



@ evermos
**Fostering
Local Culture**

Evermos Sustainability Report
2022

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Messages from Our Leaders

[2-22, WEPS-1]



Indonesia's economic development is being propelled by tens of millions of entrepreneurs. Presently, there are **more than 62 million businesses in the country**, with 99% falling into the MSME (Micro, Small, and Medium Enterprises) category. These enterprises, on average, generate around \$1,000 in monthly sales and employ 2-3 individuals. They play a crucial role in **creating job opportunities** and contributing to tax revenue, thereby sustaining local businesses and services. Additionally, they **contribute to the local economy** by purchasing goods and services from other local businesses. Although individually small, when combined, MSMEs account for an astounding 97% of domestic employment and over 61% of Indonesia's total GDP. We cannot afford to ignore the potential of Indonesian MSMEs and the challenges they face.

Our commitment is to **support Indonesian SMEs growth by providing them with access to strengthen their value chain and foster entrepreneurship**. The biggest challenge of their growth is on how they can quickly tap into the vast market of Indonesia and mitigating some of the logistical barriers that often hamper their operations including high costs, logistics and payment challenges, especially in lower tier-cities.

Supporting MSMEs **creates a network effect of positive impact** that extends to families, communities, and the entire nation.

Arip Tirta

Cofounder & President, Evermos

Power of Small

Indonesia has many entrepreneurial spirits as **1 out of 5 Indonesian are microentrepreneurs**, whereas majority of them are bootstrapped, many are self-thoughts and resourceful. Those SMEs, local business owners, small shops, agents and resellers, still remain ostracized from larger opportunities due to barriers such as logistics and high starting costs.

Those aspmicroenterpreneurs are many and diverse, **located in lower tier income cities**, holding a large potential to generate better future local economy and employment sustainably. **Indonesians are very social**, and **the culture of being in the close-knit communities** and take care of each other plays larger role in the productivity of the microentrepreneurs, where they believe that the value of selling is **beyond the transaction and create meaningful connection**.

What we've been creating in Evermos is only to amplify what we Indonesian already have from the beginning and put it in business sense. We're not doing anything much, but the impact is huge. **We're fostering the local culture and credits it back to the Indonesian**, to create the moment to uplift. Giving them access, opportunity and training.

And even better, **local culture means there are many people who practices and believes in that**, we have great potential of successful microenterpreneurs and potential job enabling.



They are small, located in bottom of pyramids, but together, they are powerful and hold the key to economic advancement, they have the power of small. Currently Indonesia is the 15th largest economy in the world and MSMEs play larger role in it. **By fostering local cultures**, we can create ripple effects to uplift them, enabling job, creating economic impacts and social impacts.

Evermos is committed to make a sustainable business, that also means **sustainability for our reseller and our SME partner in the value chain**. We've seen multiple impacts channeled to our ecosystems since day 1, especially for women. More than 70% of resellers are women. We enable and create opportunities for them to start their entrepreneurship journey amid their busy domestic activities. **Women empowerment** is an integral part in our business and we aspire to build **more inclusive ecosystem** and create more impact by empower women in Indonesia.

Iqbal Muslimin

Cofounder & Chief of Sustainability, Evermos

About this Report [2-1, 2-2, 2-3]

Evermos is committed to publicly reporting on sustainability-related disclosures and social impacts on an annual basis, discussing the focuses, impacts and improvements that are created while conducting the business responsibly and sustainably.

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.

This report covers our focuses of sustainability and impact metrics and data as of and during the year ended December 31, 2022, as applicable, unless otherwise stated. In instances where select information is provided from an earlier period or early 2023, that is noted in the report. In some instances, certain data from an earlier period that was previously published in other locations has been updated in this report.

With respect to goals, commitments and aspirational or otherwise forward-looking statements in this report, actual results may differ, possibly materially. The report also includes certain numbers that are estimates or approximations and that may be based on assumptions. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates.

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

On deciding the prioritization the sustainability topics and we focus, we engage with our stakeholders through a formal assessment process. This helps us understand the topics that are most relevant to them and to our business. Evermos value creation is conveyed through **business impacts and ESG related performances** to its value chain.

We implement an assessment procedures aligned with GRI Standards on determine **material topics**, with a coordinated **four-step approach**:

1 - Identify Impacts and ESG Topics Related to Evermos

Since day one, our impacts have been **seamlessly vital and integrated aspects** that are closely connected to the a of our business. On conducting our our business activities, the positive impacts to Evermos' value chain are identified and measured.

3 - Prioritize Topics and Evaluate Impact Significance

We conduct an assessment on the collected impacts to **determine the material topics** for reporting.

2 - Stakeholder Viewpoints

Our **stakeholders are fundamentals** on delivering and improving our values, including resellers and SME partners. Internal stakeholders are taken into account through ESG topics through the presence of Environment and Social Action Plans.

4 - Develop Criticality Matrix

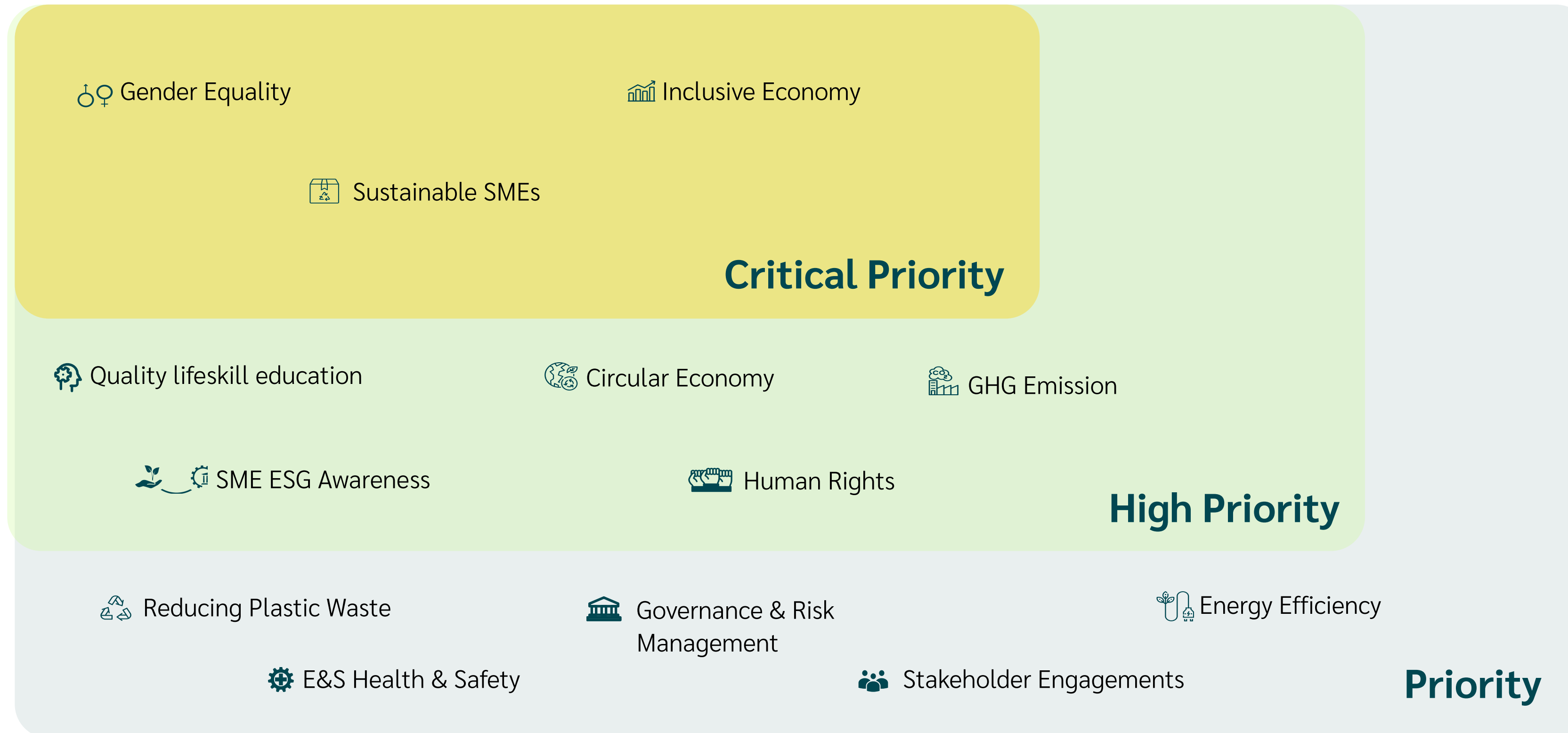
We use the approach of to **group the topics into "criticality"** and take the disclosure from there.



Material Topics

[3-1, 3-2, 3-3]

Our **Impact Criticality Assessment** and **ESG implementation** bring us to the three classifications of material topics presented here: **Critical Priority, High Priority and Priority**. This 2022 material topics reflect our sustainability focuses and initiatives we carried out since Evermos inception and improved during the 2022 year. However, this does not limit our implementation of sustainability and ESG measures in our operations, value chain and stakeholder engagements that increasingly interconnected to our businesses and value chains.



Evermos' most significant impacts on the household economy, SMEs, community and society are reflected in our critical priority within the material topics. Through both the qualitative and quantitative inputs, several stakeholder themes emerged as our critical priority:

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.

In the other side, our responsible business and operations are conducted through the ESG implementation with our **E&S Framework** and the **good governance** should occur across our to make a sustainable business and create business opportunities.

Evermos Material Topics in Criticality Matrix



Reporting Practices

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

This is the first 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 2022 calendar year. Evermos publishes its sustainability report annually. This report was released in August 2023 and covers 2022 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 as this is our first sustainability 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]

Performance Highlights

625k+

Active Resellers from 34 Provinces in Indonesia

72.5%

Resellers are women, majority lives in lower tier cities

4,200+

SMEs from different categories and local origins

650

Number of fulltime employees across Indonesia

1,638

Hyperlocal communities to support each others

25k+

Training Hours are offered to improve resellers skills

Awards and Recognition

- 1. UN Women’s WEPs Awards 2022**
 - *Transparency & Reporting Awards Winner*
- 2. Financial Times / IFC Transformational Business Awards 2022**
 - *Transformational Finance Solution, Gender-Lens Finance (Special Commendation)*
- 3. Global Good Governance Championship Award 2022**
 - *Women Empowerment Category Winner*
- 4. Forbes Asia 100 to Watch 2021**
 - *Asia-Pacific’s small companies and startups on the rise and expand connectivity in remote areas.*
- 5. Mix Marcomm Indonesia’s Best Corporate Sustainability Initiatives 2021**
 - *The Best Creating Shared Value*



Activity Highlights

- **World Economic Forum - Global Innovator**
Evermos contributes to the global economy research and publication, focusing on how SMEs can shape the national economy as a Global Innovator member in World Economic Forum (WEF).
- **2022 W20 Indonesia Collaborators**
Evermos supports W20 Indonesia with the focus contributes to the global economy research and publication, focusing on how SMEs can shape the national economy. Collaborates in various events, discussion panels and programs throughout the G20 Indonesia presidency periods.
- **UN Women’s WEPs Signatory**
Evermos is a signatory of UN Women’s Women Empowerment Principle (WEPs), a set of Principles for business offering guidance on how to empower women in the workplace, marketplace and community by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact.





About Evermos

[2-6], [203-2]

Path to Sustainability

In the first 3 years, **we focused on creating a robust and interconnected sales channel** via our resellers network equipped with the **Evermos Reseller App Platform**. As we expand our brand partners' sales coverage, most of them are considered **as small to medium businesses**, we notice many of them have issues in their value chain as they typically source their material on a retail basis with **limited traceability and transparency**, utilize home industry type of manufacturing facilities that limit their capacity building and waste management, use their home or store as warehouse and fulfillment center and have limited access to financing.

In the last 1 year, we initiated a **value chain innovation** initiative within Evermos to help our brand partners to outsource material directly from the textile manufacturer/importer, decrease their production cost and increase their capacity building by introducing them to cloud manufacturing facility, share our access to both 3PL and 4PL logistic companies, expand their **omni-sales channel** beyond resellers network.

Evermos is driving towards becoming Indonesia's largest and most effective connected commerce platform for local SMEs to tap into lower-tier cities.

Founded in 2018, Evermos is a connected commerce platform that empowers local brands and underserved communities by providing a connected distribution network and commerce services focusing on curating Sharia-compliant products. It is a one-stop platform that provides local brand partners with comprehensive commerce solutions, and resellers with required tools for success including training, helping to level the playing field for all resellers regardless of their gender, educational background, geographical location, or income level.



Core Value

Our diverse team is working hard in the spirit of: **Value creation to users, critical thinking and overachieve mentality** to deliver the impacts on improving **social welfare, women empowerment, SMEs development and sharia compliance awareness** in Indonesia

The Ecosystem

By working with various **value chain partners**, Evermos provides our local SMEs with better material sourcing, more efficient manufacturing capability, cheaper logistics, more robust distribution channels and access to capital.



By creating **new entrepreneurship opportunities**, resellers also benefit from extensive training, development and community-building opportunities.



Stakeholder Engagements

Stakeholder Engagements

[2-12, 2-28, 2-29, WEPS-5, PS2-23]

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 ESMS, we maintain open and flexible, multi-dimensional communication channels with our main stakeholders of resellers, brand owners and value chain partners. We also prioritize collaboration and partnerships advocacy organizations and industry groups. 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 	Reseller training and community activities are regularly held to improve and to equip resellers to become more familiar with selling and as our communication channel to understand their challenges and two-way feedbacks on improving our services and applications. The training is offered both online and offline to improve basic selling skills, such as entrepreneurship, community building, product selection, and life skill training including gender-lens, financial and social skills.
Brands / Brand owners	<ul style="list-style-type: none"> Training sessions Brand visits / ESG visits Offline / online community gatherings Online community gatherings Satisfaction surveys 	Training and brand gatherings are essentials as improving our SMEs performances to bring them to the next phase of their business, also become our tools to assess their current business difficulties or capacities and provide them with direct solutions via value chain partners or distribution channels. We also regularly assess their current standings on their ESG awareness, including on the gender equality aspects in their business.
Value chain partners	<ul style="list-style-type: none"> Partner visits and ESG visits 	Value chain partners is our brand owners' direct supporter. At scale, our platform helps brand owners to fix their value chain by offering end-to-end such as material group buying and cloud manufacturing to lower their production costs. We engage the value chain partners directly and connects them with our brand partners.
Civil societies	<ul style="list-style-type: none"> Partnership and collaborations Training sessions Webinars 	We engage with various community of NGOs, local groups, academia and foundations to align on specific topics for program collaborations, research and project development. Collaborators are also welcome to join to Evermos value chain ecosystem with personalized program.



Sustainability at Evermos Fostering Local Culture

Our Approach

[2-12, 2-22, 2-23, 3-3]

Our commitment to sustainability is driven by our resolve to realize our core values of **value creation to users, critical thinking** and **overachieve mentality**, are there to **fostering the local culture and credits it back to the Indonesian**, to create the moment to uplift. **Ultimately, delivering an empowerment**, the backbone of our business.

Evermos's approach to sustainability is derived from its impact contribution under the theme of **Empowerment** of our main value chain stakeholders that plays larger role, the core values and approach resulting the three pillars of **social welfare improvement, women empowerment** and **SMEs advancement**.

We also believe that empowerment comes from within and then expanded to the ecosystem. So with the implementation of the **ESG aspects and good corporate governance within our team**, we contribute towards the attainment of a better, responsible and more connected sustainable world via our resellers, SMEs, partners and wider ecosystem.

Our theme of **Empowerment** is inspired by the genuine feedback of our resellers and SMEs on their journey with our platform.

Evermos wants to focus on sustainability in areas where we **can make the most significant contribution to the economy and society**. This includes consideration of our business operations, stakeholder communications, including our two-pronged main value chain stakeholders of SMEs and resellers.

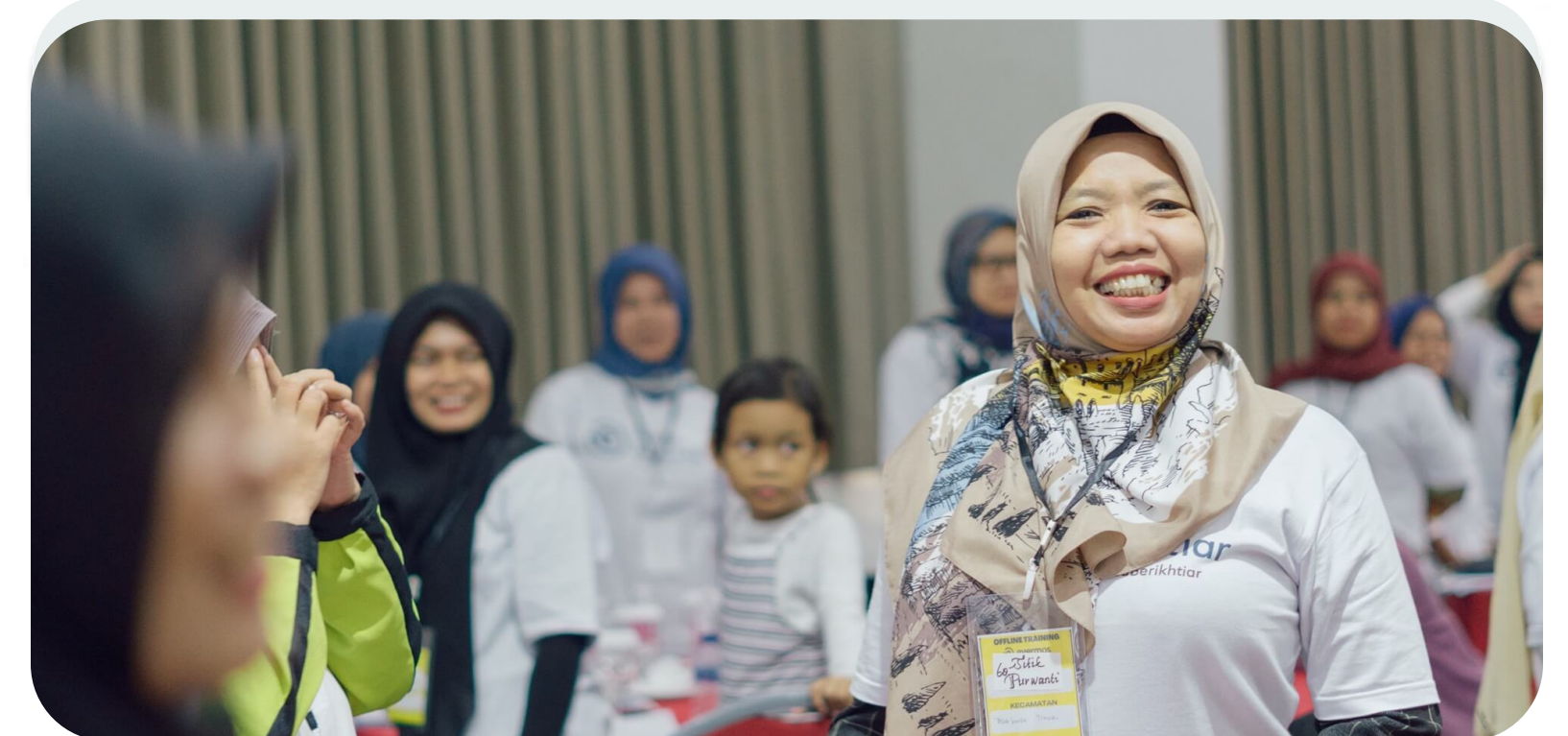
Evermos does this by giving a **priority for continuous improvement** in our operations to answers the challenges in how we can deliver the empowerment further, starting from:

- Improving access to more Indonesian to become entrepreneurs via reselling.
- Revamping reseller training to open more opportunities for resellers to upgrade their knowledge.
- Making community gatherings more closer, warmer learning platforms.
- In the other side, making more access to more SMEs helped by thousand of resellers selling their products.
- Connecting SMEs with end-to-end access enable them to scale.

Helping economic recovery and growth

The COVID-19 pandemic has negatively affected almost anyone regardless of their socio economic status. However, the ones that get hit the hardest are the ones on the bottom of the pyramid since many of them don't have savings and typically they would rely on one income source. Many of our resellers joined our platform not because they had planned carefully and wanted to have their own business but rather because they had to.

In lower tier cities, many families rely on the husband to become the sole breadwinner. When COVID-19 hit Indonesia, many people lost jobs. For families who rely on one source of income, they get hit very badly and need to find an alternative quickly, an alternative that doesn't require any capital to generate income. Evermos becomes a solution for them **and our approach of the three pillars align best with their needs**.



Sustainability Strategy

[3-3, WEPS-1]



Iqbal Muslimin

Co-founder and Chief of Sustainability

Lay the First Stone

Evermos **three pillars on fostering the local cultures** to improve the lives of our stakeholder is ambitious commitments with a wide range of activities, covering Evermos' business operations, our brands and products and our broader community impact.

Being surrounded by smaller, sporadic social impacts since its inception, 2022 becomes our first year to focus on how we can identify and measure sustainability before we can set further goals, starting with encapsulating the following:

1. Connecting the three pillars to the business,
2. Sustainability measurement,
3. Consideration of ESG issues, and
4. Alignment with the SDGs

into our business activities and being evidenced with our assessment procedures aligned with GRI Standards on determine **material topics**.

“In 2022, we plan to **set the baseline of our sustainability issues**. Measurement is the key and it's really about knowing where we are going.

Iqbal Muslimin

Co-founder and Chief of Sustainability

Three Pillars on fostering the local cultures

1 Social Welfare Improvement

Aims to provide economic opportunities to individuals in lower-income parts of Indonesia, as a key for Evermos to reach underserved consumers from the same communities. Creating an **inclusive and supportive** working environment, with an emphasis on community-building and training and learning opportunities.

2 Women Empowerment

Aims to provide access and training of to our women resellers, creating more **inclusive access to jobs** for women especially stay-at-home moms and knowledge, **promote further gender equality** through entrepreneurial education and lifeskill for women.

3 SMEs Advancement

Aims to provide supports of to our SMEs can become more competitive and resilient against global competition by focusing on sustainable approach via value chain innovations and sales channels, maturity-driven scale up programs and ESG awareness.



Aligning with the Sustainable Development Goals (SDGs)

Integrating the **United Nations Sustainable Development Goals (UN SDGs)** is one of our key sustainability strategy to achieve a more aligned, more impactful contribution to the global sustainability concerns. We have identified relevant SDGs which are close to our mission and upon which Evermos focused. The relevancy is grouped by two categories of (i) Core SDGs, indicating close nature to our business, (ii) Supporting SDGs, the priorities amplified by our larger ecosystem.

SDGs Targets

Our Approach

Target:
5.1, 5.5

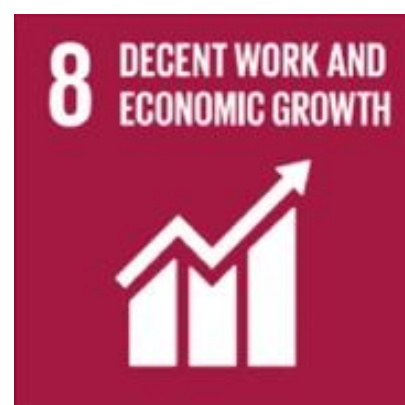


SDGs 5 - Gender Equality SDGs 8 - Decent Work and Economic Growth

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.

Target:
8.2, 8.3, 8,5



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.**

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 2022 we launched entrepreneurship activities for person with disabilities, collaborated with Sekolah Relawan.

Target:
1.1, 1.4



71.50% 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.**

SDGs Targets

Our Approach

Target:
11.c



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.

Target:
12.2, 12.5



Target:
13.1,13.2



“To think that **local actions** are a vital contribution to the global goals. I feel that what we’ve been doing with women resellers and SMEs is **right on track.**”

Faris Muhammad Hanif
Head of New Business Incubation





Sustainability and Governance

Governance & Risk Management

Environmental and Social (E&S)

Evermos is committed to enhancing lives through a strategic focus on three pillars. We recognize that these pillars align closely with the transformative effects we aim to bring about through our presence. However, we believe that achieving social impact must be accompanied by environmental responsibility. **While our sustainability pillar may not have a direct correlation with the environment, we remain cognizant of any potential environmental consequences that might arise from our operations.** As we continue our journey, we ensure that our efforts toward societal progress are balanced with a conscientious consideration of our environmental footprint. As part of Evermos' commitment to Environmental and Social Responsibility (E&S), we have established an Environmental and Social Management System (ESMS) to ensure that every initiative undertaken is systematically recorded and quantifiable.



Environment-Focused Sustainability

At the heart of our sustainability commitment lies a **resolute dedication to minimizing our environmental impact.** Through rigorous practices in resource management, waste reduction, and energy efficiency in all of our operation offices we strive to tread lightly on the planet.

Nurturing Social Well-Being

Beyond ecological stewardship, we are deeply committed to fostering social well-being within our communities. Our initiatives span diverse areas, including social welfare, women and community empowerment. **By supporting local programs and partnerships,** such as Sekolah Relawan, a community of volunteers that pioneering social volunteer education and development, we aim to create a positive ripple effect that uplifts lives, empowers individuals, and fosters a more inclusive society for all.

Governance for Responsible Progress

Our governance structures stand as guardians of responsible progress, **ensuring that our actions align with our values.** Through active compliance monitoring and collaboration with local regulators, we are steadfast in adhering to the highest ethical standards. Our commitment to transparency and accountability is embodied in our corporate governance, nurturing an environment of trust and integrity.

Uniting Sustainability and Governance

As we forge ahead, sustainability and governance remain connected in our journey. **By adhering to IFC performance standards and the UN Women's Empowerment Principles,** we ensure that our operations align with global benchmarks, reflecting our commitment to creating a better world. We understand that the path to a sustainable and equitable future requires collective effort, and we stand united in our pursuit of excellence. **We're implementing ESMS in an integrated, technology-first model that is easily accessed** and used for day-to-day E&S managements and operations.

“Being a technology based company doesn't mean we have less risk in the field operations. In fact **our technology helped the E&S implementation** further as a tool to enhance accessibility and speed.”

Margareth

Head of Finance and Operations

Governance Structure

Governance & Risk Management

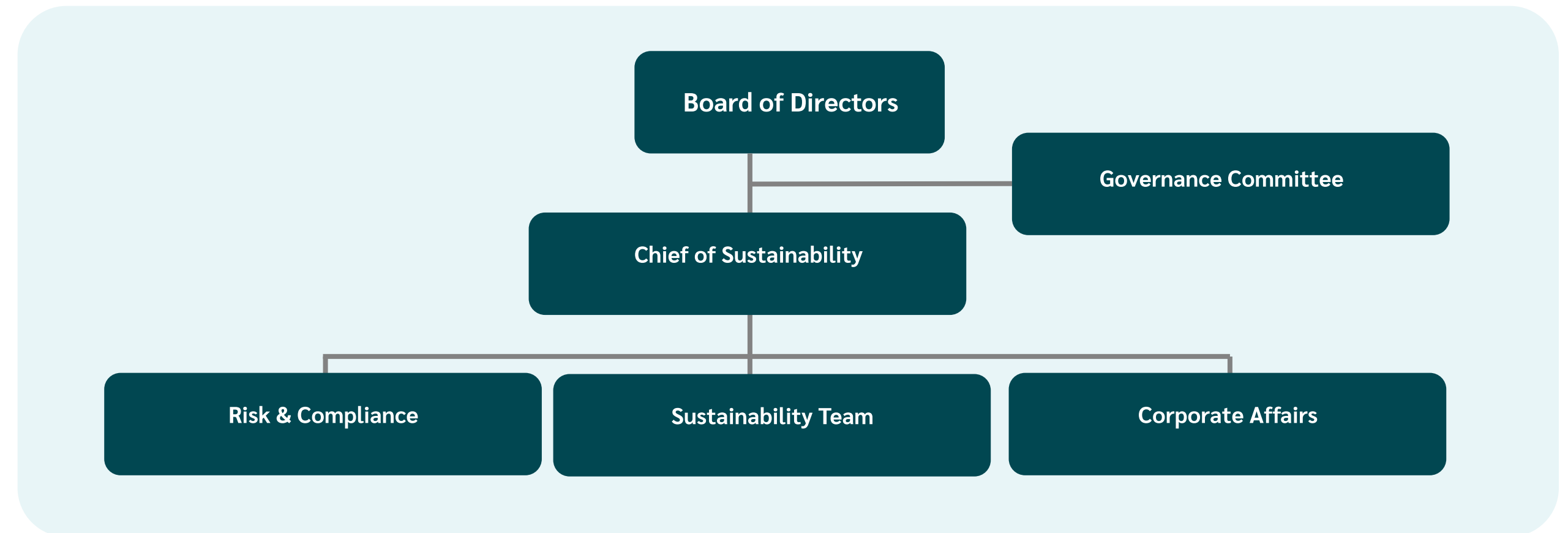
[2-9, 3-3]

Leadership's Responsibility for Sustainability

The seamless integration of sustainability into Evermos operations and its role as a strategic driver of value is underpinned by the commitment of our topmost leadership. The responsibility starts at the highest level and cascades across senior leadership, shaping how we prioritize and enhance value for all stakeholders. This prioritization serves as a pivotal criterion in evaluating the performance of our leaders and their teams. Central to our governance structure is the **Evermos Sustainability Function overseen by the Chief of Sustainability**, who can delegate to relevant role:

- **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.

This function responsibility for **shaping the strategy, prioritization, and management of the Company's approach to material ESG issues**. Reporting to the Board, the Sustainability Function guarantees strategic alignment with Evermos core business lines and priorities. The Board reviews Evermos sustainability priorities and annual/quarterly targets, this review serves as a critical checkpoint, acknowledging and endorsing our progress, disclosures, and strategy. This ensures that our **sustainability initiatives are closely monitored**, aligned with our overarching business goals, and well-positioned to deliver meaningful impact.



Evermos Governance Leadership Structure

Our Governance Committee

Our organization also maintains several governance committees that focus on key areas. These committees consist of diverse roles with shared commitments and report directly to the board. They include **Anti-Fraud Committee, Risk Management Committee, Cost Center Committee, Cybersecurity Committee**.

As part of our commitment to gender equality in the workplace, we are also in the process of developing the **Women Empowerment Committee and Internal Audit Committee**. These committees underscore our dedication to upholding essential values and ensuring effective oversight across critical domains.



Compliances

[2-13, 2-27, 3-3, PS1-6]

We are strongly committed to fully comply with all laws and regulations for our operation. Our pledge to uphold compliance is actively stewarded by the combined effort of our risk, compliance, legal and people teams. These teams stand at the forefront, ensuring a vigilant watch over evolving regulations that impact our business and ecosystem, both in the present and on the horizon.

A Collaborative Compliance Approach

Operating in a swiftly evolving digital economy, we acknowledge that our industry is characterized by dynamic regulatory landscapes. To navigate this landscape effectively, Evermos collaborates closely with various policy maker stakeholders, including the Ministry of Cooperatives and SMEs of Republic Indonesia, where we're directly discussing and raising issues from our stakeholder of SMEs and microentrepreneurs.

Evermos maintains an internal regulatory inventory tracker that comprehensively catalogues all applicable regulations, specific to each area where we operate. This tracker is a testament to our **commitment to maintaining continuous compliance.**

It functions in harmony with our regular engagement with local regulators, ensuring that our business and activities adhere to the requisite licenses and standards of each area.

“Being in compliance is a huge added value to our stakeholders the SMEs, as regulations may unnecessarily hamper the ability of SMEs to grow. **We can become a role model** and share the best practices to them.”

Venny Septiani
VP of Commercial

Sharia Compliance

In its business practices, Evermos consistently adheres to Sharia principles in decision-making. **We want to provide the security, transparency and comfort for our stakeholders to ensure that we're running a sharia compliant business activities regarding our products, services, business models and transaction agreements or muamalah.** This commitment forms the foundation for the establishment of the **Sharia Business Advisory Board**, which plays a pivotal role in ensuring alignment with Sharia principles.

Risk Management

Evermos places great emphasis on addressing both direct and indirect risks associated with its business operations. This commitment is underscored by the establishment of a dedicated risk management team and committee, entrusted with the responsibility of **anticipating and analyzing all risks linked to the company's sustainability.** This initiative aims not only to ensure the continuity of the organization but also to foster risk awareness across all facets of the company.





Responsible Business

Sustainable SMEs

[414-2, 205-2, 205-3]

Connecting with ethical values and global standards, **responsible business encapsulates a variety of actions and strategies designed to ensure that an organization operates with integrity**, leaves a positive imprint on the environment and society, and aligns with worldwide benchmarks. Here, we delve into the constituents that form the foundation of sustainable business responsibility.

Sustainable Supply Chain Compliance

To ensure compliance across all stakeholders within our supply chain, we have established a set of standards outlined in the **IFC Exclusion List** that must be adhered to. The IFC Exclusion List comprises a roster of activities and sectors into which the International Finance Corporation (IFC) abstains from making investments. It is designed to guide commitment to sustainable development and responsible business practices to avoid sectors and activities that are considered to have significant negative environmental and social impacts or violate certain international standards. By excluding certain sectors and activities, we ensure to not support supply chain partners, vendors and business partners, including our SME brands **that could potentially harm the environment, local communities, or violate human rights**. By mandating adherence to this standard across our supply chain, Evermos exemplifies its constant commitment to advancing sustainable development, and underscores the company's awareness of the paramountcy of factoring environmental and social considerations into investment determinations.

Business Ethics

Integrity is at the core of Evermos business practices. We constantly uphold ethical and legal standards, leaving no room for compromise when it comes to anti-corruption and bribery. Our commitment to fair treatment, respect for human rights, and adherence to legal frameworks are foundational principles that guide every decision and operation we undertake. This dedication to transparency and accountability reflects **our strong stance against corrupt practices** and underscores our determination to foster an environment of **trust and integrity** in all our business endeavors.

Through internal regulations and strict supervision, Evermos develops and implements a comprehensive approach to the company's anti-corruption efforts. Evermos has established **Guidelines for Anti-Corruption and Gratification Control**. Anti-corruption policies and procedures are also disseminated to all suppliers, business partners to employees. **All company contracts or employment agreements are supported by an Integrity Pact statement** that must be signed by suppliers and other business partners.

There were no corruption identified during this reporting period.

In year 2022, Evermos identified zero proven misconduct of fraud within the organization.



Responsible Operations

GHG Emission Energy Efficiency Reducing Plastic Waste

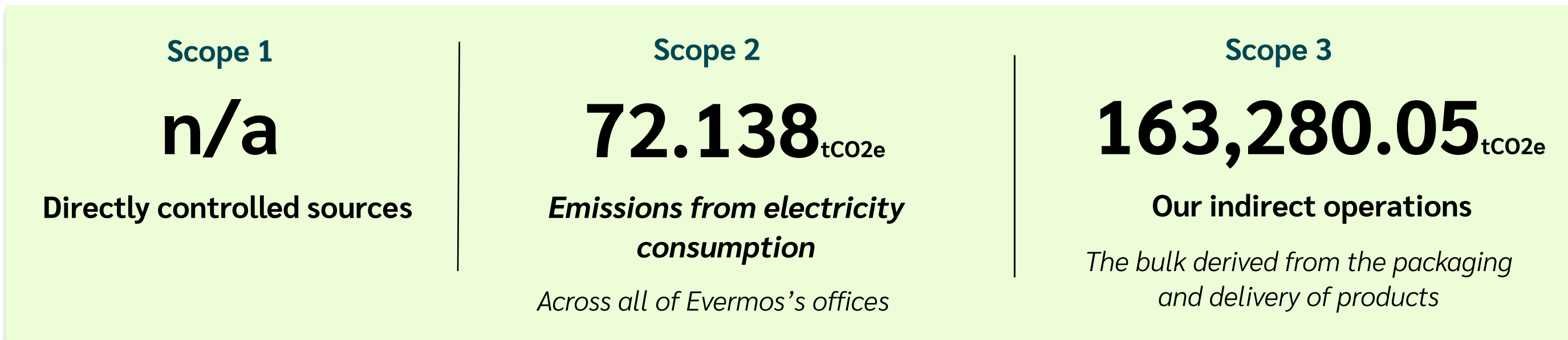
[305-2, PS3-7, PS3-8, PS3-12]

While Evermos' core business operations might not directly impact environmental sustainability, our constant commitment to minimizing any potential environmental footprint, no matter how seemingly insignificant, remains paramount. We connecting environmental concerns seamlessly into our overarching business strategy, recognizing the critical need to contribute positively to the planet's wellbeing.

Setting Up Our Baseline

Our journey towards emission reduction commences with the establishment of a comprehensive Greenhouse Gas (GHG) inventory. By **setting up a baseline in the year 2022**, we are now equipped with a clear understanding of our current carbon management status. This inventory not only encompasses direct emissions arising from our operational activities (Scope 1), but also considers the indirect emissions that result from our practices (Scope 2 & 3). This comprehensive approach ensures a holistic view of our emissions landscape, guiding us in **identifying priority areas for decarbonization and energy efficiency efforts**.

During the year 2022, Evermos reported a total of **164,170.36 tCO2e** in carbon emissions. Notably, the significant portion of these emissions originates from Scope 3, particularly linked to third-party logistic partners involved in product shipping. With Scope 3 emissions accounting for over **90% of our total emissions**, it emphasizes the significance of engaging with our partners for collaborative emission reduction initiatives.



Waste Segregation Initiatives and Collaborative Efforts

The year 2022 witnessed **the initiation of waste segregation initiatives at Evermos, predominantly centered at our headquarters**. Our efforts began with the provision of separate waste bins and educational outreach regarding waste segregation. These efforts, though in their early stages, symbolize our ongoing commitment to reducing landfill-bound waste. To bolster our waste reduction initiatives, Evermos actively collaborates with a Waste Bank for streamlined waste collection and management. In its inaugural year, this partnership yielded **a remarkable 30% decrease in landfill-bound waste**. This achievement solidifies our initial steps toward realizing **Evermos' ambitious "Zero Waste to Landfill" objective by 2030**.

“A workplace that cares for both people and the environment creates a vibrant setting and culture to attain our wellbeing.”

Alvinda Meifitri
Accounting Senior Manager



Data Security and Privacy

[2-23, 3-3, 418-1]

At Evermos, data security and privacy are integral components of our commitment to responsible business practices. We recognize the significance of safeguarding sensitive information, not only for our operations but also for the trust we foster with our stakeholders.

Our data security and privacy policy is designed to establish a comprehensive framework that governs the collection, use, storage, and protection of data. This policy is a reflection of our dedication to maintaining the confidentiality and integrity of all data under our purview.

To ensure the highest level of protection, we employ stringent technological and operational measures oversee by our VP of Engineering. Encryption protocols, access controls, and regular security assessments are integral parts of our data security strategy. Additionally, we remain updated in complying with **relevant data protection regulations, recent technology as well as recent threat** that might arise, underscoring our commitment to global best practices.

Demonstrating our dedication to data security, **we have established a cybersecurity committee** that reports directly to the board. This proactive measure underscores our commitment to safeguarding sensitive information and fortifying our digital resilience.

In 2022, we further demonstrated our commitment to sustainability by **achieving compliance with ISO 27001 requirements**. This accomplishment reflects our dedication to maintaining solid information security practices and upholding the highest standards in safeguarding sensitive data.

Our commitment to data security and privacy is a testament to our responsibility as custodians of sensitive information. We continuously evaluate and enhance our policies and practices to stay ahead of evolving threats. By upholding these principles, we not only secure our operations but also nurture the trust that underpins our relationships with stakeholders.

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

“Data privacy is a whole challenge itself when we’re talking about our ever-growing reseller platform. Gaining more reseller’s **trust with a cybersecurity excellence** become our topmost priority.

Reza Herdaning

Devops and Data Engineering Manager





Empowering Our People

Human Rights [2-7, 404-3,405-1, WEPS-2, WEPS-4]

Empowering our employees lies at the core of our commitment to sustainable practices at Evermos. We recognize that our employees are our greatest asset, and their growth, well-being, and engagement directly contribute to our overall success. We are proud to share our efforts in fostering an environment where each team member is empowered to thrive, innovate, and contribute to our shared sustainability journey.

Diversity, Equity & Inclusion

Diversity and inclusivity are cornerstones of our culture. Our benefits extend to ensuring equal opportunities and non-discriminatory practices, fostering an environment where every employee's unique background is respected and valued. This commitment to diversity not only enriches our workforce but also supports our sustainability goals by promoting social cohesion and a harmonious work environment. While our overall employee gender composition stands at **a respectable 43% female**, we acknowledge the potential for improvement, particularly at the senior management level. To address this, we've initiated collaborations with **UN Women and Indonesia Business Coalition for Women Empowerment (IBCWE)** to collectively elevate standards and enhance our efforts in achieving gender parity. We recognize the importance of ongoing improvement in this aspect of our organization.

Overall Employee Statistics	Male	Female	Total
Total of employee	376	274	650
Board of Directors	6	1	7
Mid to Senior Management	80	42	122

Evermos also implements practices aligned with the values of gender equality in accordance with the **United Nations Women's Empowerment Principles (UN WEPS)**. This commitment is manifested through various initiatives and programs related to women, such as anti-harassment training and other related gender equality initiatives. In adhering to the principles of UN WEPS, we are dedicated to cultivating an organizational culture that champions **gender equality at all levels**.





Safe & Secure Workplace

Human Rights E&S Health & Safety

[2-26, 403-5, 403-9, WEPS-3]

At Evermos, we are dedicated to fostering a safe and secure workplace environment that promotes inclusivity, equality, and employee well-being. This commitment is underpinned by a range of initiatives that align with our core values and aspirations.

Leadership Commitment

We firmly believe in the power of gender equality and women's empowerment. Our leadership stands committed to fostering an equitable workplace by implementing initiatives that support our employees. This includes providing **maternity and paternity leave** in accordance with the law, allowing new parents and single mothers to balance their work and family responsibilities effectively. Additionally, we offer **flexible work arrangements to accommodate the needs of new parents**, enabling them to manage their professional and personal commitments seamlessly

Zero Tolerance to Harassment & Violence

Our stance against harassment and violence is resolute. We have established a **zero-tolerance policy that extends across all organizational levels**. This encompasses a comprehensive **whistle-blower mechanism** that empowers every employee to report incidents confidentially and without fear of reprisal. By fostering an environment where harassment and violence are not tolerated, we are dedicated to maintaining a workplace that is respectful, safe, and conducive to personal and professional growth.

Health & Safety at Workplace

The well-being of our employees is important. We ensure that health and safety considerations are integral to our operations. Relevant training and socialization programs are regularly conducted to equip our workforce with the necessary skills and knowledge to navigate their roles safely. Our strong commitment to safety has resulted in **a record of zero accidents**. Furthermore, we extend specific support to women through dedicated facilities such as **nursing rooms and hygiene facilities**. To safeguard their future, we provide access to **comprehensive insurance coverage**, ensuring peace of mind for our employees.

During this reporting period, Evermos identified zero harassment, violence and health & safety incident case within the organization.

Collaborating for Equality



Empowered Women, Empowering Women

Gender Equality

Inclusive Economy

[203-2, WEPS-4]

Women Empowerment

Evermos has a mission to build an ecosystem that enables an inclusive economy where **everyone** can participate and prosper. We believe our **connected commerce platform** is the right model to fulfill this mission.

Commission	Avg Rank
15\$ USD	Level 1 - Pemula Newly onboarded reseller.
36\$ USD	Level 2 - Wiraniaga 88 days after joining
83\$ USD	Level 3 - Juragan 4.5 month after joining
176\$ USD	Level 4 - Saudagar 7 month after joining
1132\$ USD	Level 5 - Sultan 9.5 months after joining

Evermos Reseller rank progression with their estimated average commission per reseller and how long they should stay in the platform. Evermos encourages resellers to unlock their potentials with the leveling program.

If we look at Indonesia, especially in lower tier cities, there are millions of **aspiring women entrepreneurs** across Indonesia with the lack of capital, skill and opportunity. They are struggling to generate extra income for their family amid their household responsibilities. They need an inclusive opportunity which empower them to start their entrepreneur journey.

Women in Indonesia are often prejudiced that they should take care of their family as their main responsibility, while the husband are the sole breadwinner, they do not get an equal opportunity as men to become successful entrepreneurs. Their entrepreneurial potential is hindered although they have a similar potential compared to male counterparts. This cultural barrier leads to multiple challenges for women to access the market and gain sufficient skill of business.



Bunda Rindu, one of the resellers from Bogor, feels greatly supported by the training conducted and has experienced significant personal growth



W20 as an external collaborator and UN Women's WE Rise has also become major touchpoint to our microentrepreneur upskilling programs.

The challenges of the resellers that Evermos wants to answer is how they can shift the mindset and aware of their potentials. Gaining commission from selling the SME products is one thing, but **small steps to educate them** via trainings, upskillings, and life-skills are **major empowerment turning points** to them to contribute to their household economy, thus can bolster Indonesia economic growth.

The goal is to create more digital microentrepreneur of women in entire Indonesia, providing training and better access to business education via online platform and generating more real income to them to also help their household, and ultimately creating the social impact in Indonesia.

Community & Training

Quality lifskill education

Evermos builds strong offline communities for resellers and make each one of them feel that **“the whole is greater than the sum of its parts.”** Practically speaking, we want to create a self-sufficient ecosystem where every reseller is happy to help each other, they become strong advocates of Evermos brands, and facilitate a positive closed feedback loop.

Community exists in each area of Kecamatan (subdistrict) in Indonesia, currently we have more than 1600 communities, from 7,230 Kecamatan. **The community is spearheaded by community leaders**, majority of them are also women, selected from the productive reseller who have the purpose to empower other resellers. Community for our resellers is beyond helping them to become successful entrepreneurs, as community provides them with social and emotional benefit.



Community gathering is held at nearby restaurants or hotel, giving a refreshing sense away from their day-to-day activities

1668	<i>Community and Community Leaders</i>
80%	<i>Community Leaders are women</i>
35-40 USD	<i>Community leaders earn additional income by managing community</i>

Community leaders is further incentivised per community engagement performance basis

Community also serves as our grievance mechanism channels to address their challenges and have a continuous learning process with them to improve our products, apps and services, both online and offline. Since the majority of our resellers live in lower tier cities, our offline **community becomes a main vehicle for our team to collect direct feedback** and make focus groups during training or community gatherings.

Our online community portals in Facebook Group and live streamings are also a collaborative space for them to give feedback, complaints, testimonies and suggestions.

Community boosts sales both through equipping resellers with new skills and also through enhancing job satisfaction, usually in a community gathering setting. **Community gatherings, or Kopdar**, are regularly held by the communities directly and our team also expects a community leader 1-1 site visit.

For those resellers that **attend community gatherings**, reseller sales performance has been found to be 1.5 times higher (compared to those who do not). Fostering a supportive working environment with a satisfied reseller base also makes resellers more likely to stay - enabling Evermos to retain experienced resellers who have benefited from investments in training, thereby supporting stable growth.

3800+
Number of Community Gatherings and Community visits in 2022

20,000+
Daily engagements in Online Community



Improving Household livelihood

When women are enabled by having entrepreneurial activities and selling, they have the opportunity to attain financial freedom and **become more independent, effectively they can contribute to their household income.** Throughout Evermos, we saw that most of them only need access, especially for housewives in lower-tier cities.

“Becoming a Reseller at Evermos helped me to unlock a potential that I didn't know.”

Bu Yuyun

45 tahun, Reseller Evermos Bandung



Training and education are an integral parts of the process. Training is offered both online and offline as a form of empowerment to help people improve basic selling skills, such as entrepreneurship, community building, product selection, and life skill training.

In Evermos, we give our resellers **an integrated training** that is incorporated both in our online and offline training / gathering, can be accessed seamlessly via our app, our community groups and in the training events available in resellers' cities.

The variations of the training is also a key to make our reseller keep engaged with us. In this context, we provide life skill training as an additional, not-mandatory training. Topics that we've delivered, among others, are financial literacy for household, parenting, home safety and sharia knowledge.

81,000+

Women resellers receives training

15,000+

Hours in training



Nebeng Kopdar, one of the regular events held by inviting resellers to gain new life skill, such as handicrafting

Growing Opportunities

Selling basic and consumer behavior

Reseller helping tools & social media

Product selection & creating demand

Softskill, community and motivation

Owenship mindset

Evermos Training Material Progression

We maintain a **“reseller lifecycle”** process that is also reflected within our business organization, to make sure our resellers feel empowered and can perform well from their onboarding process to them becoming loyal resellers. The lifecycle is inline with the training materials we provide to the resellers.

Among the activities we perform in reseller lifecycle are education to gain a good understanding of our platform and how to sell, in-app learning management systems, making sure they have their 1st commission, have their training program in-check (from beginner to advance training) and **make their sustainable commissions.**

In an Effort of Giving Back

Inclusive Economy

[WEPS-6]

High-performing resellers with leadership potential **have the opportunity to progress to “higher-earning community leader” roles.** Evermos’ sales and community managers select community leaders based **on their performance, commitment to strengthening the reseller community (e.g., by sharing their experiences with other resellers), drive to achieve, and enthusiasm to learn new skills.** After participating in further training, community leaders are responsible for facilitating engagement, cohesion, and good practice sharing within communities of resellers by hosting regular “community gatherings”.



Commitment plays a larger role for the community leaders’ candidate, our training also facilitate that needs with motivational approach in the curriculum

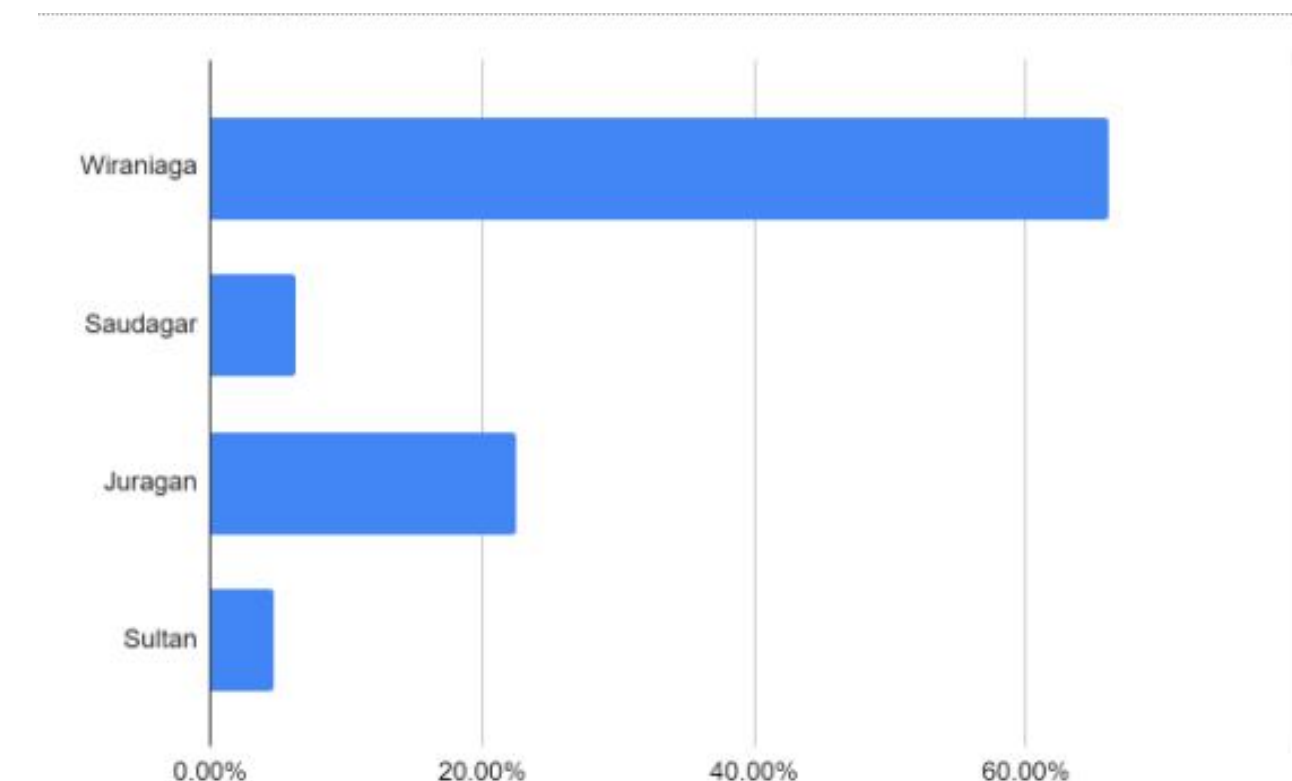


When progressing, expertises in order management and logistics are needed in order to upskill their performance

We also provide platforms in the online community for resellers who are passionate about sharing stories and teaching others, called “Pakar” or experts.

Both community leaders and experts are majority of women resellers who are **proud and empowered**, regardless of their status, geography and living conditions. Those resellers also have the similarity of having reached highest performance tier of reseller (Sultan level), confirming that the major indicators of empowered women are on the getting the equal rights, accesses and opportunities, with Evermos training programs as the catalyst.

Progression and Beyond



Contribution of reseller based on their progression. Equipping for reparation of the learning curve crucial for the newbie resellers.

The progression level, aside our reseller growth program to make them have **a sense of progression from “newbie” reseller to more well-performing reseller**, are good indicators for us to see how further they are feel empowered. Beyond the formalized program, we have a stockist program for resellers have further interest to become our **decentralized logistic hub**. They need to have capacity to do their own logistics, buy stocks, and an area in their home to place the stocks and do the fulfillment, and usually becomes a major community gathering centre.

They can have additional commission from better deals from the brands since they can stock-up with significant quantities, and from the shared shipping fee, further cementing the collaborations need go hand-in-hand to fuel the empowerment.

SPOTLIGHT: Siti Fatimah, On Balancing the Roles

Siti Fatimah, a reseller from Ciamis, West Java are struggling between her job as a teacher and a wife. However, the passion and dream of having her own business are the key reasons for her to pursuit access to digital microentrepreneursip. Becoming a reseller program in Evermos is a fit approach for her to maintain the balance between her roles since the flexibility of the times offered, compared to when she applied various selling programs that needs tremendous commitment and capitals.

For Siti, beyond the profit, the social value of the community is the one she looks forward in the gatherings. By participating in Community Gathering, she can met other resellers and learn best practices from the others. Engaging in direct discussion and motivating each others are the kind of activities where she can feel empowered and more motivated to sell to her consumers. eels down to sell online.



for Bu Siti as a reseller, participating in gatherings is something very important to build relationships and exchange knowledge



As a teacher, her potential buyers are her colleagues in the school ecosystem



Sharing best practices with other resellers in the area is the activity she looks forward for



Establishing Sustainable Partnership

[3-1, 3-2, 3-3, 413-1, WEPS-4, WEPS-6]

Enable Local Collaborators

On tapping the potential of microenterprenurs in Indonesia, Evermos rely in vast community based institutions, government programs, entities and NGOs, especially from those **who have same concerns in the sustainability, inclusive access and women empowerment.**

Since the beginning, we're collaborating with various organization to deliver effective reseller acquisition, training and community programs. The premise of converting their community members to become our resellers are mutually benefit each others. Beyond women, we're working towards to become an effective reselling platfroms for those who are underprivileged and marginalized community.

30%

Resellers acquired via partnership channels

Partnership with like-minded collaborators brings one of the best quality of resellers

Partnerships are done in a transparent, fair way, implementing both business and sustainability aspects and integrating the personalized reseller lifecycles to the partners' preferred community engagement approach.



Community program for locals and grassroot communities as part of Evermos Impact initiative



Evermos actively collaborating in partnering with various stakeholder to held impact program and expnad its beneficiaries

Notable local community partners are the small sellers community from **Rumah Kreatif BUMN**, a program of **SMEs development held by government-owned enterprises**, PLN community of empowered women and Nahdlatul Ulama community of digital enterprenurs.

“We can’t overlook the potential of the community beyond the transactional value. Community engagement is the heart of both social and business impacts.

Azlan Indra
VP of Reseller

SPOTLIGHT: Sharing Best Community Practices with PPLIPI

The role of **PP LIPI (Perhimpunan Perempuan Lintas Profesi Indonesia) - The Indonesian Cross-Profession Women Association**, as our partner and stakeholder in delivering social impact to women, goes beyond the reseller acquisition and training. It's **a combined effort to promote women empowerment together in Indonesia**, especially for women in a wide range of careers.



PPLIPI, along with resellers participating in business training



Presentation of material from PPLIPI on the topic of product knowledge

Established in 2016, PPLIPI is a platform for Indonesian women and a forum for women to spend their energy, thoughts, opportunities to support women empowerment. PPLIPI collaborate with **Ministry of Women Empowerment** to support and empower women micro-entrepreneurs through various work programs, especially on issues related to SMEs enhancement.

The well-established community of women that PPLIPI gathered becomes a role model for our community and we're integrating various training focuses, gathering practices and topics to personalize more on the needs of women entrepreneurs, among others are the approach of selling behavior in lower tier cities and how the effective sales language can be delivered for women.



Sharing session during the business training event with PPLIPI, allows participants to share and ask questions about topics related to their field.

The Connected Commerce



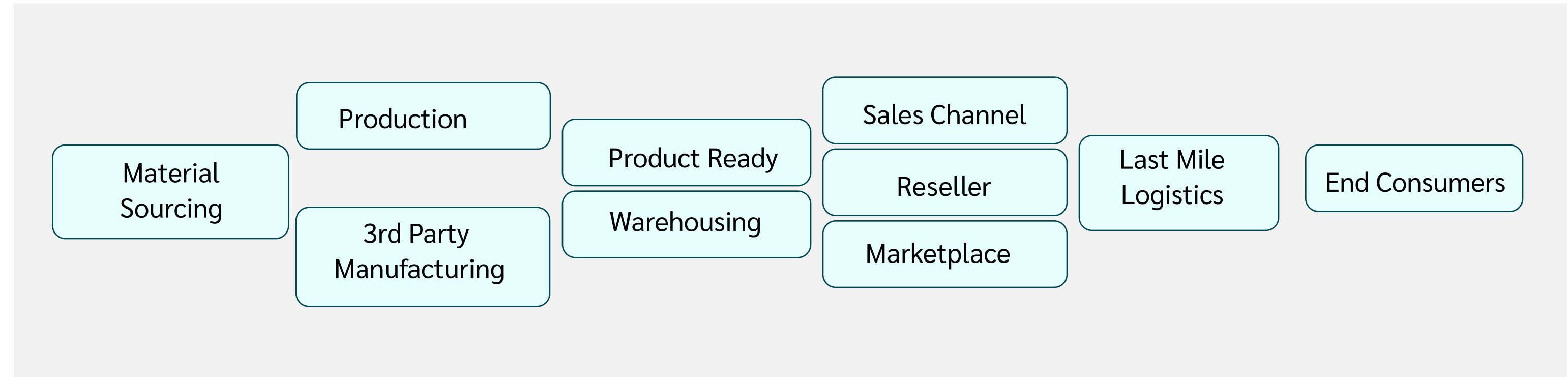
SMEs Enablement

Sustainable SMEs SME ESG Awareness

[306-2, 308-1, WEPS-5, PS3-12]

In the Evermos ecosystem, our efforts encompass a comprehensive range of services, starting with facilitating connections to essential material sources, which lay the foundation for their operations. Furthermore, we collaborate with financial institutions to provide SMEs with the necessary funding options to drive their growth. One of our key differentiators is our commitment to **fostering knowledge exchange and enhance their value chain**. Through exclusive training sessions, we equip SMEs with insights into effective business strategies, enabling them to navigate the challenges of the modern market successfully.

All the services we provide are focused on enhancing the value of SMEs from various aspects. We believe that empowering SMEs is not just about helping them survive, but also about assisting them in growing and developing sustainably. With over **4,200 brands** being part of our network, we are committed to continually developing initiatives that have a positive impact on SMEs and drive sustainable contributions to development. At Evermos, we envision a future marked by success and sustainable growth for the community of SMEs we support.



SMEs value chain are hindered in each of their stages, the personalization of our solution are the key to enable SMEs

In addition to empowering brands, Evermos possesses a distinctive attribute where products from these brands are readily available for sale and promotion through a network of **resellers** across Indonesia. Meaning by being onboarded in Evermos as our local brand partners, SMEs immediately have access to more than 650,000 resellers **ready to sale their product**.

This unique strength not only **widens the reach of these brands but also contributes to the empowerment of local entrepreneurs**.

The seamless synergy between brand offerings and our extensive reseller network amplifies the positive impact of our sustainable business model, fostering a dynamic ecosystem that benefits various stakeholders and supports our commitment to driving inclusive economic progress.

This integration of resources and opportunities exemplifies our dedication to harnessing innovation and collaboration to foster a more sustainable and prosperous future.

In 2022, our wallet share for SME sales channel also saw significant growth, positioning us as the **third-largest contributor in the Indonesian market**. This achievement underscores our commitment to expanding our market presence and reaffirms the value we bring to both our partners and stakeholders. As we continue our journey, we remain dedicated to further enhancing our contribution to sustainable development and fostering positive impacts within the communities we serve.

“In running their business, SMEs had their ups and downs. Empowering Indonesian SMEs start by providing the correct solution to their concrete challenges and that’s what we’ve been up to”

Nabila Aghniarizqa
Head of Corporate Strategy

Higher Value Creation with ESG

SME ESG Awareness

Sustainable SMEs

We believe in the power of collaboration to drive positive change throughout our ecosystem. As part of this commitment, **we have introduced Environmental, Social, and Governance (ESG) principles to the brands** within our ecosystem. Our approach involves education and annual assessments, aimed at fostering alignment with ESG practices that contribute to a more sustainable future.

Number of SMEs Assessed and Encouraged for ESG (2022)

460

Evermos SMEs already conducted ESG assessment

Introducing ESG Principles

Recognizing the influential role brands play within our ecosystem, we have initiated efforts to **raise awareness about ESG**. By introducing ESG principles, we empower our partner brands with the knowledge and tools to integrate sustainability into their business strategies. Integral to our ESG journey is our annual education and assessment process. We engage with every brand within Evermos to gauge their alignment with ESG practices. Our assessment process is guided by an ESG Checklist, **built upon the International Finance Corporation (IFC) performance standards and customized according to the SME's relevancy**. This comprehensive checklist allows us to evaluate the extent to which brands align with the ideals of ESG.

54 SME with good scores in environmental aspects

194 SME with good scores in social aspects

40 SME with good scores in governance aspects

Data # of SME with good ESG assessment score, meaning they gain > 50% positive checklist in environment, social, governance aspects

Measuring Progress: Brand Alignment with ESG

To date, we have successfully conducted ESG assessments for **460 brands within our ecosystem**. The results show that still many room for improvement, with **12% brands achieving an ESG score of over 50%** with the strongest point in social aspect but most of the are willing to commit and improve. This indicates a strong alignment with sustainable practices, highlighting the dedication of these brands towards holistic growth. The outcomes of our ESG assessments extend beyond a mere score. **They serve as a foundation for insightful findings and actionable recommendations**. Brands receive a detailed assessment report that helps them evaluate their current practices and identify areas for improvement. These recommendations are designed to facilitate internal evaluations, fostering a culture of continuous growth and development.

Value Creation for Brands

Our commitment to ESG assessments represents one of the values we provide to our brands. By voluntary providing this assessment, we empower our partner brands to thrive not only in their business endeavours but also in their journey towards sustainability. The insights gained from the assessments enable brands to make informed decisions, driving positive change across their operations.



Regular ESG Education for SME business owner to raise awareness about ESG in its business operation

Circular Economy Systems for SMEs

SME ESG Awareness Sustainable SMEs

[203-2, 3-1, 3-2, 3-3, PS3-7]

Supplier Engagement

1,735

Number of Evermos Active Brands

With a diverse presence of active **1,735 brand, making significant income** with various category across Indonesia, we recognize the vital role that SMEs play in our ecosystem.

As part of our commitment to sustainability, we have embraced the principles of the circular economy to drive positive change. Our focus on supplier engagement, guided by our **Circular Economy System**, is a testament to our dedication to creating a more sustainable future.

Our Circular Economy Vision

In our pursuit of sustainability, we envision a circular economy where resources are used efficiently, waste is minimized, and products have an extended lifecycle. This vision extends to every facet of our operations, and particularly to our relationship with our suppliers, who are integral partners in our journey.

We understand that the journey towards a circular economy requires collective action. We actively collaborate with our network to co-create sustainable solutions. **Our current supplier engagement strategy is focusing in socialization and education as we prioritize open communication with our brands.** We provide them with resources and information on the benefits of circular practices, helping them understand the significance of their role in advancing sustainability.

Many businesses also didn't know exactly where they were in their growth journey, together with World Economic Forum, Evermos also helps to build a strategic blueprint for Indonesian SME growth.

The blueprint can be used by SMEs as a guide to help them to achieve their full potential, from starting their business to creating a scalable managerial and operational system. We categorized the **SMEs into different stages, with distinct characteristics: newcomer, artisan, emerging, challenger and mainstream.**

Visit the article in the World Economic Forum for the full blueprint: <https://www.weforum.org/agenda/2021/09/how-can-indonesian-smes-scale-up/>

3.2%	Newcomer
64,5%	Artisan
32.2%	Emerging
0.1%	Challenger

Within the Evermos, the active brands are fall on the late artisan or emerging indicating of their current capabilities when they are ready to scale, in this case product market-fit and their operational standards



Yumna, one of the local brands in late artisan category, initially struggles in balancing demand and the material production consistency. Evermos helps brand by addressing their exact challenges

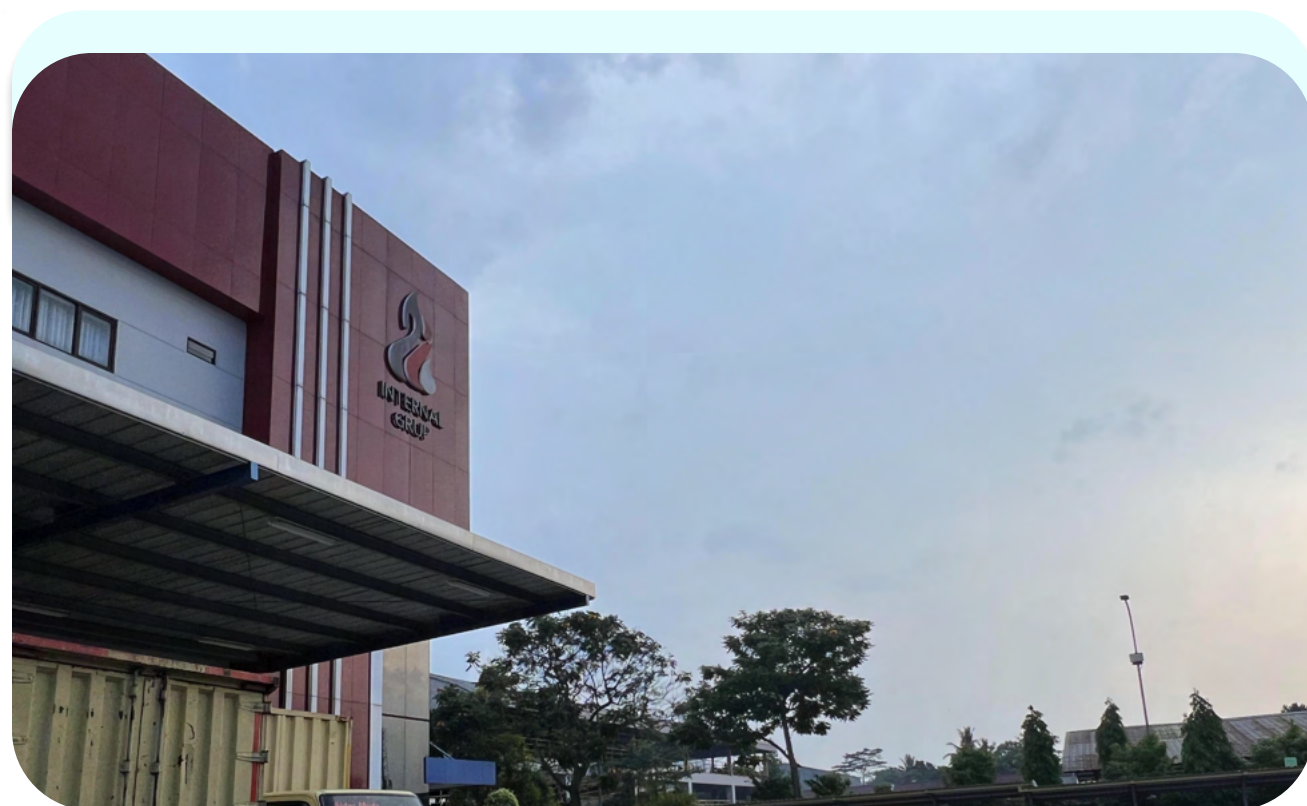


SPOTLIGHT: Lady Rose, Empowering Communities Through Circular Practice

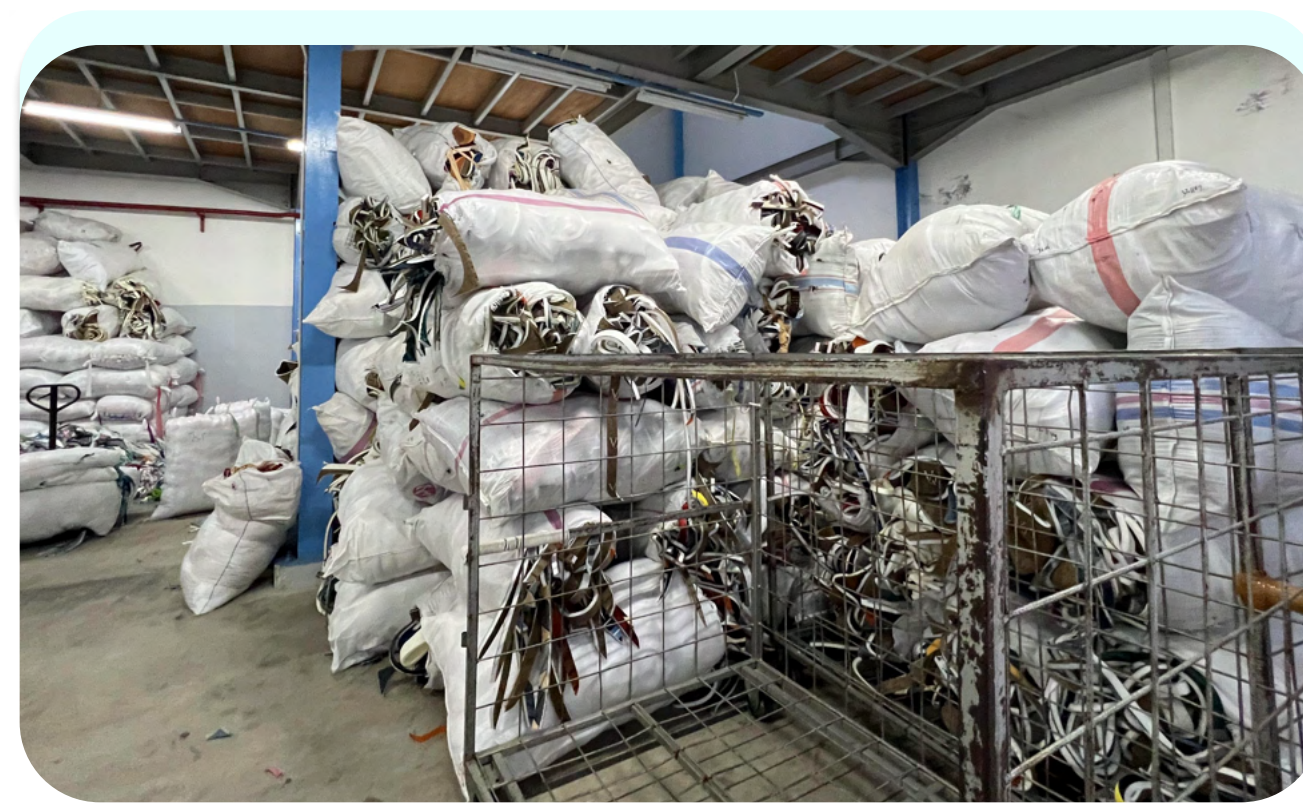
Lady Rose is a brand engaged in bed linen and bed covers industry in Indonesia since 1986. PT Internal Tekstil Group is located in Bandung. PT Internal Tekstil Group has been an expert in the field of bed linen and bed cover for almost 40 years, Lady Rose is one of the brand that have joined Evermos and have implemented several ESG initiatives and gain good score from Evermos ESG Assessment.

At Lady Rose, a commitment to sustainable practices extends to the management of textile waste, **amounting to 1-2 tons per week**. In pursuit of innovative solutions, Lady Rose collaborates with a **local youth community to re-purpose this waste into sofa or chair fillings**. This endeavor not only addresses environmental concerns but also yields economic benefits for the communities surrounding our operational area.

Lady Rose initiative highlight that being mindful of our impact isn't just about being **environmentally friendly**. It's also about making **positive changes for our economy and community**. Through collaboration with local youth, we're not only preventing environmental harm but also boosting the local economy. The waste that used to end up in landfills now serves a purpose, contributing to job creation and supporting the well-being of the people living around us.



Evermos brands that fall under emerging category, typically have their own facilities for value chain process, ranging from material storage to production.



Tons of waste from production phase stored in dedicated storage to be circulated

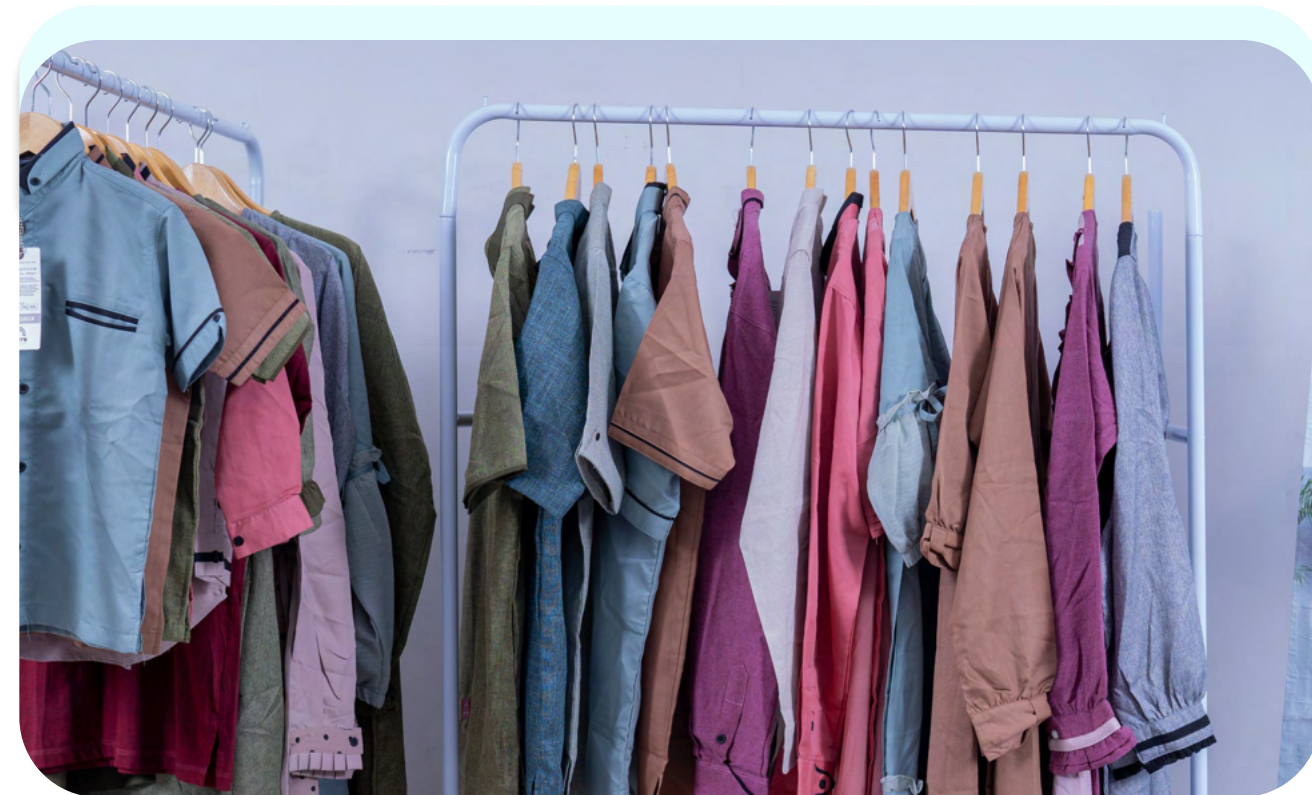


Production activities in Ladyrose Factory that produced various textile product



SPOTLIGHT: Arra's Journey of Empowerment and Growth

Arra's innovative approach **allowed individuals, especially grassroots communities, to become dropshippers and resellers** for Arra's products, nurturing entrepreneurship and economic growth, journey showcases a business that thrives on innovation. Maintaining a focus on resellers and dropshippers, Arra prioritized customer trust by providing exceptional service and quality products. The company's swift adaptation to emerging trends through innovative practices underscores Arra's dedication to delivering products aligned with market demands. Just in 3 years onboarded in Evermos, Arra's economic growth increases more than 10x by utilizing various Evermos brand management services.



Arra choose a range of textile products from various materials and highlight the materials quality as its strong selling point



Driven by mission to deliver best quality fashion products to Indonesian muslim consumers. Kang Adi, started Arra



Arra product category is expansive as they demonstrate huge growth. Family and kids model are one of their best selling.

Arra's journey showcases a business that thrives on innovation. Arra's growth story highlights the importance of **both marketing and product development**, such as how they put forward consumer insight into the design and material choices. This balance, driven by its insights, **led to the employment of over 30 individuals, demonstrating the power of innovation** in sustaining and expanding a business. Arra's impact goes beyond the company itself. By engaging resellers, Arra **positively influences the community's economy**. Through empowering individuals, Arra significantly contributes to **financial growth**, with a reseller achieving an impressive monthly turnover of **200 million IDR**, demonstrating Arra's capacity to drive meaningful change in the lives of many.

Reducing Consumer Waste

Sustainable SMEs

SME ESG Awareness

Circular Economy

Reducing Plastic Waste

[306-2]



Site Visit for ESG Assessment, this regular assessment helps the SME to figure out the findings and what they can improve related to ESG initiatives

Our Commitment to a Greener Future

Our dedication to sustainability **goes beyond business transactions** – it extends to fostering conscious reseller and consumer culture that actively contributes to waste reduction. We recognize the critical role that consumer behavior plays in shaping our environmental impact, and we are steadfast in our commitment to reducing consumer waste in the realm of social commerce.

Educating for Conscious Choices

Our data shows that there still large number leftovers from cutting stocks, 31% of the SME are ranging 6-10% of inefficiency in production activity. This is that later would become wastes. Based on this data, we actively provide education for the brand, we encourage our users to make sustainable decisions, from product and resources selection to packaging preferences. **By promoting a mindset of waste reduction**, we aim to create a ripple effect that extends beyond our platform.

64

Number of brand with responsible waste initiatives

In accordance with our ESG assessment conducted in 2022, it was revealed that a total of 64 brands have adopted responsible waste practices. These brands have also taken commendable strides by **implementing recycling initiatives to manage their waste effectively**. However, it's worth noting that certain brands have demonstrated interest in adopting similar recycling initiatives. Yet, they currently face challenges related to access to recycling vendors or reliable sources for such efforts.

Sustainable Product and Packaging Offerings

Our commitment to reducing consumer waste is deeply related with our product offerings. **We are planning to collaborate with brands that share our sustainability values, focusing on products with extended lifecycles, minimal packaging, and recyclable materials**. By curating our offerings, we enable consumers to align their preferences with eco-friendly choices, resulting in reduced waste generation. Packaging constitutes a significant portion of consumer waste. As part of our strategy to minimize this impact, we actively collaborate with brands to explore innovative packaging solutions.

As a follow up from our ESG assessment, we are currently exploring the possibility to collaborate with stakeholders to provide the SME with more sustainable option for their products and packaging.

“What we’ve seen in Indonesia, plastic wastes are very prominent in the packaging and shipment wrapping. It’s an exciting initiative when we actually **support the SMEs to become aware with the issues.**”

Roby Wiradhika

Industrial Relation & Employee Compliance

SPOTLIGHT: HidupMapan's Sustainability Journey

In the heart of Yogyakarta, a humble business called "HidupMapan" has transformed into an inspiring role of sustainability within the traditional supplements and vitamins industry. What started as a conventional venture with existing production capacity and machinery has grown into a **remarkable story of change and conscious responsibility.**

Joining the Evermos family in Q2 2022, HidupMapan embarked on a **path of growth that extended far beyond the bottom line.** Originating in the outskirts of Yogyakarta, they produced between 5,000 to 7,000 units each month. While their initial focus was on producing quality products, they unknowingly already stepped in the world of ESG (Environmental, Social, and Governance) considerations.

Even prior to formal ESG awareness, **HidupMapan was already paving the path towards sustainability, showcasing their genuine concern for the environment through a dedication to compliance.** Among their notable accomplishments was the creation of **an unwritten waste management process,** ingeniously transforming organic waste into enriching fertilizer, thereby reciprocating the care received from the earth.

Additionally, their commitment to responsible practices extended to **obtaining local permits, ensuring workforce welfare and abiding by employment regulations, exemplifying their ethical stance within the business landscape.**

HidupMapan's journey serves as a reminder that **sustainability can thrive even in the most unexpected places.** Their story is a celebration of not just revenue growth, but the growth of awareness, responsibility, and positive impact. With Evermos, they've found a platform to amplify their values, transforming themselves into a center of inspiration for others who wish to embark on a similar journey. Through their quiet dedication, HidupMapan has become a testament to the enduring power of tradition and the transformative potential of conscious business practices.



As a herbal product with natural ingredients, the quality and the regulation compliance is become the main concern for HidupMapan



One of HidupMapan sustainability initiative is transform its organic waste into fertilizer

Shaping a More Inclusive Access



Shaping a More Inclusive Access

Inclusive Economy

[3-1, 3-2, 3-3, 203-1, WEPS-4, PS3-7]

6,670 Training Sessions

20 Program Impact

Data # of Program

Our mission transcends boundaries, embracing the communities we engage with. We are resolutely committed to establishing an inclusive gateway for aspiring resellers, extending this opportunity to even lower-tier cities. By streamlining procedures and ensuring equitable access, we're not only unlocking economic empowerment but also **fostering women's empowerment and catalyzing economic growth**. Our dedication to this vision goes beyond mere transactions; it's about **shaping a landscape where diverse backgrounds and circumstances no longer pose barriers to entrepreneurial success**.

High costs and logistical challenges in Indonesia are the barriers that microentrepreneurs from fully participating in the growing e-commerce sector. However, Evermos used inclusive employment practices to successfully address these challenges, grow its network of resellers at the base of the pyramid, providing them incomes, and swiftly expand its market access.

In line with its commitment to fostering community well-being, Evermos has embarked on numerous collaborations with various stakeholders to execute programs **targeting a broader spectrum of individuals, especially those belonging to underserved communities**. Throughout the year 2022, Evermos organized an array of training sessions and workshops, catering to diverse groups, including ex-convicts, individuals with disabilities, and single mothers.

The training initiatives encompassed a wide range of subjects, spanning from free prenatal health workshops for financially challenged expectant mothers to business and entrepreneurship training with total hundreds of beneficiaries. Evermos firmly believes that **everyone deserves equal opportunities for growth, as well as access to vital information and training**. By reaching out to such diverse communities, we strive to contribute to a more inclusive and sustainable future.

Evermos remains committed to expanding its outreach and collaborating with more partners to continue building a sustainable and socially responsible ecosystem that empowers individuals from all walks of life. Our dedication to **enhancing accessibility and fostering equitable opportunities** remains unwavering, as we aim to play an essential role in the advancement of under-served communities, facilitating a more sustainable and equitable future for all.



Women community joining Evermos training session



Evermos team supporting the community during the training



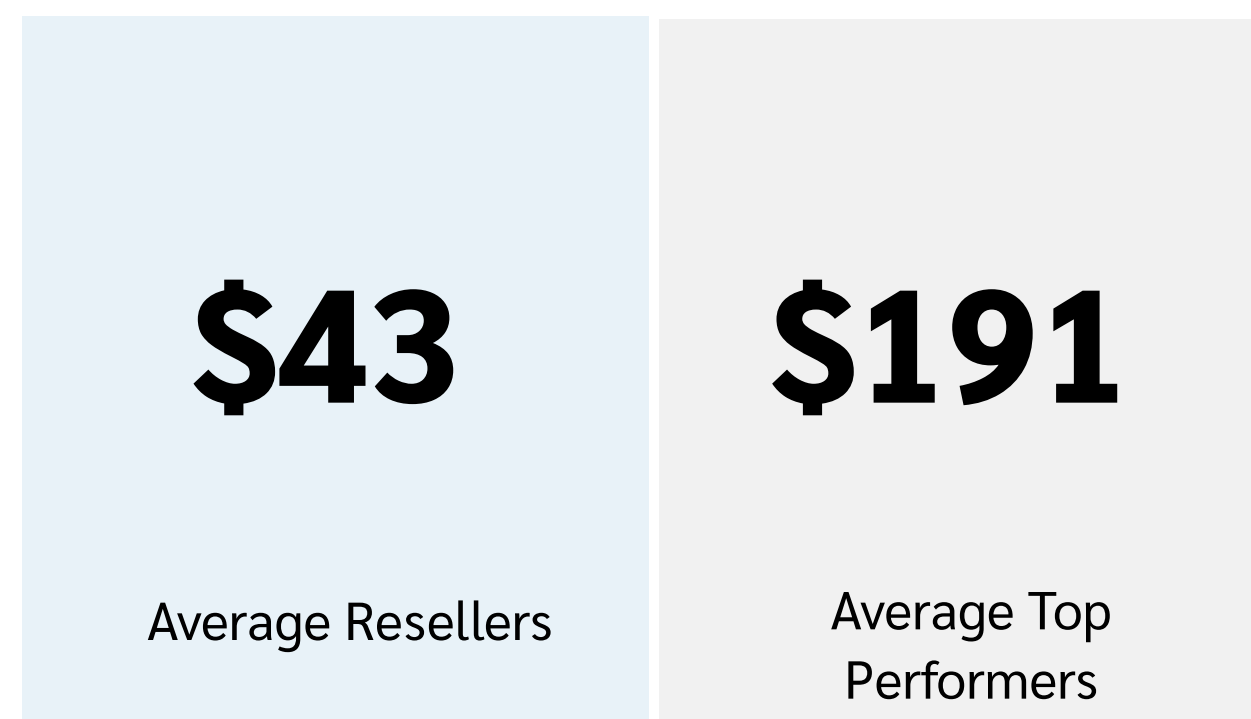
Impact on the Economy

Inclusive Economy

Our dedication to lower-tier cities is a pivotal aspect of our sustainability efforts. **We recognize the economic disparities that often exist between urban and rural areas and are taking proactive steps to bridge this divide.**

We believe in the untapped potential residing in these regions and are resolutely committed to unlocking it. By providing opportunities for entrepreneurship and facilitating the growth of small and medium-sized enterprises (SMEs), we are acting as a catalyst for economic development and job creation in areas that need it the most. In doing so, we contribute to the sustainability and prosperity of these communities, bringing about positive change in their lives.

We understand that lower-tier cities often lack the resources and infrastructure that larger urban centers enjoy. Our efforts in these areas go beyond mere business expansion – they are driven by a desire to uplift communities and foster sustainable growth. By empowering women and creating opportunities for entrepreneurship, we not only bridge the economic gap but also address social and gender inequalities. Our commitment to lower-tier cities is a testament to our mission to build a more inclusive and sustainable future.



Comparison of average monthly income with top performer resellers

“It’s quite empowering for us also, hearing that we contribute that much to their household economy, meaning our efforts are producing positive impacts.”

Restu Amalia
Creative Strategy Lead

By fostering local entrepreneurship, Evermos helps to **strengthen local economies**. When individuals can sell products within their communities through our platform, they contribute to the circulation of income within their regions. This, in turn, **boosts local businesses, supports small-scale enterprises, and stimulates economic growth at the grassroots level.**



Bu Murni, one of the resellers from lower-tier cities who has experienced the benefits with Evermos.

SPOTLIGHT: Bu Tri: Balancing Motherhood and Entrepreneurship with Evermos

Bu Tri's journey is a shining example of resilience and determination in the face of adversity. At 50 years old, she has faced life's challenges head-on, especially after her divorce seven years ago. What sets her apart is her unconditional support for her son, Fauzan, who has special needs. In their modest rental in Cileunyi, Bandung, Bu Tri has taken on the roles of both breadwinner and caregiver.

For over two decades, Bu Tri has been a dedicated employee at a nearby supermarket, showing her commitment to providing for her family. But her responsibilities don't end there. She has also become an Evermos reseller, venturing into the world of online sales to secure a better future for Fauzan.

Bu Tri's daily struggle to balance work and parenthood is a testament to her unwavering determination. Her aspirations for independence and a brighter future for her son, Fauzan, serve as her driving force. **In this journey, Evermos has become her lifeline, offering an inclusive approach to entrepreneurial opportunities.** It's not just about income; it's about the flexibility and autonomy it provides, allowing Bu Tri to care for Fauzan while working towards her vision of a better life. Evermos empowers her to navigate life's challenges, turning her aspirations into reality and enabling her to be both a dedicated mother and a financially independent individual.

Bu Tri's journey with Evermos started from scratch. She was initially unfamiliar with online sales, but her determination and the support of the Evermos community and team have transformed her into a confident online seller. Her hard work and dedication have paid off, with her monthly sales often exceeding 10 million rupiahs.

What sets Bu Tri apart in her Evermos business is her commitment to customer satisfaction and trust. She believes in personally experiencing and endorsing the quality of the products she sells. This personal touch has garnered her a loyal customer base.

Bu Tri's dream is to dedicate even more time to her Evermos business, as it allows her the flexibility to be there for Fauzan. Her commitment to her son's future drives her to continually learn and persevere. Bu Tri's story is a testament to the power of determination, the support of a community, and the endless love of a mother for her child.



Her son, Fauzan, is the main source of motivation that drives Bu Tri to stay focused on being a reseller.



Her inspiring stories, make her often invited to share her experience in the events

SPOTLIGHT: Bu Fitri's Journey of Empowerment and Entrepreneurship with Evermos



Bu Fitri, started from street vendor to become successful reseller, who cares for others by setting aside their income for charity activities

Bu Fitri embarked on her journey to Bandung two decades ago. Today, she proudly manages a small family with three children. Her husband frequently travels out of town for work on various infrastructure projects, such as bridges, houses, schools, and more. Bu Fitri's daily routine primarily revolves around her role as a homemaker. Additionally, she operates as an agent for selling mobile phone credits and facilitating electricity bill payments for her neighbors.

Born into a Sumatran family with a strong entrepreneurial spirit, Bu Fitri's life has always been intertwined with trade. A decade ago, she attempted to sell clothing at the morning market near the iconic Gedung Sate in Bandung. However, she often faced difficulties due to factors such as limited capital, customers frequently defaulting on payments, and the demands of her household responsibilities, which led Bu Fitri to briefly give up on her business aspirations. Furthermore, **the presence of market toughs often made life challenging for small-scale traders** like Bu Fitri.



With Evermos, Bu Fitri can start her own business and earn income independently, supporting her family.

Fast forward a decade, and Evermos has breathed new life into Bu Fitri's dreams of entrepreneurship. With Evermos, Bu Fitri can engage in retail without the need to invest in upfront inventory costs. She can conduct her business from home while tending to her family, all the while avoiding the disruptions that market thugs once posed. Gratefully, her family, the Evermos sales community, and reseller group have rallied behind her, offering support and guidance on online sales techniques via applications and social media.

Through the income she earns independently through Evermos, **Bu Fitri aspires to increase her charitable activities. She believes she can become more self-reliant in her philanthropic endeavors**, no longer relying on her husband's household budget for donations. In a challenging present-day environment, Bu Fitri is grateful for the income and opportunities she has to share with those in need.

The New Beginning





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.

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





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when your kids meet their need

