure that our endeavors for societal advancement are harmoniously balanced with a mindful consideration of our ecological footprint.** In line with Evermos' commitment to Environmental and Social Responsibility (E&S), we have implemented an Environmental and Social Management System (ESMS) to meticulously document and evaluate every initiative undertaken.

Empowering Communities

In addition to our environmental initiatives, we are dedicated to nurturing community resilience and well-being. Our efforts encompass a wide range of areas, from social welfare to empowerment programs for women and communities. Through strategic collaborations, such as our partnership with ILO to empower vulnerable communities, we strive to catalyze positive change and empower individuals.

Stewardship for Sustainable Advancement

Our oversight mechanisms are dedicated to ensuring sustainable progress, ensuring that our initiatives stay true to our mission. Through diligent compliance monitoring and partnerships with regulatory bodies, we uphold the highest ethical norms. Our emphasis on transparency and accountability is woven into our corporate governance framework, fostering a culture of trustworthiness and ethical conduct.

Integrating Sustainability and Corporate Governance

The integration of sustainability and corporate governance remains intrinsic to our mission. By upholding **IFC performance standards and the UN Women's Empowerment Principles**, we guarantee that our practices meet international benchmarks, underscoring our dedication to fostering positive change. We recognize that achieving a sustainable and inclusive future necessitates collaborative action. Implementing an Environmental and Social Management System (ESMS) in a streamlined, technology-driven framework enhances accessibility and efficiency in our daily environmental and social management processes.



Evermos integrates Environmental and Social Responsibility (E&S) principles into its operations to ensure sustainability and positive impact

Governance Structure [2-9, 2-11, 2-12, 2-13, 2-15]

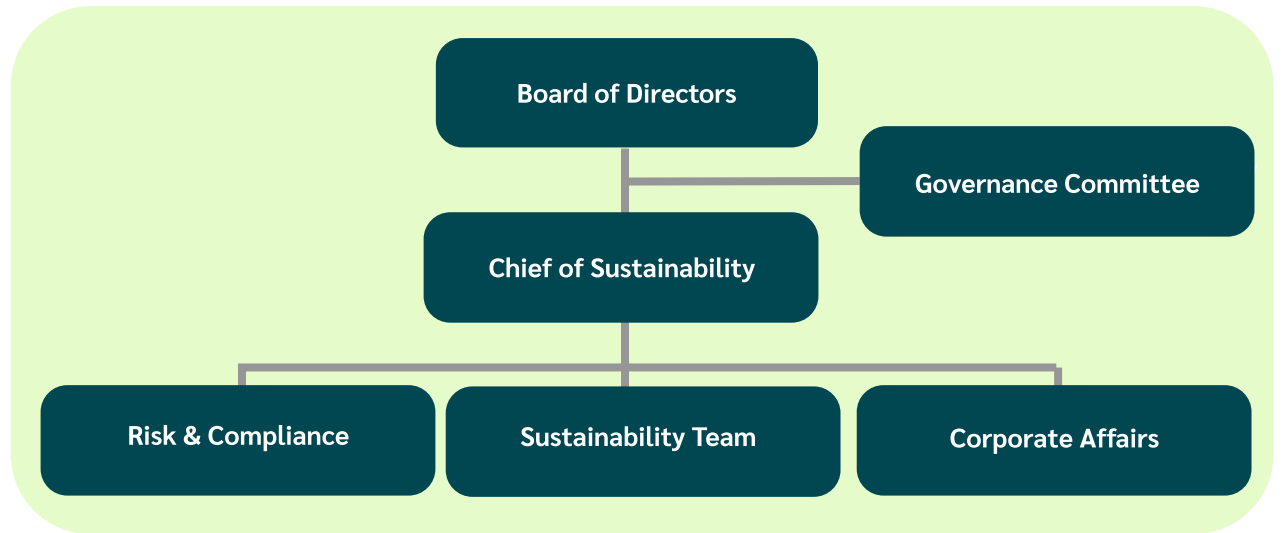


Governance & Risk Management

Leadership's Commitment to Sustainable Practices

The cohesive inclusion of sustainability within Evermos' operations and its position as a strategic enabler of value is anchored by the dedication of our senior leadership. The obligation commences at the pinnacle of our organization and permeates through our senior executives, influencing our strategic decisions and endeavors aimed at augmenting value for all stakeholders. This prioritization forms a fundamental aspect in evaluating the efficacy of our leaders and their respective teams. At the heart of our governance framework is the **Evermos Sustainability function, led by the Chief Sustainability Officer**, who may delegate responsibilities to pertinent roles:

- **Risk & Compliance:** Cultivating a risk culture to ensure that business processes are governed by adequate risk management processes.
- **Sustainability Team:** Driving the commitment to responsible and sustainable business practices and ESG, measuring social impacts and utilization of ESMS.
- **Corporate Affairs:** Manage engagement with various stakeholders and also make sure all company operation compliant with laws and regulation.



Evermos Governance Leadership Structure

The role oversees the development, prioritization, and administration of Evermos' strategy regarding significant ESG matters. Reporting directly to the Board, this function ensures strategic coherence with Evermos' fundamental business segments and objectives. The Board regularly reviews Evermos' sustainability priorities and sets annual/quarterly targets. This evaluation acts as a pivotal milestone, affirming and supporting our advancements, disclosures, and strategy, thereby ensuring close monitoring of our sustainability endeavors. These efforts remain in lockstep with our overarching business objectives and are poised to make a substantial impact.

Compliances [2-13, 2-27, PS1-6]

A Collaborative Compliance

Approach In the fast-paced digital economy, Evermos recognizes the dynamic nature of regulatory environments. To navigate this landscape effectively, we engage closely with key policy makers, including the Ministry of Cooperatives and SMEs of the Republic of Indonesia. Through ongoing dialogue and issue-raising forums with SMEs and micro-entrepreneurs, we aim to address regulatory challenges collaboratively. Our internal regulatory inventory tracker meticulously catalogs all applicable regulations across our operational areas, underscoring our dedication to continuous compliance. This tracker complements our regular interactions with local regulators, **ensuring strict adherence to licensing requirements and industry standards.**

Sharia Compliance

Evermos upholds **Sharia principles** in all business decisions, prioritizing **security, transparency, and comfort for our stakeholders.** Our commitment to Sharia compliance is evident in our product offerings, services, business models, and transaction agreements (muamalah). To further strengthen our Sharia compliance framework, we have established a **Sharia Business Advisory Board**, which plays a vital role in ensuring alignment with Sharia principles.

IPO Ready Mindset

Evermos prioritizes IPO readiness as a strategic milestone in our growth journey. Having started as a small business in small city, this readiness signifies our commitment to meeting rigorous financial and regulatory standards, preparing us for potential public offerings in the future. To achieve this, we emphasize a multifaceted approach that includes:

- 1. Enhancing its Environmental and Social (E&S) policies** through timely reviews and revisions, aligning them with global standards and best practices to prepare for potential public offerings.
- 2. Regulatory Compliance Focus:** We ensure full compliance with regulatory requirements, covering corporate governance procedures, timely reports to authorities, and meticulous updating of all Health, Safety, and Environment (HSE) permits and certificates.
- 3. Corporate Governance Preparations:** Internal preparations for IPO readiness include creating action plans for corporate structure, defining roles within management bodies, and establishing oversight committees to uphold transparency and ethical conduct.



In the fast-paced digital economy, Evermos collaborates with policy makers and uses a regulatory tracker to ensure continuous compliance with all regulations.

Responsible Business [2-24, 2-25, 205-1, 205-2, 205-3, PS2-27, PS-28, PS-29, PS4-5]

Sustainable SMEs

Engaging with ethical principles and international benchmarks, sustainable business responsibility **encompasses a range of initiatives and practices aimed at upholding integrity**, making a positive impact on the environment and communities, and adhering to global standards. In this section, we explore the fundamental elements that underpin responsible business practices.

Sustainable Supply Chain Adherence and Compliance

Within our sustainable supply chain framework, we have implemented rigorous standards based on the **IFC Exclusion List**. This comprehensive list, curated by the International Finance Corporation (IFC), serves as a guide for responsible business practices by highlighting sectors and activities that may have detrimental environmental or social impacts. By strictly enforcing adherence to this list across our supply chain, we ensure that our partners, vendors, and business associates, including SME brands, align with our commitment to sustainability.

The IFC Exclusion List is instrumental in guiding our supply chain decisions, as it helps us **avoid supporting activities that could harm the environment, local communities, or violate human rights**. This proactive approach underscores our awareness of the critical role played by environmental and social considerations and also reflects our dedication to advancing sustainable development and responsible business practices throughout our operations. By mandating compliance with these standards, Evermos **sets a high bar for ethical conduct and sustainability within the supply chain**. Our ongoing commitment to sustainable practices not only benefits the environment and communities but also strengthens our reputation as a socially responsible organization.

Ethical Business Practices

Integrity is key at Evermos, guiding our ethical standards with zero tolerance for corruption. We prioritize fair play, human rights, and legal compliance, shaping every decision and action. Our commitment to transparency and accountability fosters trust and upholds a culture of integrity throughout our operations.

By upholding stringent internal controls and diligent oversight, Evermos formulates and enforces a holistic strategy in combatting corruption within the organization. Key measures include the implementation of Anti-Corruption Guidelines and Controls for Gift-Giving. These policies are extensively communicated and enforced across our network, encompassing suppliers, business affiliates, and employees. Moreover, all contractual arrangements and employment agreements include an Integrity Pact statement, obligatory for signature by suppliers and partners, further fortifying our commitment to ethical business practices.

Throughout the reporting period, **no instances of corruption** were detected or reported within Evermos.

In year 2023, Evermos identified **zero proven** misconduct of fraud within the organization.

Responsible Operations [302-1, 305-2, 305-3, 305-5, 306-2, 306-4, PS3-7, PS3-8, PS3-12]

GHG Emission
 Energy Efficiency
 Reducing Plastic Waste

Evermos, as a technology company, recognizes the importance of environmental sustainability and takes a comprehensive approach to managing emissions. While Evermos **does not have direct involvement in producing emissions**, it carefully assesses and reduces the indirect impact of its operations on emissions. The company ensures all its activities are eco-friendly and sustainable, aiming to minimize its carbon footprint and support a greener future.

Commencing our path

Building upon the groundwork laid in the preceding year, we now possess a comprehensive dataset from previous year performance that serves as a solid foundation for embarking on a more focused journey towards emission reduction. This initiative encompasses a holistic approach, addressing both direct emissions and those indirectly generated through our supply chain operations and collaborative partnerships.

Throughout the course of 2023, Evermos accounted for a **total of 330,442.75 tCO2e emissions**, with a significant portion attributed to scope 3 emissions originating from logistical activities. We are actively engaging in discussions and exploring potential collaborations aimed at mitigating emissions produced during these processes.

Scope 1	Scope 2	Scope 3
n/a	209.22tCO2e	330,233.53tCO2e
Directly controlled sources	Emissions from electricity consumption	Our indirect operations
	Across all of Evermos' offices	The bulk derived from the packaging and delivery of products

Evermos GHG Emissions data by scope

As Evermos experienced notable expansion during this period, marked by increased workforce and office relocations, precise emission comparisons have become somewhat challenging but remain a crucial aspect of our ongoing sustainability efforts. In 2023, Evermos experienced significant growth, resulting in increased workforce and office relocation, which, in some aspects, makes the emissions generated less precise for comparison.

Reducing Waste to Landfill

Beginning in late 2023, Evermos initiated a collaboration with a prominent waste segregation leader in Indonesia to implement a comprehensive waste sorting system, particularly at the Evermos headquarters. This strategic partnership is geared towards significantly reducing **Evermos' waste disposal to landfills by as much as 90%**. By diverting a substantial portion of **waste away from landfills, Evermos aims to achieve an 85% reduction in carbon emissions** associated with office operational waste. This concerted effort underscores Evermos' commitment to environmental sustainability, aligning with its broader corporate responsibility initiatives to minimize its ecological footprint.

Data Security and Privacy [2-23, 418-1]



Handover ceremonial for ISO 27001 to Evermos, reflects our commitment to top-tier information security and data protection.

Data protection and confidentiality are fundamental aspects of our responsible business ethos at Evermos. We understand the critical importance of safeguarding sensitive information, not only for the smooth functioning of our operations but also for fostering trust and confidence among our stakeholders.

Our data security and privacy framework are developed to govern the entire lifecycle of data, including its collection, utilization, storage, and safeguarding. This framework underscores our commitment to preserving the confidentiality and authenticity of all data entrusted to us.

Moreover, we remain vigilant in **staying abreast of the latest advancements in data protection regulations, emerging technologies, and potential threats**. This proactive approach ensures that we adhere to global best practices and continuously adapt to evolving security landscapes. Notably, in 2023, our dedication to data security was recognized with the successful **attainment of ISO 27001 certification international standard to manage information security** highlighting our exemplary performance in this domain.

Our dedication to robust data security and privacy measures reflects our role as stewards of sensitive information. We continually assess and enhance our policies and protocols to preemptively address emerging threats. By upholding these principles, we not only fortify our operational resilience but also nurture the trust and confidence that underpin our relationships with stakeholders.

By upholding the highest standards of data security, privacy, transparency, and accountability, **Evermos not only meets regulatory requirements but also exceeds industry benchmarks**. We are committed to safeguarding the trust and confidence of our stakeholders, maintaining our reputation as a responsible and trustworthy partner in the digital ecosystem.

During this reporting period, Evermos **received zero substantiated complaints** concerning breaches of customer privacy and data security across any of its platforms.

Empowering Our People [2-7, 404-2, 404-3, 405-1, PS2-15, WEPS-2, WEPS-4]

Human Rights



Focusing on technical skills and leadership to ensure a skilled and adaptable workforce

Diversity, Equity & Inclusion

Empowering our workforce is a fundamental aspect of our commitment to sustainable operations at Evermos. Our organizational culture places a strong emphasis on diversity and inclusivity. We are committed to providing equal opportunities and upholding non-discriminatory practices, regardless of background or gender. This can be seen in **Evermos' female employee proportion, which exceeds 42%**. Moving forward, we are committed to increasing female engagement in our business operations. One of our collaborations involves partnering with the **Indonesia Business Coalition for Women Empowerment (IBCWE) to enhance equality practices and eliminate gender bias within the company.**

Evermos also upholds the values of gender equality as outlined in the United Nations Women's Empowerment Principles (UN WEPs). Our dedication to this goal is manifested through various initiatives and programs focused on women's empowerment, including anti-harassment training and other relevant gender equality initiatives. By adhering to the principles of UN WEPs, we strive to cultivate an organizational culture that advocates for gender equality and inclusivity at every level of our organization.

Overall Employee Statistics	Male	Female	Total
Total of employee	385	268	653
Board of Directors	6	1	7
Mid to Senior Management	113	64	177

Data on the distribution of evermos employees by gender and level

Investing in Talent

Furthermore, Evermos demonstrates its commitment to talent development by investing in comprehensive training programs. In 2023 alone, **over 700 beneficiaries benefited from personalized training** sessions aimed at fostering personal and professional growth. These initiatives encompass a wide range of areas, from technical skill enhancement to leadership development, ensuring that our workforce remains skilled, adaptable, and equipped to meet the evolving demands of our industry.

Safe & Secure Workplace [2-26, 403-1, 403-2, 403-5, 403-4, 403-5, 403-6, 403-7,

Human Rights E&S Health & Safety 403-8, 403-9, PS2-23, WEPS-3]

At Evermos, we're dedicated to a safe, healthy, and respectful workplace for our employees. We ensure they have the support they need and feel secure while working, with clear safety protocols, access to health resources, ongoing training, a culture of respect, and prompt issue resolution, fostering a space where everyone can thrive.

We are committed to upholding inclusivity and empowerment, providing the necessary support to employees in accordance with applicable laws. This commitment involves ensuring **equal opportunities, fostering a diverse and inclusive workplace**, and empowering employees to reach their full potential.

Health & Safety Workplace

We prioritize a culture of safety and well-being for our employees, achieved through robust internal programs and policies. We have **whistle-blower mechanism** that empowers every employee to report incidents confidentially and without fear of reprisal. Providing clear procedures for reporting any safety concerns, incidents even harassment, ensuring that any potential risks or hazards are promptly addressed and mitigated. This proactive approach not only fosters a secure working environment but also empowers our employees to actively contribute to maintaining safe and secure workplace across our operations.



Evermos prioritizes a healthy and safe working environment, ensuring that every employee feels valued and supported

The welfare of our team members remains a top priority. We prioritize their health and safety as fundamental aspects of our business operations. Additionally, we provide facilities to support women and parents in **maintaining a peaceful work environment**. These include nursing rooms with hygiene facilities, flexible working arrangements for parents, and comprehensive insurance benefits that allow employees to work with peace of mind.

During this reporting period, Evermos have **zero on going case** of harassment, violence and health & safety incident case within the organization.

Digital Sustainability [302-4, PS3-6]

Digital Sustainability

As a tech company, we are closely tied to technology and the digital world. Therefore, we strive to **reduce the negative impact of our operations related to digital technologies** and practices while maximizing their positive contributions to sustainability goals. This encompasses aspects like energy efficiency, responsible data management, electronic waste reduction, promoting digital resource access, and leveraging technology for sustainable development. Digital sustainability aims to harness technology's power while mitigating its environmental and social consequences, ultimately supporting long-term ecological balance and human well-being.

96% Energy reduction by utilizing cloud usage

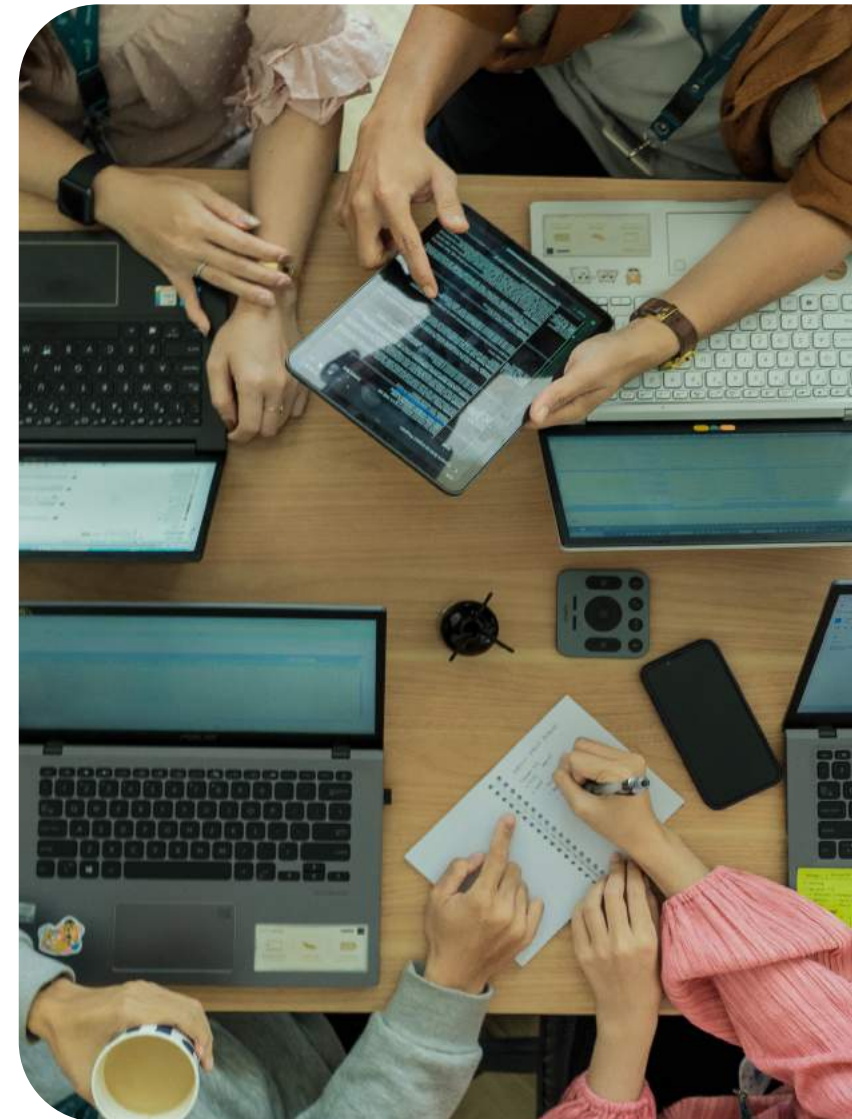
Total energy efficiency from cloud usage

80% Energy efficiency laptop usage compare to PC

Total electricity efficiency for laptop usage practice

In 2023, our cloud usage helped us save around **96% amount of energy compared** to common conventional practices. Our IT asset management regulated the disposal management of e-waste, resulting in 99 used laptops (damaged or low-spec) being processed instead of becoming waste.

Additionally, our policy favoring laptops over PCs saved 80% of electricity usage. Evermos implements a flexible working model and **ensures data security with ISO 27001 compliance**, utilizing zero-trust technology, single sign-on, multi-factor authentication, and VPN for secure data transmission.



Embracing digital sustainability by optimizing energy use, managing e-waste, and leveraging tech for a greener future



Breaking Barriers



Teh Novie a housewife, within less than a month at Evermos, she became a top seller

An Entrepreneur's First Step [2-6, 203-2]

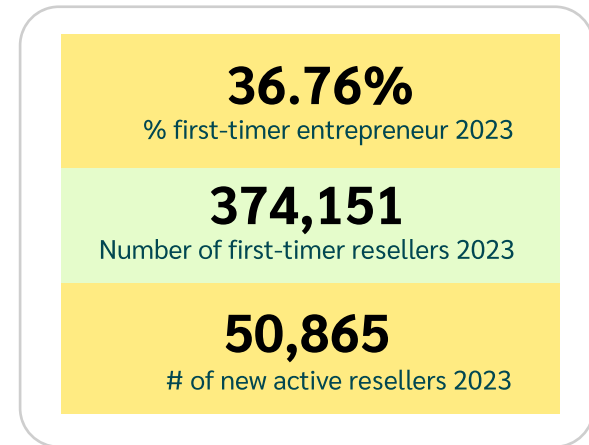
Starting Small, Idea to Business

Inclusive Economy

Starting a business in Indonesia, especially in lower tier cities may encounter several challenges such as limited access to capital and a lack of experience. Many aspiring entrepreneurs face barriers due to **fear of business uncertainty** and financial constraint, making it challenging to turn **their ideas into reality** and **initiate their first entrepreneurial step**

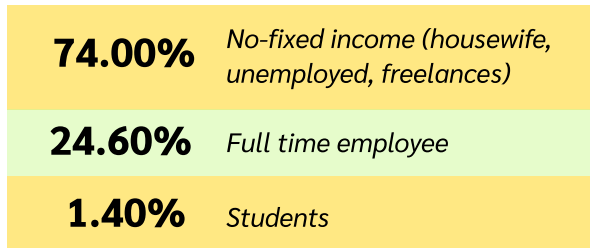
With our platform, entrepreneurs can leverage the connected commerce network to reach a broader audience and access new markets, even with limited financial resources. Our platform empowers entrepreneurs to start their businesses with zero capital by providing the infrastructure, tools, and support needed to kickstart their ventures.

We tackle the challenge of limited business experience by providing thorough training, mentorship, and resources. This inclusive strategy supports entrepreneurs of all backgrounds to succeed and expand their businesses with us.



Occupation background of Evermos Resellers

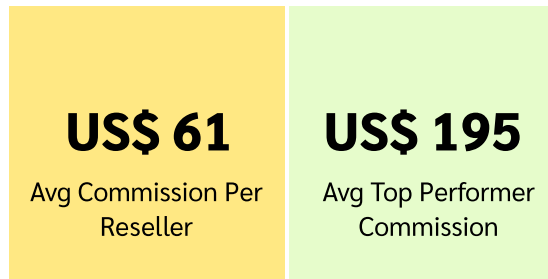
Furthermore, our platform facilitates collaboration and networking among entrepreneurs, enabling them to learn from each other, share best practices, and access valuable insights and support. By fostering a supportive and inclusive community, we empower entrepreneurs to overcome challenges collectively and achieve their entrepreneurial goals.

*Occupation background of Evermos Resellers*

Through the comprehensive support and training offered by Evermos to these **first-time entrepreneurs**, they are equipped with the **essential knowledge and tools needed to kickstart their businesses and earn income**, whether it becomes their main source of livelihood or a supplementary stream of revenue. This support includes guidance on product selection, sales techniques, marketing strategies, and leveraging digital platforms effectively.

Within the Evermos ecosystem, the average **monthly commission earned by resellers is US\$ 61**, a figure that holds considerable significance given the economic landscape in Indonesia where the **average minimum wage ranges from US\$ 170 to 180 per month**. This indicates the tangible impact of Evermos' support in enabling individuals to achieve financial independence and success in their entrepreneurial pursuits, especially for those entering the business realm for the first time.

By empowering these first-timers, Evermos not only fosters economic empowerment but also contributes to the **growth and sustainability of local businesses**. This approach aligns with our commitment to creating opportunities for aspiring entrepreneurs to thrive and contribute meaningfully to the economy, ultimately fostering a more inclusive and prosperous society.

*Comparison of average monthly income with top performer resellers*

“We help **break the challenges** for those who want to start their business. Ensuring everyone can thrive with equal access.”

Frizka Sumardiansyah
Ziswaf Jr. Growth Manager

*Bu lis as a teacher, finds that her potential buyers are primarily her colleagues within the school*

SPOTLIGHT: Evermos & ILO's Digital Empowerment Program

The year 2023 proved to be quite dynamic with fluctuating economic conditions in Indonesia, as per data, **1,5 Million individuals lost their jobs**. Evermos and the International Labour Organization (ILO) have joined forces to establish Digital Entrepreneurship training programs, marking a significant **commitment to inclusivity and empowerment**. This collaborative endeavor is specifically tailored to individuals affected by layoffs or job displacements, aiming to equip them with the necessary skills and knowledge to excel as successful resellers.

Series I: Introduction to Reseller Concepts & the Evermos Platform

Series II: Understanding the Target Market

Series III: Promoting and Selling Products Online & Offline

Series of training session for ILO participants designed for ILO member to be able to excel in online selling

Through this initiative, participants undergo comprehensive training covering various aspects of digital entrepreneurship. They acquire essential skills such as initiating and managing businesses using platforms like Evermos, effectively utilizing digital marketing tools, understanding market targeting, and devising revenue strategies. **The program's design emphasizes accessibility and practicality**, offering actionable insights and hands-on experiences directly applicable to participants' entrepreneurial pursuits.

Number of Beneficiaries

50 Individuals

5 Labor Organization

By focusing on digital entrepreneurship, the program **not only addresses immediate income generation needs but also unlocks long-term economic empowerment opportunities**. Participants gain the ability to leverage digital technologies for sustainable income generation, thereby **enhancing their financial resilience and overall well-being**. This collaboration epitomizes Evermos and ILO's shared vision of creating inclusive economic opportunities and fostering entrepreneurship to fortify resilience and empowerment within communities.

The Digital Entrepreneurship training program is conducted in three series in Sukabumi, benefiting **50 individuals from labor organizations affiliated with ILO**. Its overarching objective is to augment the digital skills of trade union members, empowering them to leverage digital technology for creating employment opportunities and improving their and their families' welfare.

Throughout the training, participants learn to initiate businesses on the Evermos platform without capital, utilize digital tools like WhatsApp Business for promotional purposes, define market targets, and establish income goals on various timelines.



A partnership between Evermos and ILO focuses on training in advancing skill in digital selling delivered by Evermos experience trainer



Stepping Into Leadership [2-6, WEPS-5, WEPS-6]

Inclusive Economy Capacity Building

Indonesia boasts a rich cultural heritage characterized by its close-knit and sociable communities, where interpersonal connections are deeply valued. This cultural ethos extends to business environments, where collaborative relationships are nurtured through offline gatherings

Evermos, with its extensive network of **over 1900 communities**, understands the pivotal role of reseller meetups and networking events in fostering strong relationships and mutual learning among resellers.

The community is led by **community leaders or KORI**, many of whom are empowered women from within our reseller network. Selected for their dedication and purpose to uplift others, these leaders play a crucial role in **nurturing a supportive ecosystem**. Beyond business success, these communities offer invaluable social and emotional support, enriching the lives of resellers beyond measure.

Teh Deti is one of the resellers who feels that her sales have increased after becoming a KORI

777

First Timer Community Leader (KORI) 2023

US\$ 213

Additional commission KORI

Community leaders receive additional incentives based on their community engagement performance

Evermos is committed to empowering these first-time community leaders, providing them with the tools and resources needed to thrive in their roles. Through collaborative efforts and a shared vision of empowerment, we aim to create lasting impact and foster a culture of resilience and camaraderie within our reseller community.

“Enabling our resellers to empower others is key to extending our impact within the community. We believe in the power of collective action.”

Andika Saputra
Compliance Investigator

Accessing Training for Newcomers [2-6, WEPS-4, WEPS-5]

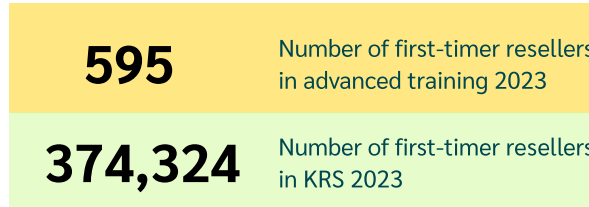
Capacity Building Resilience Communities

Amidst the evolving landscape of modern commerce, accessing high-quality and affordable training poses a significant challenge for many aspiring entrepreneurs and resellers. The demand for comprehensive training programs that provide actionable insights and practical knowledge is ever-growing, yet **accessibility and affordability often remain barriers.**

Recognizing this challenge, Evermos steps in as a solution provider, offering training programs that serve as pathways to equitable access to valuable learning opportunities. Through our training initiatives, we aim to bridge the gap and empower individuals with the skills and resources needed to succeed in the digital marketplace.

Evermos introduces the **Kelas Reseller Sukses (KRS)**, an online training program designed to empower both aspiring and existing resellers with the tools and knowledge necessary for business success.

Led by seasoned trainers, this comprehensive course covers a range of topics crucial for resellers, from mastering sales techniques to developing effective marketing strategies.



This training provides affordable and high-quality access for first-time resellers

The trainers leading the Kelas Reseller Sukses (KRS) bring more than just expertise; they offer **firsthand experience and insights** gained from starting as resellers themselves and achieving significant revenue milestones, largely due to their involvement in the KRS program. Through interactive sessions and practical lessons, participants learn the proven strategies and best practices for achieving their income and sales targets, ensuring a successful journey as online entrepreneurs.

Evermos extends an inclusive invitation to join the Kelas Reseller Sukses (KRS) to **individuals from all backgrounds.** Whether you're a student, homemaker, professional, or business owner, this class is tailored to help you thrive in the digital business landscape. Moreover, the Kelas Reseller Sukses (KRS) is equally beneficial for dropshippers, freelancers, SME owners, and anyone looking to enhance their online selling skills and achieve business growth.



Women in the community feel empowered and gain valuable benefits from participating in the Evermos workshop sessions



Teh Siska is a single mom from Bandung, who fulfills her family's needs and becomes a reseller

SPOTLIGHT: From Resignation to Resilience: Teh Siska's Story of Online Selling

In 2017, Teh Siska decided to resign from her job to focus on online selling after becoming pregnant with her youngest child. Fast forward to 2020, the Covid-19 pandemic hit Indonesia, impacting various aspects of life, including Teh Siska's husband being laid off from his job. As a result, the family heavily relied on Teh Siska's income, prompting her to work diligently to meet household needs.

After joining Evermos as a reseller, she **independently learned through the application** and participated in training on how to sell on Evermos. She promoted various Evermos products on social media. As she intensified her sales efforts, an unfortunate event occurred when her husband passed away in 2022. At that time, she admitted feeling lost as she had to single-handedly provide for herself and her children. However, with the support of Evermos, she strived to rise for the sake of her family.

The loss of her husband demanded that Teh Siska find ways to independently generate income for herself and her children. This is why she continued to put maximum effort into online sales to earn a living. The blessing of her efforts enabled Teh Siska to meet the daily needs of her family and even purchase items that her husband had desired in the past. She expressed that **selling online on Evermos has greatly helped her financially.**

Rising Above Barriers [2-6, 203-2, WEPS-5]

Inclusive Economy

Navigating the Path

In the realm of business growth, SMEs often **encounter a myriad of challenges that can impede their progress and success.** Some of the most common hurdles include logistical complexities, marketing strategies that fail to resonate with target audiences, and the effective management of vast amounts of product data. These challenges can be particularly daunting for businesses striving to expand their reach and increase their market share.

Evermos, through Everpro as a platform that provides solutions for online businesses to achieve convenience through services such as shipping, **advertising, and product sourcing.** It is designed to help online entrepreneurs overcome the challenges present in the business world. One of the main challenges businesses encounter is the complexity of modern marketing. Everpro addresses this by offering a comprehensive suite of marketing tools, including targeted advertising services. These tools empower companies to boost their brand visibility and engage with their desired audience more efficiently.

71,046	Number of first-timer imers
7,713	Number of active Everpro ads user 2023
17,211	Number of active Everpro ads user 2023

Everpro has helped thousands internet marketers with various services

Logistics management is another critical aspect that often presents challenges for businesses, especially those operating in lower tier cities. Everpro **simplifies logistics processes** by providing features like streamlined shipping solutions and efficient product sourcing mechanisms. This ensures that businesses can optimize their supply chain operations, reduce costs, and deliver products to customers in a timely and efficient manner.

Moreover, Everpro offers a unique marketplace enabler feature that empowers businesses to leverage online marketplaces as strategic sales channels. This enables companies to expand their reach, tap into new customer segments, and drive sales growth.

In addition to these technological solutions, Everpro places a strong emphasis on continuous learning and skill development through the Everpro Academy. This platform offers **curated training programs and mentorship led by experienced industry practitioners,** providing businesses with the knowledge and expertise needed to navigate complex challenges and seize opportunities for growth.

By combining advanced technology solutions with targeted training and support, Evermos is committed to **helping businesses overcome obstacles, unlock their full potential,** and achieve sustainable growth in today's dynamic business landscape.

*“Everpro is dedicated to helping businesses overcome obstacles and **achieve sustainable growth** through advanced technology solutions and targeted support.”*

Ando Dwi

Everpro Community Specialist

SPOTLIGHT: Everpro and Meta Indonesia's : Empowering Digital Growth

2023, December Everpro, in collaboration with Meta Indonesia, hosted the WhatsApp Business Workshop, marking a significant stride towards supporting internet marketers (IMers) and online businesses. This partnership reflects Everpro's **dedication to facilitating more collaborations that cater to the evolving needs of digital advertisers and entrepreneurs**. Additionally, Everpro's investment in a digital marketing academy underscores its commitment to empowering advertisers with the knowledge and tools needed to thrive in the digital landscape.

The WhatsApp Business Workshop, with a theme of **"Content to Conversion Pro Tips,"** garnered participation from 300 practitioners, including digital marketing experts, online business owners, professional resellers, and UMKM brand owners. This diverse group of participants signifies the broad interest and relevance of the workshop's content in the digital marketing ecosystem.

During the workshop, attendees received a comprehensive guide on **optimizing digital ads for WhatsApp (CTWA) and leveraging WhatsApp API** for business growth acceleration. The focus was on imparting practical strategies and creative insights to drive engagement and conversions in digital advertising. The workshop also featured best practices shared by successful online businesses, showcasing conversion rates exceeding 80% through CTWA digital advertising methodologies.

This collaborative initiative between Everpro and Meta Indonesia underscores their **shared vision of advancing digital marketing excellence** and fostering a community of thriving online businesses. Through such workshops and investments in digital marketing education, Everpro continues to play a pivotal role in empowering advertisers and entrepreneurs to achieve success in the competitive digital landscape.



Everpro and Meta as our strategic partners are committed to more collaborations, from product procurement to service provision.

Access to Integrated Value Chain [2-6, 203-2, WEPS-5]

Inclusive Economy

Medium-scale businesses often encounter significant hurdles when it comes to **optimizing their operations**, especially in managing their supply chains effectively. These challenges can range from logistical complexities to financial constraints and the need for seamless integration across multiple channels. To address these diverse needs, businesses require an **integrated value chain services** that can facilitate smooth operations and foster growth.

Evermos steps in as a reliable partner, offering a range of solutions tailored to the specific requirements of medium-scale enterprises. Our services encompass a wide array of functionalities, including Free on Board (FOB) solutions for efficient shipping and logistics, omnichannel strategies to enhance customer engagement and sales across various platforms, Fourth Party Logistics (4PL) services for streamlined supply chain management, and flexible financing options to support business expansion and development.

46.24%	Manufacturing
25.80%	Omni Sales channels
20.43%	Embedded Financing
5.38%	Logistics and Warehousing
2.15%	Product Sourcing

Brands that uses our value chain enabler services in their growth journey

What sets Evermos apart is our ability to provide an integrated value chain solution that caters to the unique challenges faced by medium-scale businesses. By leveraging our services, these businesses can optimize their operations, reduce costs, improve efficiency, and ultimately drive growth and success. Our extensive network and expertise enable us to support thousands of brands in building resilient and profitable supply chains, empowering them to navigate the complexities of modern business environments effectively.



Cuit Babywear is innovating by optimizing the types of materials used for its products

Enhanced Financial Accessibility [2-6, 203-2, WEPS-6]

Inclusive Economy Embedded Finance

Pioneering Financial Inclusion

In today's rapidly evolving digital landscape, the challenges faced by traditional financial services in reaching and serving diverse communities efficiently, especially in lower-tier areas, have become increasingly pronounced. These challenges encompass a range of issues such as **limited access to basic banking services, complex and lengthy processes for small businesses to access credit,** and the growing demand for seamless payment solutions that align with modern business practices.

Recognizing these challenges, Evermos has taken proactive steps to bridge the gap and provide accessible financial services named **Evermos Embedded Financing** where Evermos play as a connector from financial institution to a wide range of SMEs and resellers. Through our platform, we have successfully **reached more than 5,900 users,** enabling them to benefit from simplified and efficient financial transactions. This has resulted in a significant boost in financial inclusion and empowerment within these communities. For example, small businesses now have access to affordable credit options, streamlined cash flow management tools, and seamless payment solutions, all of which contribute to driving economic growth and sustainability at the grassroots level.

2,328

Resellers having access to micro embedded financing

5,941

Users having access to embedded financing

Evermos provides financing access to thousands of users for various business

Furthermore, Evermos extends its financial services to support specific sectors within these communities, such as rice traders we called **Juragan Beras**. For these entrepreneurs, we offer flexible payment terms that are tailored to their business needs, helping them start and expand their ventures more effectively. This targeted approach ensures that the benefits of financial inclusion extend to various segments of the community, fostering economic resilience and prosperity across the board.

The concept of embedded finance, which integrates financial services seamlessly into other platforms and industries, has also played a crucial role in driving innovation and collaboration. This collaboration between **fintech companies, traditional financial institutions, and community-focused platforms** has resulted in the development of customized financial solutions that address the unique challenges faced by diverse communities. Ultimately, this collective effort contributes to building **stronger economic foundations, fostering resilience, and unlocking opportunities** for sustainable growth and prosperity.



Juragan Beras is one of our streamline majorly supported by Evermos embedded financing

Bridging Financial Accessibility [2-6, 203-2, WEPS-6]

Inclusive Economy

In the landscape of modern economics, the ethos of shared economic inclusivity stands as a beacon, guiding initiatives that seek to bridge gaps and empower individuals and businesses previously excluded from mainstream financial services. At the forefront of this movement is the concept of **"banking the unbanked,"** which embodies the mission to extend **first-time access to essential financial services.**

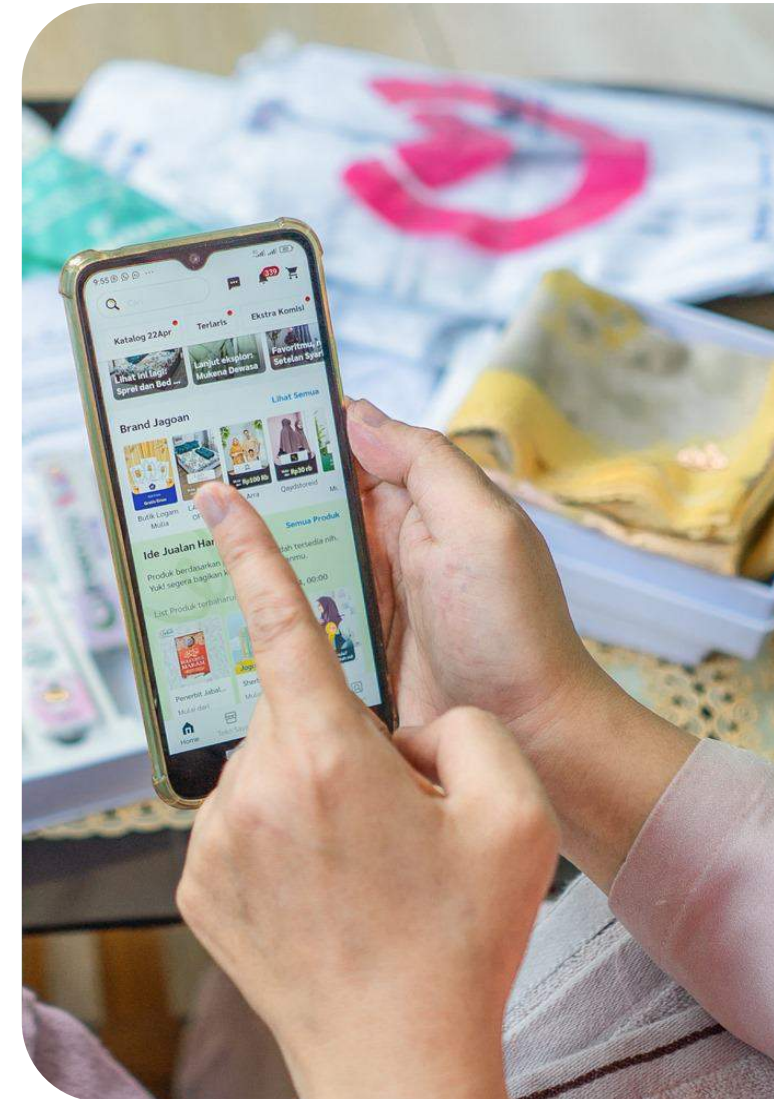
For many individuals and micro, small, and medium enterprises (MSMEs), gaining **entry into the formal financial system has long been a challenge,** especially in lower-tier cities where access to banking services remains limited. Evermos recognizes these challenges and is committed to addressing them through innovative solutions. Through strategic partnerships and leveraging digital technology, Evermos facilitates first-time access to financial services for individuals and MSME partners, **bridging the gap** and empowering underserved communities.

With Evermos, through collaboration with financial institution, individuals and MSME partners can enjoy the **ease of financial transactions** through digital banking channels, along with access to **Sharia-compliant funding options.** By providing these services, Evermos not only addresses the challenges of uneven financial access but also fosters economic inclusivity and empowers stakeholders to participate actively in economic activities.

733,745 Number of first-timer bank user 2023

Evermos provides access to users who previously did not have access to financial services

Through **shared economic inclusivity,** Evermos continues to drive positive change, creating a more equitable and empowered financial landscape for all. This approach not only enhances individual financial well-being but also contributes significantly to the overall economic resilience and prosperity of communities.



Empowering economic growth through seamless digital transactions and Sharia-compliant funding with Evermos



Accelerating Growth

Value Added Through Shared Access

Sustainable SMEs

Entering the next phase in business always comes with its own set of challenges. This transition signifies progression and an **elevated level of competition**, necessitating a more strategic approach. At this critical stage of business development, companies face a pivotal shift in their focus towards competitiveness. The landscape becomes more challenging as they enter into direct competition with established players who have already solidified their positions in the market. This shift necessitates a recalibration of strategies and approaches to remain relevant and competitive.

The primary challenge that emerges for emerging enterprises is the issue of equitable access to resources and opportunities. They often find themselves at a disadvantage compared to their more established counterparts who have built extensive networks, acquired significant resources, and established their presence in the market. This disparity can leave emerging companies feeling overwhelmed and uncertain about how to navigate the competitive landscape effectively.

As a result, these companies are constantly seeking innovative solutions and strategic approaches to level the playing field. They recognize the importance of gaining equitable access to resources, networks, and market insights to enhance their competitiveness and ensure sustainable growth. This pursuit of **equal footing in the market** is crucial for emerging enterprises to carve out their niche, establish their brand presence, and achieve long-term success.

Amidst these challenges, emerging businesses often find themselves navigating uncharted territory, seeking **innovative solutions to shorten the gap of competition**. Access to resources, networks, and strategic insights becomes paramount to thriving in a competitive landscape. This pursuit of **leveraging value added** to level the playing field is where Evermos steps in, acting as a facilitator and enabler for small and medium-sized enterprises (SMEs) to bridge gaps and accelerate their growth journey. Through strategic collaboration and shared access initiatives, Evermos empowers SMEs to navigate the complexities of the business landscape effectively and unlock their full potential for sustained success.



Transitioning businesses face increased competition and resource challenges, which Evermos addresses by empowering SMEs through strategic collaboration and resource sharing

Equalizing Economic Opportunities: Empowering Every Individual [203-1, WEPS-4, WEPS-5]

Capacity Building Resilience Communities

Enabling Learning Opportunities

Evermos is dedicated to crafting an **inclusive economy that serves underserved communities**, regardless of their demographic, social, or educational backgrounds. Our primary objective is to nurture economic growth that extends broad access and opportunities to all segments of society in a just and impartial manner.

11.87% *Demography: Tier 1 Cities %*

37.38% *Demography: Tier 2 Cities %*

50.75% *Demography: Tier 3-5 Cities %*

Demographic data of Evermos Resellers, with the majority residing in lower-tier cities that have equal access to training

We strive to **enrich well-being and bridge gaps among diverse groups and regions**, guided by the principle that anyone should have the freedom to launch a business without the weight of hefty capital demands or intricate procedures. By championing inclusivity and ease of access, we endeavor to empower individuals and communities, propelling sustainable economic progress and nurturing a fairer society.

Evermos' commitment to inclusive economic opportunities encompasses a wide spectrum of individuals, **transcending demographic, social, and educational barriers**. Our goal is to bridge disparities and establish a fair platform where everyone, regardless of their background, can access and benefit from economic opportunities. This vision is grounded in the fundamental principle that economic empowerment should be attainable for all individuals, regardless of their starting point or educational attainment.

57.69% SMA

11.54% Diploma

26.92% S1

3.85% S2

The educational background of Evermos' resellers shows that anyone have the opportunity to start business regardless of their education



Story of us, one of the regular events to increase engagement between Evermos and UMKM/Brands

Throughout 2023, we conducted a total of 334 training sessions, both **online and offline training, reaching a wide range of participants across different regions.**

These sessions cover a variety of topics, from basic business principles to advanced marketing strategies, ensuring that participants receive a holistic and impactful learning experience. What sets our training programs apart is their affordability and accessibility. While similar training programs in the market can cost up to USD 100 or more, Evermos offers these programs at affordable rates and, in some cases, even provides them for free. This affordability ensures that individuals from all economic backgrounds can access valuable knowledge and skills to boost their entrepreneurial journey.

250

Number of online training 2023

84

Number of offline training 2023

Evermos offers a comprehensive range of training programs designed to enhance various skills essential for professional growth and success

US\$ 90-100

Average price to attend external upskilling training

US\$ 0-1

Average price to attend Evermos training

Evermos provides entrepreneurship training that is affordable compared to external individual training

The diversity within our community of resellers reflects our commitment to inclusivity and equal opportunity. We recognize and celebrate the unique strengths and experiences that each individual brings to the table, contributing to a vibrant and dynamic ecosystem of entrepreneurship. Our efforts extend beyond mere accessibility; we actively strive to create an environment where everyone has the opportunity to thrive and succeed, irrespective of their initial circumstances.

“Evermos is dedicated to providing space to improve skills in various aspects for the community so as to create an ecosystem that makes it easier to grow together”

Hanna Arfiani
Marketing Manager



Evermos team actively supports the community during training by providing guidance, knowledge sharing, and practical assistance

In essence, Evermos is dedicated to breaking down barriers, fostering diversity, and championing inclusivity in the economic realm. **Our shared access initiatives, particularly in training and skill development,** play a crucial role in leveling the playing field and empowering individuals to unlock their full potential in the economic landscape.

2,4

Average Time Spent on Evermos Activities Daily (hours)

5,41

Total Number of hour spent on training

Activities Daily Reseller Evermos

Building Resilience [2-6, 203-1, WEPS-6]

Capacity Building Resilience Communities

Connecting Communities

Indonesia boasts a rich cultural heritage characterized by its close-knit and sociable communities, where interpersonal connections are deeply valued. This cultural ethos extends to business environments, where collaborative relationships are nurtured through offline gatherings like reseller meetups and networking events.

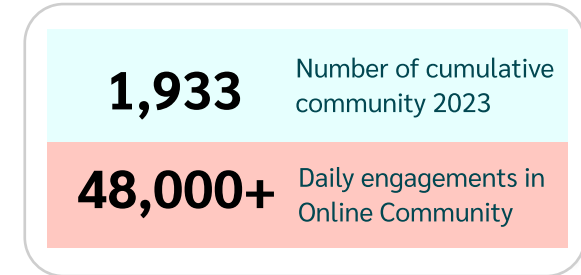
With over **1900 communities** under our wing, Evermos recognizes the importance of **reseller gatherings in building strong relationships**, enhancing mutual learning opportunities, and fostering a thriving ecosystem for our reseller community. Community gatherings, or Kopdar, are regularly held by the communities directly and our team also expects a community leader 1-1 site visit. These events serve as vital forums where community members can come together to connect, exchange experiences, and share valuable insights.

Selling basic and consumer behavior
Reseller helping tools & social media
Product selection & creating demand
Softskill, community and motivation
Owneship mindset

List of benefit Evermos community

During Kopdar events, participants engage self development session and knowledge sharing, centered around fostering camaraderie and mutual support among resellers.

Beside offline activities, **Our online community platforms serve as vital channels for engagement and collaboration among our members.** Through our Facebook Group and live streaming sessions, participants can actively interact with one another and with us, creating a dynamic and interactive environment that allows us to better understand the needs and preferences of our community members, leading to more targeted and effective initiatives.



Moreover, our online community serves as a knowledge-sharing hub where members can exchange ideas, tips, and best practices related to our offerings. This peer-to-peer learning fosters a sense of camaraderie and empowerment among our community members, as they can learn from each other's successes and challenges. Additionally, our live streaming sessions provide opportunities for real-time interaction, such as Q&A sessions, product demonstrations, and expert guest talks, further enhancing the value and engagement of our online community.

Our resellers play a vital role in elevating the quality of Evermos by providing valuable feedback from the grassroots level. This feedback loop enables us to continuously improve our platform, services, and support systems to better serve the needs of our community and ensure their success.

Reseller Gathering (Silaturahmi Reseller)

Resilience Communities

Silaturahmi reseller gatherings are key initiatives in Evermos's strategy to **foster resilient communities** within our ecosystem. These gatherings, which occur quarterly and rotate among different cities, consistently attract **over 100 participants per event**, demonstrating the strong interest and engagement among resellers. This high level of participation reflects the resellers' keen **desire to connect with other resellers from diverse backgrounds** and capitalize on the networking opportunities provided by these gatherings.

The primary focus of silaturahmi reseller events is on prioritizing **relationship building and fostering personal connections within the community**. This emphasis is crucial in creating a supportive network where resellers can seek advice, offer guidance, and celebrate achievements collectively. The collaborative environment nurtured during these gatherings promotes mutual support and contributes to the overall growth and success of the reseller community.

During the event, resellers have the opportunity to access a wide range of benefits. They can stay updated on the latest campaigns, receive motivation and inspiration to boost their performance, and they get the chance to engage in transactions at special discounted prices exclusive to the event.



The atmosphere of togetherness between resellers in silaturahmi reseller event

150

Number of attendance per silaturahmi

6.4x

Average LTV reseller after silaturahmi

This event is not only attract hundreds of resellers but also serves as an attractive transaction platform for resellers.

An important aspect of silaturahmi reseller gatherings is their tangible impact on reseller motivation and performance. Data analysis reveals a **significant increase in reseller performance during and immediately after these events**, with performance metrics showing a **consistent uptick of 25-30%**. This improvement in performance can be attributed to the heightened motivation and inspiration that resellers derive from networking with peers, learning from industry experts, and engaging in collaborative discussions during the events.

Overall, silaturahmi reseller gatherings play a multifaceted role in fostering a dynamic and inclusive environment where individuals can thrive and excel in their entrepreneurial endeavors. They enhance personal connections and **mutual support within the community and serve as catalysts for boosting reseller motivation and performance**, ultimately contributing to the resilience and success of the reseller ecosystem within Evermos.



Bu Sri Nurmeilani win the Top Coordination Reseller or KORl at silaturahmi reseller event 2023

SPOTLIGHT: Inspiring Success: Reseller Awarding

As a series of Silaturahmi Reseller, we host an awards ceremony to recognize and appreciate resellers who have demonstrated exceptional performance based on their **sales performance and community wide** evaluations. This event is highly anticipated by all resellers, as it marks a **moment of celebration and acknowledgment** for their hard work and dedication. The awards ceremony encompasses various categories, ranging from **performance achievements, activeness in attending training to activeness in the community**, highlighting different aspects of reseller achievements and contributions.

The awards serve as a testament to our commitment to fostering a culture of excellence and **recognizing outstanding contributions** within our reseller community. Winners are not only celebrated for their achievements but also serve as role models and sources of inspiration for their peers. By acknowledging their efforts and success, we aim to motivate resellers to strive for continuous improvement and excellence in their entrepreneurial endeavors.

Receiving these awards instills a sense of pride and appreciation among resellers, reinforcing their commitment to delivering exceptional results and contributing positively to our platform's growth. The diverse categories ensure that **various aspects of reseller performance and impact are recognized**, creating a culture of recognition and appreciation that drives motivation and success within our reseller ecosystem.

Collaborative Logistics Access Strategies [2-6, 203-1]

Inclusive Economy Sustainable SMEs

Small and Medium Enterprises (SMEs) face a multitude of challenges, with one of the most pressing being access to efficient and cost-effective logistics services. **This challenge is amplified by the scale of SMEs' operations**, as they often lack the purchasing power and leverage enjoyed by larger corporations. As a result, SMEs may **struggle to secure logistics solutions** that are both affordable and tailored to their specific needs, leading to inefficiencies and increased operational costs.

Evermos recognizes these challenges and is committed to **bridging the gap** by offering **shared access logistics solutions**. Our approach revolves around creating inclusive connections between SMEs and larger businesses, allowing both segments to benefit from economies of scale and streamlined logistics processes. By facilitating collaboration and partnership between businesses of varying sizes, Evermos **enables SMEs to access high-quality logistics services at competitive rates with better pricing offer** which would otherwise be inaccessible due to their limited scale.

894

Number of active brands 2023

Brands in Evermos that are 100% locally owned SMEs in Indonesia.

	Discount/Cashback	Benefit
SMEs use 3PL service on their own	0-2,000pcs/month: 0% >2,000pcs/month: 0-40%	No direct pick up
SMEs using 3PL with Evermos	No minimum quantity 8-40%	Direct pick up

Through shared access Evermos provides shipping services with better pricing rates

The shared access logistics model not only addresses the logistical challenges faced by SMEs but also fosters a sense of community and collaboration within the business ecosystem. Through shared resources and expertise, SMEs can **enhance their operational efficiency, reduce costs, and improve their overall competitiveness** in the market.

This collaborative approach not only benefits individual businesses but also contributes to the growth and resilience of the SME sector as a whole. Moreover, Evermos' shared access logistics solutions go beyond cost savings. They also provide SMEs with **access to a wider network of suppliers, carriers, and distribution channels**, enhancing their market reach and scalability. This strategic advantage enables SMEs to expand their customer base, enter new markets, and capitalize on growth opportunities, ultimately driving their long-term success and sustainability.

In summary, Evermos' commitment to building bridges and **fostering inclusive connections** through shared access logistics is rooted in our belief that every business, **regardless of size, should have access to efficient and affordable logistics solutions**. By leveling the playing field and promoting collaboration, we empower SMEs to overcome logistical barriers, unlock new opportunities, and thrive in today's competitive business landscape.



One example of home industrial production from the Brand Cuit Babywear

Enhancing Production Capacity [2-6, 203-1]

Inclusive Economy Sustainable SMEs

	Home Industry	Semi Garment	Garment
Product Quality	X	V	V
Production Consistency	X	V	V
Waste Efficiency	X	V	V
Production Speed	V	V	V
Typical Minimum Quantity	<100	1.000-3.000	>3.000

The comparison of production between home industry, semi garment and garment

Accessing cost-effective product sourcing and manufacturing is challenging for SMEs due to their small scale, leading to higher costs and reduced competitiveness. Different sectors like home industry, semi-garment, and garment offer unique advantages and challenges, including **price comparisons**.

Evermos' shared services help SMEs access **affordable sourcing and manufacturing**, leveraging bulk purchasing and optimized processes for cost efficiency despite their smaller scale.

Moreover, **Evermos' shared access approach fosters collaboration among SMEs**, leading to collective bargaining power and increased negotiating leverage with suppliers and manufacturers. This collaborative environment encourages knowledge-sharing and resource pooling among SMEs, allowing them to overcome individual limitations and achieve economies of scale collectively. Through the support services provided by Evermos, it is expected that brands can enhance their competitiveness and performance, enabling them to elevate their status within the Evermos scheme and thereby gain access to better benefits. Within Evermos, brands that achieve specific sales performance levels are categorized into **Brand Juara and Brand Juara Plus**, each offering concrete benefits to the respective brands.

1,223

Number of active brand juara/juara plus 2023



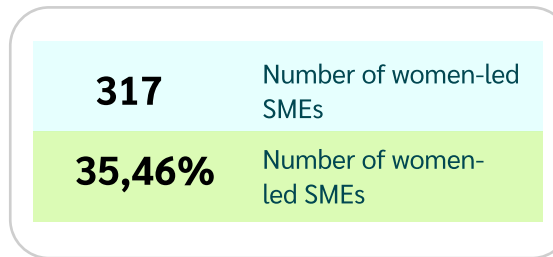
Sustainable Business

Empowerment Through Entrepreneurship [WEPS-4, WEPS-5]

Capacity Building Gender Equality

The transformative potential of women entrepreneurs in driving economic growth cannot be overstated. They represent a significant force in shaping local economies and **contributing substantially to the global economic landscape**. This fact is underscored by the findings of a **G20-commissioned report by IFC and McKinsey**, which highlights that women own approximately one-third of small and medium enterprises (SMEs) - entities that **play a crucial role in job creation**, particularly in emerging markets.

In the other hand, women entrepreneurs **face a range of barriers** that can impede their progress and success in the business world. Additionally, women may encounter challenges in accessing vital information and **specialized training programs** that are essential for building and scaling their businesses effectively. Moreover, the absence of visible role models and support systems can further exacerbate the challenges faced by women entrepreneurs. Without mentors or peers who have successfully navigated similar paths, **women may lack guidance, inspiration, and valuable insights** to overcome obstacles and seize opportunities.



Total number of women-led SMEs in Evermos

In response to these multifaceted challenges, Evermos has taken proactive steps to empower women entrepreneurs. Our initiatives focus on **breaking down barriers by providing tailored support**, training, and resources specifically designed to meet the unique needs of women-led SMEs. This includes offering mentorship programs, financial literacy workshops, access to networking opportunities, and customized financing solutions also the availability of a platform where **women-led business are become one of the priority**. By addressing these barriers and fostering an enabling environment for women entrepreneurs, Evermos aims to unlock their full potential and drive inclusive economic growth.

“Women entrepreneurs are a transformative force in **driving economic growth**, but they face significant barriers”

Johana Winastiti
Head of Business Strategy



Jessica Isabella, Owner Jims Honey one of the women-led brand that is focused on social and environmental issues



Bu Tuti, the owner of Mutif, a visionary entrepreneur, combines trust, quality, and empowerment to elevate local Muslim fashion, fostering pride and excellence within the community

SPOTLIGHT: Leading with Purpose: Empowering Local Businesses Through Fashion

Bu Tuti's journey into entrepreneurship began with a strong sense of trust and collaboration. She partnered with a friend who owned a garment factory to create her products, implementing a pre-order system and **establishing a reseller network** to expand her reach. This strategic approach not only allowed her products to gain wider visibility but also increased the likelihood of attracting a diverse customer base.

To ensure the sustainability of her business, Bu Tuti prioritized **delivering high-quality products at affordable prices**. She carefully selected premium materials known for their comfort and durability, coupled with elegant designs that appeal to her target market while remaining within their budget.

Recognizing the importance of effective marketing and promotion, Mrs. Tuti provided extensive support to her resellers. This included comprehensive business training sessions and the provision of both print and online catalogs, enabling resellers to effectively showcase and promote her products. Her **commitment to empowering her resellers** with the necessary tools and knowledge reflects her dedication to building a successful and inclusive business ecosystem.

Beyond business success, Bu Tuti's aspirations extend to inspiring others and promoting local entrepreneurship, particularly within the Muslim fashion industry. Her vision includes fostering a sense of pride and excellence within the local community, positioning local products as competitive alternatives to foreign counterparts. This holistic approach not only drives her business forward but also contributes to the broader goal of **empowering local businesses and promoting cultural identity through fashion**.

Championing Women Resellers [WEPS-4, WEPS-5]

Capacity Building Gender Equality Embedded Finance

Women entrepreneurs often encounter **substantial barriers** when embarking on microentrepreneurship journeys. These barriers are deeply entrenched in **societal norms and gender stereotypes**, which create disparities in access to opportunities, networks, and resources compared to men. These obstacles can manifest in various forms, such as **limited access to financial support**, biased lending practices, and a lack of collateral. Additionally, women may face challenges related to limited financial literacy, further hindering their ability to secure funding for their ventures.



Bu Ika, one of the reseller from Bali feels they can grow and develop while being with Evermos

Despite these challenges, Evermos is dedicated to fostering inclusivity and providing **equal opportunities for women entrepreneurs**. With a vast network of over **700,000 female resellers and over 4,000 female internet marketers**, Evermos ensures that women have equitable access to essential resources and support. This includes access to comprehensive training programs aimed at enhancing their skills and knowledge, as well as facilitating connections with financing options.

By breaking down barriers and offering tailored support through various training and gathering between reseller or leaders, Evermos empowers women entrepreneurs to navigate the competitive business landscape and achieve their entrepreneurial goals.

“We try to overcome women's concerns about **limited opportunities** by providing access that enables them to **pursue entrepreneurship**.”

Irene Dyah Rengganis
Marketing Manager

796,505 Number of women resellers

4,659 Number of women imers

2,568 Number of women resellers receives financing

Data number of women involvement in Evermos ecosystem

Value Creation Beyond Business [308-1, 308-2, 414-1, 414-2, PS4-5]



SME ESG Awareness



Sustainable SMEs

Adding value to a product involves more than just ensuring its quality; it **also encompasses the product's ability to contribute positively to the environment and community.** This broader perspective of value creation through ESG considers not only the intrinsic quality of the product but also its environmental and social impact. **This awareness is something that Evermos strives to instill early on.**

One effective approach to achieving this is by integrating sustainable practices into business operations. By adopting environmentally friendly processes and practices, businesses can enhance the overall quality and value of their products. This not only benefits the environment and community but also adds to the perceived value and desirability of the product or brand.

Throughout 2023, Evermos **dedicated significant efforts to educate and raise awareness among SMEs regarding Environmental, Social, and Governance (ESG) principles.** This educational drive included comprehensive training sessions and ESG assessments that were **in line with the International Finance Corporation (IFC) Performance Standards.** The focus was on imparting knowledge and understanding about sustainable business practices and their impact on the environment, society, and governance structures.

1,335

Number of SMEs Assessed and Educated for ESG

Evermos equip SMEs within ecosystem with ESG awareness and conduct ESG assessment

During this period, Evermos conducted assessments for 600 internal brands to evaluate their ESG performance. Additionally, the company provided educational resources and guidance to over 1000 SMEs, aiming to enhance their capacity to integrate ESG considerations into their operations effectively.

As part of its continuous improvement in ESG evaluation methodologies, **Evermos introduced the Evermos ESG Scoring & Rating™ system.** This innovative framework allows for a more structured and nuanced assessment of brands based on their ESG implementation efforts and depth of understanding. The scoring and rating system is designed to provide clear insights into a brand's ESG practices, facilitating informed decision-making and fostering sustainability-driven business practices.



Evermos empowers SMEs with ESG education, enhancing product value and positively impacting the environment and community through comprehensive waste management initiatives

ESG Scoring Categories



SME ESG Awareness

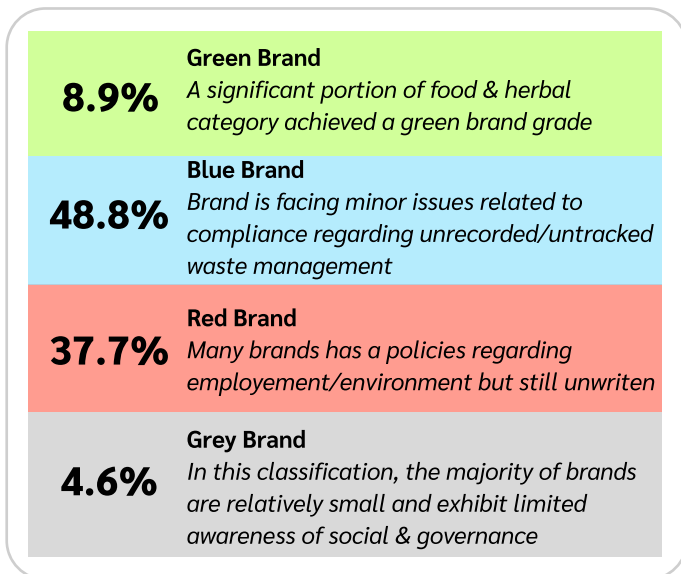


Sustainable SMEs

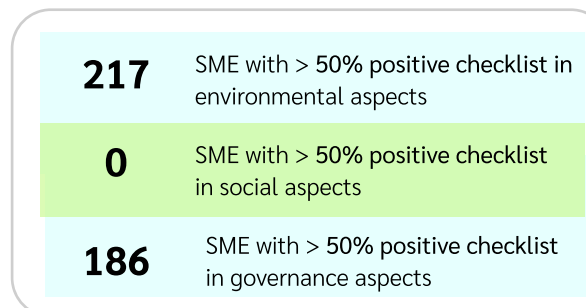
Evermos ESG Scoring & Rating™ provides a robust and holistic framework designed to assess the environmental, social, and governance practices of companies. This comprehensive tool offers investors, stakeholders, and the wider community valuable insights into the sustainability and ethical performance of an organization. Our approach involves referencing established benchmarks such as the **IFC performance standards and utilizing external scoring methods**. However, we have tailored this framework to ensure its **relevance and applicability** specifically to Indonesian SMEs.

The results of the ESG scoring are **categorized into four colors: green, blue, red, and gray, each representing different classifications**. This system enables a clear and visual representation of a company's ESG performance, allowing stakeholders to quickly understand the strengths and areas for improvement in sustainability practices. Through Evermos ESG Scoring & Rating™, we aim to promote **transparency, accountability, and continuous improvement** in environmental, social, and governance aspects across the business landscape.

By leveraging established benchmarks and tailoring our framework to Indonesian SMEs, we provide valuable insights into sustainability and ethical performance. This tool not only benefits investors and stakeholders but also encourages SMEs to strive for greater sustainability, fostering a culture of responsible business practices in the Indonesian business landscape.



Evermos ESG Scoring & Rating Classification, color for classification result based on the ESG Assessment result



Data number of SME with good ESG assessment score

Many brands currently lack established protocols for effective environmental management, internal policies for social compliance, and governance policies including Standard Operating Procedures (SOPs) and internal regulations, especially in employment. This gap highlights the need for companies to strengthen their environmental, social, and governance frameworks to ensure alignment with local regulations and **promote responsible business practices**.

Closing the Loop:

Advancing Circular Economy Principles [305-5, PS3-7]



In recognition of its position as a leading platform in the textile industry, Evermos acknowledges its responsibility to promote sustainable practices. To this end, the company is dedicated to **introducing and implementing circular economy principles within its business operations.**

Partnering with ClosedLoop Fashion,

Evermos is spearheading circular economy initiatives within the textile industry. This collaboration emphasizes transparency and traceability throughout the production process, ensuring that environmental and social impacts are minimized. By doing so, Evermos empowers consumers to make informed choices about the products they purchase. Additionally, the company encourages the use of sustainable materials across its product portfolio.

The implementation of these initiatives will commence in 2024, with the ambitious goal of reaching **over 1,200 individuals. This includes employees, manufacturers, and resellers** associated with Evermos' partnered brands, primarily women residing in rural areas.

1,200 Number of beneficiaries

600tCO2e Emission reduction

This program is expected to have an impact not only on the environment but also on social aspects for stakeholders



The resulting product really maximizes the materials used in order to reduce the waste produced

Through comprehensive training and knowledge-sharing programs, these individuals will gain valuable skills and expertise in circular economy practices. Furthermore, **Evermos aims to reduce its carbon footprint by 600 tons of CO2eq** through these initiatives. This reduction will be achieved through a combination of optimizing raw material usage and minimizing carbon emissions associated with product packaging.

By embracing circular economy principles, Evermos is taking a proactive stance in addressing environmental concerns and promoting sustainable practices within the textile industry. The company is confident that these initiatives will empower its stakeholders to contribute to a more environmentally conscious future.

“A circular economy transforms our approach to resource use by designing out waste and keeping products and materials in use, thus **fostering sustainable growth and environmental stewardship**”

Betari Octavia Permata

Corporate Governance and Compliance Manager



Fadh helps small and medium-sized enterprises (SMEs) and lower-middle-class garment companies by founding BASIL

SPOTLIGHT: BASIL's Journey, Towards Material Efficiency and Waste Reduction

BASIL stands as a notable player in the Cloud Manufacturing sector of the textile manufacturing industry, boasting a remarkable production output of 300,000 pieces per month. This accomplishment is a testament to the company's operational commitment to meeting market demands. **With a workforce exceeding 100 employees, BASIL places a strong emphasis on community empowerment,** with a significant representation of local residents and women contributing significantly to its daily operations.

One of BASIL's standout attributes is its history of collaborations with both domestic and international partners, particularly in the realm of **sustainable product production.** These collaborations have not only strengthened BASIL's market position but have also propelled advancements in sustainable practices within the textile industry. By aligning with **global environmental conservation efforts,** BASIL has demonstrated its dedication to fostering a more sustainable future.

Despite its impressive production capabilities, BASIL remains mindful of its environmental impact. On average, the company **generates between 500 to 1000 kilograms** of textile waste monthly. However, rather than viewing this as a challenge, BASIL sees it as an **opportunity for innovation and sustainability.** The company actively engages in waste recycling initiatives in close partnership with the local community, transforming textile waste into valuable products like tote bags. Additionally, BASIL is exploring **innovative solutions such as fabric patchwork bricks** to further minimize waste and promote eco-friendly practices throughout its production processes.

Furthermore, BASIL has proactively initiated material efficiency measures, starting with the **optimization of patterns and thread utilization.** These measures not only contribute to reducing waste but also reflect the company's ongoing commitment to environmental stewardship and sustainable practices.

SPOTLIGHT: Small Steps, Big Impact: Cuit Babywear Environmental Responsibility

Starting a business often begins with utilizing available resources, as exemplified by Hans Artupas. In addition to identifying promising opportunities, he embarked on an independent entrepreneurial journey by leveraging his knowledge, networks, and existing materials. Through strategic optimization and thorough market research, Hans established the 'Cuit Babywear' brand, specializing in baby clothing.

Commencing in 2017, Hans personally handled product manufacturing due to his background in the manufacturing industry. Initially selling his products online, he managed all aspects of the business single-handedly. As demand grew steadily over time, his business expanded significantly.

As the founder of an environmentally conscious brand, Hans is passionate about **conveying sustainability values to a broader audience**, including family, suppliers, customers, and the community. He is committed to ensuring that his business prioritizes environmental friendliness, with a goal of achieving **50% sustainability in product offerings**.

Moreover, in addition to promoting eco-friendly products, Hans actively seeks to **repurpose fabric waste from production remnants into useful items**. Although operating within a smaller community, he believes that every small step contributes to **environmental preservation** and advocates for the creative utilization of unused fabric scraps.



Hans Artupas, founder of Cuit Babywear, leverages his resources and manufacturing expertise to create eco-friendly baby clothing, championing sustainability and creative fabric repurposing

Leading With Equality [2-17, WEPS-2, WEPS-4]

♂♀ Gender Equality 🗳️ Human Rights

At Evermos, we are **committed to promoting gender equality** in all aspects of our operations as part of our commitment to sustainability. We understand the importance of creating an inclusive and fair work environment for all members of our team, regardless of their gender. We believe that gender equality is not just about meeting legal obligations but is also a key element in creating a dynamic and innovative corporate culture.

We continuously promote gender equality through various initiatives, including inclusive decision-making, gender equality-focused training programs, policies that support work-life balance, and advocacy for equal opportunities and career advancement for all members of our team. However, we also recognize that the implementation of gender equality is closely tied to biases that may exist due to various factors such as cultural influences and the environment.

30

Number of Total Leaders Joined Gender Bias Training

This total participant will gradually increase to receive training as a commitment from Evermos to implement and promote gender equality

As part of our commitment to addressing gender bias, **Evermos has partnered with the Indonesian Business Coalition for Women Empowerment (IBCWE)**. This collaboration provides us with an opportunity to learn and share best practices in reducing gender bias and creating a more inclusive work environment. We have also implemented a gender bias training program for all leaders and decision-makers, with the goal of increasing awareness and understanding of gender bias and actions that can be taken to prevent or address it.

This training will continue on a regular basis and will cover topics related to gender equality and its derivatives. The hope is that through this training, all members of the Evermos team will have a deep understanding and the ability to implement gender equality practices in carrying out their tasks to the best of their ability.

“Committing to gender equality by ensuring our team is **aligned to create an inclusive environment.**”

Herlina Kusumasari

Engagement and Culture Development Specialist



The Gender Bias Training at Evermos Head Office addresses and provides an understanding of the common bias practices that occur in the workplace.



Elevating the Journey

Looking Ahead

A Future Anchored in Sustainability

Evermos has consistently remained committed to its sustainable business practices. This commitment is reflected in the seamless integration of our sustainability strategy with our overall business strategy, ensuring that our company operates in a manner that upholds the **triple bottom line**. This approach not only prioritizes **economic impact (profit)** but also emphasizes **environmental stewardship (planet) and community engagement (people)**, all while remaining aligned with our contribution to the **Sustainable Development Goals (SDGs)**. Our future vision is marked by a series of ambitious targets, all closely aligned with our foundational sustainability values.

1 - Empowering Women-Led SMEs

Our dedication to fostering economic empowerment for women extends beyond the present. we aim to **empower more of our SME partners led by women**. This target is an embodiment of our belief in gender equality, as we work towards amplifying the role of women in business, enhancing their opportunities, and contributing to a more inclusive economy.

2- Inclusivity and Equal Opportunity

We are dedicated to achieving a fully inclusive workforce and business ecosystem. Our target is to **improve the diversity, equity and inclusive (DEI)** within our organization. This goal represents our commitment to equal opportunity and diversity, recognizing that a truly inclusive environment fosters innovation and prosperity for all.

3 - Advancing Circular Economy Principles

In the pursuit of a circular economy, we are committed to expanding our initiatives. **We plan to increase the percentage of recycled and repurposed materials in our operations**. This commitment aligns with our aspiration to **minimize waste generation, promote responsible resource use, and contribute to a more sustainable business model**.

4 - GHG Emission Reduction

Our journey towards sustainability also involves substantial reductions in greenhouse gas (GHG) emissions. We aim to **achieve significant reduction in GHG emissions across our operations**. Through energy-efficient practices, renewable energy adoption, and supply chain optimizations, we are actively working to mitigate our impact on climate change.

5 - Zero Waste to Landfill

Our commitment to the environment drives us towards an audacious goal: **achieving zero waste to landfill**. Through innovative waste management practices, partnerships, and community engagement, we are dedicated to eliminating waste sent to landfills. This ambitious target represents our resolve to minimize our ecological footprint and promote a circular economy.

6 - ESG Awareness for SMEs

In an increasingly sustainability-focused world, Evermos equips SMEs with value-added beyond business itself, which is knowledge and awareness related to ESG (Environmental, Social, and Governance) practices. We aim to **educate 100% of SMEs within our ecosystem about ESG to enhance their competitiveness**.

In closing, as we peer into the horizon of possibilities, **Evermos are inspired by the transformative journey that lies ahead**. Our commitment to sustainability drives us to forge a future that harmonizes business growth with positive societal impact. Our vision is to pave a path where sustainability isn't just a goal but a way of life, propelling us towards a world that thrives environmentally, socially, and economically.

Forward-Looking Statements

Within this communication, certain statements may be identified as "forward-looking statements." These statements encompass our plans, expectations, strategies, goals, objectives, and intentions for the future. Crafted as a reflection of our management's views and assumptions regarding forthcoming events and business performance, these forward-looking statements provide insights into our aspirations as of their formulation. It is important to note that our management is under no obligation to revise or update these statements, as they encapsulate a snapshot of our perspective at the time they are expressed. Actual results, however, may diverge from these statements due to a myriad of factors, some of which may be driven by actions undertaken by the Company itself.

Recognizable by expressions such as "aim," "believe," "expect," "anticipate," "intend," "estimate," "project," "outlook," and "forecast," these forward-looking statements offer a lens into the contours of future events and trends. While we meticulously shape our strategies and aspirations, the intricacies of global events may lead to outcomes that differ materially from our envisioned path.

These factors, which encompass a wide spectrum, involve considerations like the impact of global economic conditions, geopolitical events, market competition, supply chain dynamics, cost fluctuations, foreign exchange rates, and the ever-evolving landscape of legislation and regulation. Moreover, unforeseen circumstances such as business disruptions and the complexities of integration following acquisitions add layers of uncertainty to our future trajectory.

As we navigate these intricate landscapes, we remain dedicated to our forward-looking commitments. By forging a sustainable path that intersects with our values and aspirations, we aspire to surmount challenges, seize opportunities, and positively impact the world around us. Our focus on sustainability is not just an endeavor; it's an evolution, a journey that requires resilience, adaptability, and a profound commitment to creating a better tomorrow. In our pursuit of this vision, we acknowledge that while our compass points us towards the future, the journey itself is an unfolding story, shaped by both our actions and the broader forces at play.



Data and Reporting Framework



GRI Content Index

GRI Standard	Disclosure Title	Page Reference	Note & Omissions
General Disclosure			
2-1	Organizational details	4, 6	
2-2	Entities included in the organization’s sustainability reporting	3, 4, 6, 11	
2-3	Reporting period, frequency and contact point	4, 6	
2-4	Restatements of information	6	
2-5	External assurance	6	
2-6	Activities, value chain and other business relationships	7, 8, 24, 27, 28, 30, 32, 33, 34, 39, 42, 43	
2-7	Employees	20	
2-8	Workers who are not employees	-	
2-9	Governance structure and composition	15	
2-10	Nomination and selection of the highest governance body	-	
2-11	Chair of the highest governance body	15	
2-12	Role of the highest governance body in overseeing the management of impacts	15	
2-13	Delegation of responsibility of managing impacts	15, 16	
2-14	Role of the highest governance body in sustainability reporting	15	
2-15	Conflicts of interest	-	
2-16	Communication of critical concerns	-	
2-17	Collective knowledge of the highest governance body	53 (not provided in the previous report)	
2-18	Evaluation of the performance of the highest governance body	-	
2-19	Remuneration policies	-	
2-20	Process to determine remuneration	-	
2-21	Annual total compensation ratio	-	
2-22	Statement on sustainable development strategy	2, 10	
2-23	Policy commitments	10, 19	
2-24	Embedding policy commitments	17	
2-25	Processes to remediate negative impacts	17	



GRI Standard	Disclosure Title	Page Reference	Note & Omissions
2-26	Mechanisms for seeking advice raising concerns	21	
2-27	Compliance with laws and regulations	16	
2-28	Membership associations	7	
2-29	Approach to stakeholder engagement	4, 9	
2-30	Collective bargaining agreements	-	
Material Topics			
3-1	Process to determine material topics	4, 5	
3-2	List of material topics	5	
3-3	Management of material topics	5	
Indirect Economic Impacts			
203-1	Infrastructure investment and services supported	38, 39, 42, 43	
203-2	Significant indirect economic impacts	7, 24, 30, 32, 33, 34	
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	17	
205-2	Communication and training about anti-corruption policies and procedures	17	
205-3	Confirmed incidents of corruption and actions taken	17	
Energy			
302-1	Energy consumption within the organization	18	
302-2	Energy consumption outside of the organization	-	



GRI Standard	Disclosure Title	Page Reference	Note & Omissions
302-3	Energy intensity	-	
302-4	Reduction of energy consumption	22	
302-5	Reductions in energy requirements of products and services	-	
Emission			
305-1	(Scope 1) GHG emissions	18	
305-2	Energy indirect (Scope 2) GHG emissions	18	
305-3	Other indirect (Scope 3) GHG emissions	18	
305-4	GHG emissions intensity	-	
305-5	Reduction of GHG emissions	18, 50	
305-6	Emissions of ozone-depleting substances (ODS)	-	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	
Waste			
306-1	Waste generation and significant waste-related impacts	18	
306-2	Management of significant waste-related impacts	18	
306-3	Waste generated	18	
306-4	Waste diverted from disposal	18	
306-5	Waste directed to disposal	-	



GRI Standard	Disclosure Title	Page Reference	Note & Omissions
--------------	------------------	----------------	------------------

Supplier Environmental Assessment

308-1	New suppliers that were screened using environmental criteria	48	
308-2	Negative environmental impacts in the supply chain and actions	48	

Occupational Health and Safety

403-1	Occupational health and safety management system	21	
403-2	Hazard identification, risk assessment, and incident investigation	21	
403-3	Occupational health services	21	
403-4	Worker participation, consultation, and communication on occupational health and safety	21	
403-5	Worker training on occupational health and safety	21	
403-6	Promotion of worker health	21	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	21	
403-8	Workers covered by an occupational health and safety management system	21	
403-9	Work-related injuries	21	
403-10	Work-related ill health	21	

Training & Education

404-1	Average hours of training per year per employee	-	
404-2	Programs for upgrading employee skills and transition assistance programs	20	
404-3	Percentage of employees receiving	20	



GRI Standard	Disclosure Title	Page Reference	Note & Omissions
Supplier Environmental Assessment			
405-1	Diversity of governance bodies and employees	20	
405-2	Ratio of basic salary and remuneration of women to men	-	
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	48	
414-2	Negative social impacts in the supply chain and actions taken	48	
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	19	



WEPS Index

Code	WEPS Point	Page Reference, Links
WEPS-1	High-Level Corporate Leadership	2, 11
WEPS-2	Treat all Women and Men Fairly at Work without Discrimination	20, 53
WEPS-3	Employee Health, Well-Being and Safety	21
WEPS-4	Education and training for career advancement	10, 20, 28, 37, 45, 47
WEPS-5	Enterprise development, supply chain and marketing practices	9, 11, 27, 28, 30, 32, 37, 45, 47
WEPS-6	Community initiatives and advocacy	27, 33, 34, 39
WEPS-7	Measurement and Reporting	6



IFC Performance Standard Index

IFC Performance Standard	Performance Standard Disclosure Number	Disclosure Title	Page Reference, Links
Assessment and Management of Environmental and Social Risks and Impacts			
IFC PS 1: Assessment and Management of Environmental and Social Risks and Impacts	PS1-6	Policy	16
Labor and Working Conditions			
IFC PS 2: Labor and Working Conditions	PS2-15	Non-Discrimination and Equal Opportunity	20
	PS2-23	Occupational Health and Safety	21
	PS2-27	Supply Chain	17
	PS2-28	Supply Chain	17
	PS2-29	Supply Chain	17
Resource Efficiency and Pollution Prevention			
IFC PS3: Resource Efficiency and Pollution Prevention	PS3-6	Resource Efficiency	22
	PS3-7	Greenhouse Gases	18,50
	PS3-8	Greenhouse Gases	18
	PS3-12	Wastes	18
Community Health, Safety, and Security			
IFC PS4: Community Health, Safety, & Security	PS4-5	Community Health and Safety	48

Evermos Sustainability Report 2023

Editorial Team

Editor:

Astrie Shafira
Andika Dwi Saputra

Creative & Layout:

Ananda Prawira Sheba
Ayunindyta Izdihar
Valeska

Content Contributor:

Muhammad Hafizhuddin
Syahda Maulida Praditya
Gustadewi Haryuni

Editor in Chief:

Iqbal Muslimin

Read more about Evermos Impact:

Website: <https://evermos.id/impact/>

Instagram: <https://www.instagram.com/evermos.impact/>





Website: evermos.id/impact
Instagram: [@evermos.impact](https://www.instagram.com/evermos.impact)