



Local Roots to Competitive Growth

Evermos Sustainability Report

2024

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Messages from Our Leaders: From Roots to Horizons

Indonesia’s entrepreneurs are **resourceful, resilient, and deeply connected to their communities**. These qualities are the foundation of our economy, yet too often, they remain enclosed, like the frog in the well, believing the sky above is all there is. **Many rely on familiar paths**, such as selling through Instagram or word of mouth, and stop there. But recent studies remind us of the limits: 70% of entrepreneurs recognize the value of support services, yet most have not accessed them, and over 60% admit they are unsure which digital tools truly fit their needs. **Our local excellence is strong, but to fulfill its promise, it must be matched with broader vision.**

Growth happens when strength meets opportunity. That is why Evermos continues to evolve. First as a reseller platform, and today as a wider ecosystem of internet marketers, wholesalers, GT networks, marketplace enablers, and operational services. Each of these is not a replacement, but an extension of what entrepreneurs are already doing well. Along the way, we learn from them: their persistence, creativity, and courage to adapt. Research shows that entrepreneurial mindset and business model innovation drive growth even more than access to capital, and when paired with the right channels, these sparks can ignite new growth across **2** communities.

New sales channels do more than increase reach: they open doors to better inputs, networks, and practices that build resilience. Yet many micro-businesses remain unregistered, 55% according to the 2024 survey by 60 Decibels which holds them back from quality finance, supply, and partnerships. As the World Economic Forum notes, Indonesia’s SMEs must also tap imports and domestic supply chains to strengthen production in today’s uncertain global economy. Expanding horizons means **recognizing that opportunities are not only in exports or distant markets, but right here at home:** in stronger value chains, reliable materials, and deeper local connections.

The path forward is not about abandoning what we know, but about bridging it with what is still possible. Entrepreneurs carry the vision and determination; ecosystems like ours provide networks and tools that make the journey more accessible. Together, we can move beyond the walls of the well without losing the roots that make our businesses unique. Indonesia’s future will be built by **honoring our local excellence, daring to ignite new growth, and choosing to expand our horizons.** Only then can we bridge the gaps between today’s realities and tomorrow’s potential.

Explore **our research on Indonesian entrepreneurship** and how we’ve worked to break barriers over the past five years.

World Economic Forum

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

Are global value chains leaving Indonesian SMEs behind?

IFC

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

ILO

New employment opportunities for laid-off workers on digital entrepreneurship

UN WOMEN

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

DFS Lab & Gates Foundation

MSEs Onboarding Programs for Online Selling: Insights & Best Practices

Iqbal Muslimin

Co-founder and Chief of Sustainability



2024 Sustainability Report Responsibilities

Statement Letter of Members of the Board of Directors Regarding Responsibility for the 2024 Sustainability Report of PT Bank Rakyat Indonesia (Persero) Tbk [2-14]

We, the undersigned, hereby declare that all information in the 2024 Sustainability Report of Evermos for the year 2024, has been presented completely, and we are fully responsible for the accuracy of the contents of the Company's Sustainability Report. This statement was wade with actual.

Board of Directors

Iqbal Muslimin
Direktur



About this Report [2-1, 2-2, 2-3, 2-4, 2-5, 2-13, 2-23]

This Sustainability Report reflects Evermos’s commitment to building a more sustainable future through value-driven initiatives that create economic and social impact. It serves as a **key communication tool between Evermos and its stakeholders, providing insights into the company’s sustainability efforts**, economic contributions, and ESG (Environmental, Social, and Governance) performance during the reporting period. The report has been reviewed and approved by the board and includes a statement signed by Evermos’s leadership, underscoring the company’s dedication to responsible and sustainable business practices.

Reporting Period

This is the third sustainability report of PT Setiap Hari Dipakai, an operating company of Evermos Pte. Ltd., referred to as Evermos throughout this report. Evermos is committed to transparently sharing its sustainability-related progress and social impact annually, highlighting key priorities, outcomes, and continuous improvements while upholding responsible and sustainable business practices. This report presents Evermos' sustainability activities and performance for the period from **January 1 to December 31, 2024**. For context and comparison, select historical data from previous reports has been included.

Restatement of GHG Emissions Data

To ensure accuracy and comparability, Evermos has restated 2022 and 2023 GHG emissions data using the standardized methodology applied in this 2024 Sustainability Report. The restatement reflects methodological improvements only, not changes in actual emissions, and is fully disclosed to support external assurance and transparency. **This report covers the 2024 calendar year and was published in August 2025.**

Reporting Standards

This Sustainability Report adheres to multiple standards and frameworks to ensure transparency and accountability. Our report was prepared in accordance with **Global Reporting Initiative (GRI) 2021 Standards**, fulfilling best practices in sustainability reporting. Beyond regulatory compliance, our reporting approach integrates key global sustainability frameworks, including responses to **IFC Performance Standards, UN Women’s Women's Empowerment Principles (WEPs), Chinese CSR Guidelines.**

Contact Information

For further information, inquiries, or feedback regarding this Sustainability Report, we welcome you to get in touch with us. Evermos is committed to open communication and continuous improvement in our sustainability practices. Your insights and questions are valuable in helping us create greater impact. Please contact:

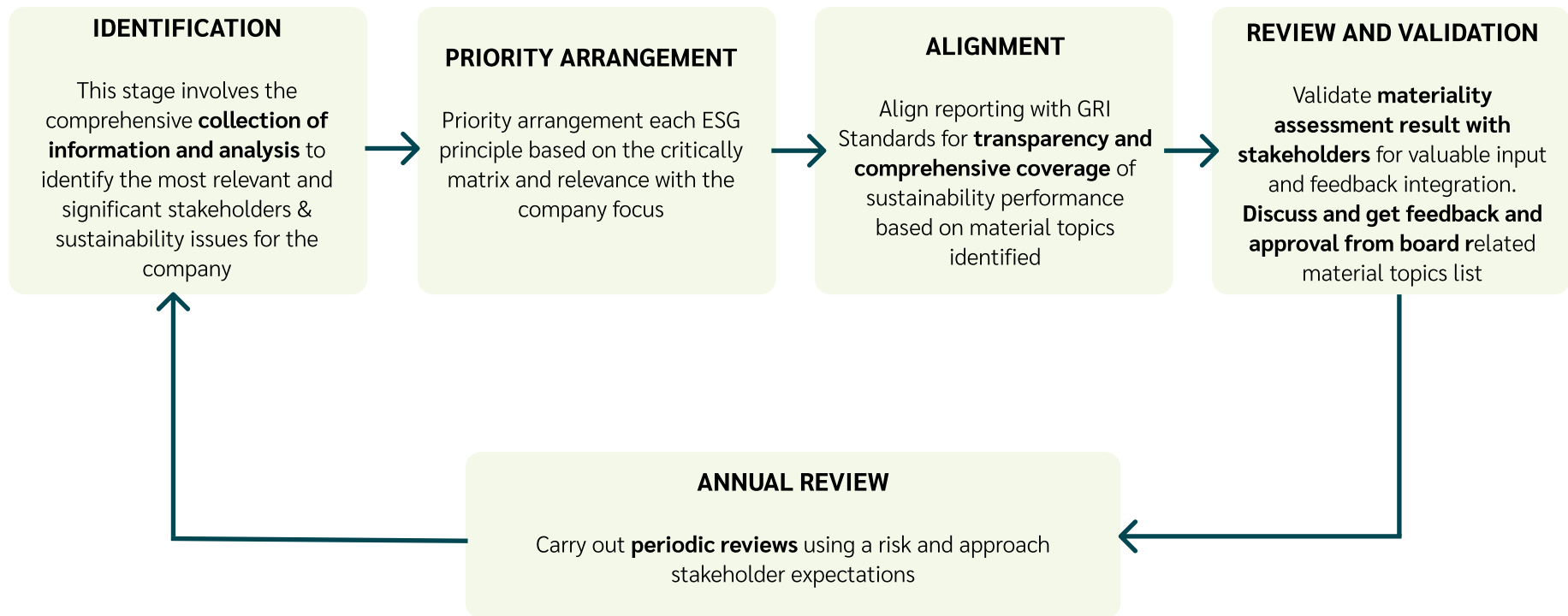
Evermos Sustainability Lab
Astrie Shafira
Senior Sustainability Lab Officer
astrie.shafira@evermos.com

Report Assurance

This Sustainability Report has been independently assured by **Sucofindo under AA1000AS v3 (license no. 000-432)**, The assurance process follows Evermos’s procurement policy, beginning with the selection of an external assurer. The ESG Team, with Board oversight, led the selection of the assurer based on expertise, reputation, and independence. Verification included documentary evidence and expert confirmation across relevant work units. The full assurance statement is available on page 88.

Materiality Assessment [2-12, 2-14, 3-1, 3-2]

A robust materiality assessment forms the backbone of Evermos’s sustainability strategy. It enables us to identify and prioritize the environmental, social, and governance (ESG) issues that reflect our most significant actual and potential impacts, as well as those that influence the decisions of our stakeholders. At Evermos, **materiality is treated not as a one-off compliance task, but as a continuous strategic process**. The goal is to ensure that our sustainability priorities remain aligned with both global standards and the evolving context of our business, including our operations, stakeholder expectations, and long-term value creation goals.





In 2024, we conducted a structured materiality assessment that followed the steps below:

1. Identification

We began by collecting data from a wide range of sources, including internal teams, stakeholder feedback, industry trends, and global **ESG frameworks (e.g., GRI Standards, SDGs, IFC PS, UN WEPs)**. This stage focused on identifying potential ESG impacts across Evermos’s activities, supply chain, and ecosystem—both positive and negative, actual and potential.

2. Priority Arrangement

The identified topics were evaluated through a double-lens matrix:

- Impact significance: based on scale, scope, and likelihood of ESG impacts.
- Stakeholder relevance: based on feedback, expectations, and influence on stakeholder decision-making.

Each ESG topic was then prioritized based on its strategic importance and mapped to Evermos’s sustainability focus areas.

3. Alignment

We ensured alignment of the **prioritized material topics with the GRI 2021 Standards and our internal reporting framework**. This ensures completeness and consistency in how sustainability performance is measured and disclosed across our three core pillars: Women Empowerment, SME Advancement, and Social Welfare Improvement.

4. Review and Validation

The shortlisted material topics were reviewed through internal discussions involving senior leadership, functional heads, and sustainability experts. We also conducted validation sessions with selected stakeholders to incorporate their perspectives and ensure that no material issues were overlooked.

5. Annual Review

This entire process is reviewed annually to reflect changes in the external operating environment, stakeholder needs, or emerging sustainability risks. Revisions are guided by a risk-based approach and insights gathered through regular stakeholder engagement and performance evaluations.

This process allows Evermos to **stay focused on the most relevant issues, allocate resources effectively, and deliver transparent and accountable sustainability reporting**. The outcome of this assessment informs the content of this report, the structure of our ESG Performance Dashboard, and our alignment with the **Sustainable Development Goals (SDGs)**.

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

Material topics form the backbone of our sustainability reporting, guiding how we **define priorities, manage impacts, and respond to stakeholder expectations**. In 2024, Evermos continued to enhance its materiality assessment process in accordance with the GRI 2021 Universal Standards. This process is conducted annually and involves structured identification, evaluation, prioritization, and validation of ESG topics based on stakeholder feedback, business risk assessment, and societal relevance.

We classify material topics into three levels of priority—Critical, High, and Priority—to ensure clarity in focus and depth in action. These classifications help us align operational strategy with impact delivery, while also maintaining transparency and accountability in sustainability performance.

List of Material Topics for 2024 (GRI 3-2)

Below is the updated list of material topics applicable to Evermos in 2024:



Evermos Material Topics in Criticality Matrix



Key Changes in Material Topics from 2023 to 2024 (GRI 3-2)

- 1. Gender Equality → Gender Equality & Gender-Smart Practices
Scope expanded to address systemic gender barriers, aligned with UN WEPs. Focus includes stay-at-home moms, inclusive leadership, and gender-responsive training.
- 2. New: SME Competitiveness/Growth (Critical Priority)
Recognizes the strategic role of EverBiz, EverRetail, and EverPro in boosting SME product quality, digital capability, and market access.
- 3. Human Rights → Human Rights & Fair Labor
Now includes broader labor practices, including fair working conditions, anti-harassment, grievance mechanisms, and supply chain due diligence.
- 4. New: Financial Inclusion (High Priority)
Introduced to reflect growing initiatives supporting access to Sharia- and ESG-aligned financing for women-led businesses, SMEs, and resellers.

- 5. Removed: Circular Economy
Deprioritized in 2024 due to current **focus on upstream sustainability efforts** (e.g., waste, ESG). To be revisited as product and supply chain maturity advances.
- 6. Embedded Financing → Integrated into Financial Inclusion
Now part of a **holistic approach to financial empowerment**, combining financing access with capacity building and platform support.

“Evermos expands its focus on gender equality, financial inclusion, and SME competitiveness to drive sustainable and inclusive growth.”

Rakhman Sapta Ferdiansyah
VP People



Driving collaboration and knowledge sharing within the Internal Evermos

Overview of Material Topics and Negative Impacts [2-25, 3-3]

Material Topic	Priority	Identified Negative Impact	Mitigation Actions
Inclusive Economy	Critical Priority	Digital divide excluding marginalized groups	Offline engagement; human-centric digital design
Sustainable SMEs / SME ESG Awareness	Critical Priority	ESG compliance overwhelm; misinterpretation or misuse of scoring tools	Tiered ESG training; coaching and simplified tools
Capacity Building	High Priority	Low post-training application; regional access disparity	Feedback-based module iteration; access monitoring
GHG Emission	High Priority	Unmonitored indirect emissions; poor emissions data in supply chain	Emissions monitoring; partner data encouragement
Financial Inclusion	High Priority	Risk of over-indebtedness; inequality in financial access	Financial literacy education; inclusive credit screening
Human Rights & Fair Labor	High Priority	SME non-compliance with labor laws; inconsistent working conditions	Labor assessments in ESG tools
Reducing Waste to Landfill	Priority	Residual waste; low segregation compliance	Waste SOP enforcement; awareness programs
E&S Health & Safety	Priority	Inadequate safety protocols; occupational risks	Safety SOPs and training; audits and evaluations

About Evermos [2-6, 203-2]

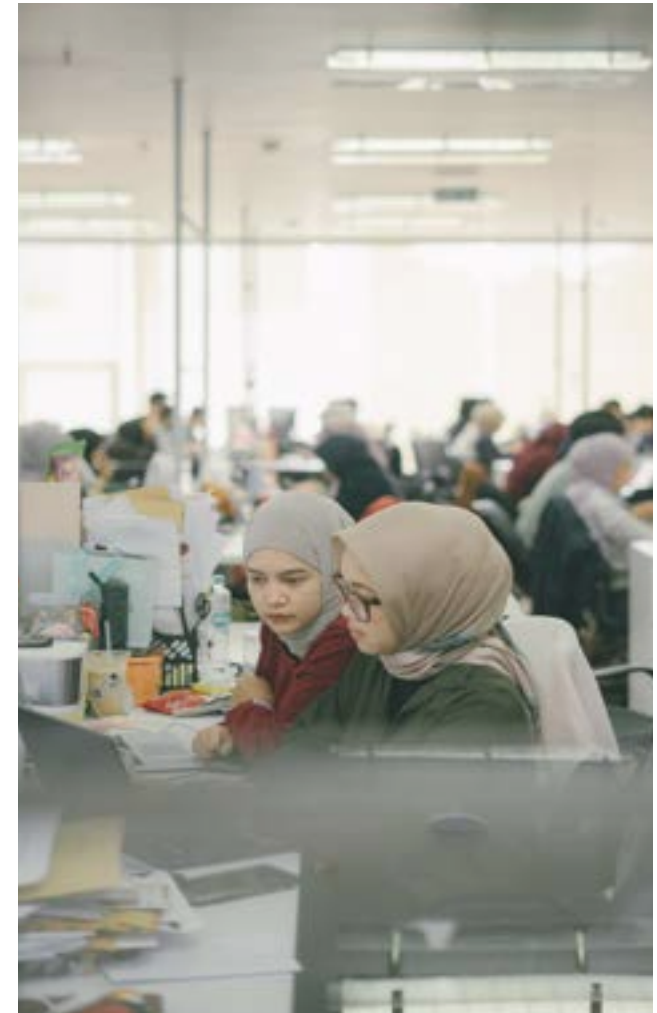
Legal Name	PT. Setiap Hari Dipakai
Head office	Jl. Ir. H. Juanda 95, Bandung, Indonesia
Country of Operation	Indonesia
Share Ownership	99,9% (Evermos Pte. Ltd.) & 0,1% (Personal)
Total Employees	555

Growing Strong

Founded in 2018, Evermos continues its mission to become **Indonesia’s largest connected commerce platform**, expanding economic inclusion by supporting local brands and empowering resellers, particularly in lower-tier cities and underserved segments. Building upon the momentum of past years, 2024 marked a significant shift in our strategy: **advancing inclusive financing and strengthening our General Trade (GT) channels to further democratize access to commerce.**

Evermos’s inclusive approach prioritizes equitable opportunity, especially for women, informal workers, and SMEs with limited digital or capital access. By connecting local entrepreneurs to affordable financing options and expanding our GT network—including wholesalers, kantins, and community-based distribution points—we enable business growth that is rooted in local strengths and supported by scalable systems.

Our platform integrates **Sharia-compliant product curation, ethical sourcing, and ESG considerations to ensure that economic growth is aligned with social value.** Through community engagement, offline initiatives like Kopdar and Silaturahmi, and our continued support for responsible business practices, Evermos empowers a new generation of entrepreneurs—resilient, inclusive, and ready to thrive.



Empowering colleagues with insights about Evermos mission and impact

Evermos at a Glance [2-6]



Honored to receive awards for Creating Shared Value and Responsible Business Practices

Awards and Recognition



Asia Sustainability Reporting Award 2024
Bronze – Asia’s Best Sustainability Report (First Time)



THE 16TH ANNUAL GLOBAL CSR & ESG SUMMIT AND AWARDS™ | 2024

The Global CSR & ESG Summit and Awards 2024
Gold – Category Women Empowerment



For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific

WEPs Awards Indonesia 2024
Winner – Category Gender responsive Marketplace



Indonesia Corporate Sustainability Initiatives 2024

- Creating Shared Value
- Responsible Business Practices



Impact by the Numbers

1079k+

Active Resellers from 34 Provinces in Indonesia

86%

Resellers are women, majority lives in lower tier cities

611

SMEs from different categories and local origins

532

Number of fulltime employees across Indonesia

2,163+

Hyperlocal communities to support each others

7,793+

Training Hours are offered to improve resellers skills

Initiatives in Focus

1- Evermos x ILO: Empowering Workers and Job Seekers

In partnership with the International Labour Organization (ILO), Evermos continued its commitment to advancing decent work and economic opportunity for vulnerable segments, including laid-off workers and job seekers. The program focused on digital upskilling, entrepreneurship training, and access to platform-based livelihoods; this collaboration has strengthened our approach to economic resilience, while contributing to national employment recovery strategies.

2- Evermos x IFC: Family-Friendly Workplace Research

As part of the Family Forward@ Indonesia Partnership with the International Finance Corporation (IFC), Evermos participated in a pioneering study on family-friendly workplace practices in Indonesia. The initiative supports Evermos's broader goal of promoting employee well-being, work-life balance, and gender equity through actionable, data-driven insights. Our involvement contributes to shaping inclusive workplace standards that recognize the diverse needs of modern working families.

3- UN Women WEPs Award: Gender-Responsive Marketplace Recognition

In recognition of our commitment to women's economic empowerment, Evermos was honored by UN Women Indonesia in 2024 under the Women's Empowerment Principles (WEPs) Award, in the category of Gender-Responsive Marketplace. This accolade affirms our dedication to creating equal access to entrepreneurship, financing, and digital platforms for women. Evermos continues to integrate gender-smart strategies into our operations, enabling women, particularly from lower-tier cities to thrive as micro-entrepreneurs.

Stakeholder Engagements [2-29]

Stakeholder Engagements

As a platform that connects a diverse set of stakeholders across the value chain, Evermos places stakeholder collaboration at the heart of its business model. Our stakeholders from resellers and brand owners to regulators and civil society are **not merely beneficiaries but co-creators of impact**. Their continuous engagement enables us to be more adaptive, innovative, and responsive in delivering inclusive economic benefits, especially for underserved communities in Indonesia.

In 2024, we expanded our stakeholder ecosystem by strengthening partnerships with local communities, enhancing dialogue with regulators and investors, and **deepening our support for brand owners and SMEs through inclusive financing and ESG-based practices**. These interactions form the foundation of our shared service approach—creating synergies between platform users, partners, and supporters.

Stakeholder involvement spans all operational aspects, from product curation and digital empowerment to ESG capacity building and policy alignment. The table below illustrates our approach to engaging each stakeholder group, the methods used, topics discussed, and how their input informs our strategy and sustainability initiatives.

Moreover, our stakeholder-centric approach is not static, it evolves based on **ongoing feedback and emerging issues**. We use this input to refine policies, design more targeted impact programs, and advocate for systemic change in our ecosystem. This ensures that Evermos continues to remain **relevant, resilient, and responsible** as we scale our positive impact across Indonesia.

“At Evermos, stakeholder collaboration is key to driving inclusive economic benefits.”

Valeska
Impact & Sustainability Manager



Stakeholder Groups and Relevance

Stakeholder	Engagement Approach	Context and Topics Discussed
Reseller	Training sessions; Social media groups; Offline/online community gatherings; Satisfaction surveys	We conduct regular reseller training and community events to enhance their selling skills and gather feedback for improving our services. These sessions cover aspects like entrepreneurship, community building, product selection, and life skills including financial and social skills, delivered both online and offline.
Brands / Brand owners	Training sessions; Brand visits/ESG visits; Offline/online gatherings; Online communities; Satisfaction surveys	Training and brand gatherings enhance SME performance and address business challenges. We assess ESG awareness, including gender equality, and provide tailored support via our ESG team and commercial channels.
Value chain partners	Partner visits; ESG screenings; Supply collaboration sessions	Our platform enables brand owners to optimize their value chain via services like cloud manufacturing and group sourcing. We engage value chain partners to ensure alignment with ESG criteria and enhance their operational efficiency.
Internet Marketers	Training and development; Access to product knowledge; Performance support via digital tools	Evermos provides training and access to digital platforms for internet marketers (imers), empowering them with business insights, campaign performance tools, and income optimization strategies.
Civil Societies (NGOs, Academia, Local Groups)	Partnerships and collaborations; Training sessions; Webinars; Co-designed programs	We collaborate with NGOs, academic institutions, and foundations on programs that support community empowerment. Partners also join our value chain through curated and targeted initiatives.

Stakeholder Groups and Relevance (Cont'd)

Stakeholder	Engagement Approach	Context and Topics Discussed
Employees	Employee Survey, Internal training;	Key topics include employee wellbeing, DEI (Diversity, Equity, Inclusion), professional development, and transparent communication. Feedback gathered shapes internal policies, benefits, and capacity-building plans.
Investors	Quarterly reports; Strategic meetings; ESG briefings; Investor updates	Topics raised include business performance, ESG & impact metrics, governance risk, and responsible growth strategies. Evermos responds through timely reporting.
Regulators	Discussion & Collaboration ESG and MSME dialogue forums; Submissions and reports	Regulatory priorities include MSME empowerment, ESG alignment with policies, digital economy participation, and impact reporting. Evermos supports this through proactive submissions and policy-aligned strategies.

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

Our Evolving Commitment

Sustainability is not a side initiative, it is woven into every aspect of our business. We believe that the strength of our platform lies in our ability to **create long-term value not just for the company, but for the people and communities we serve**. Each decision we make is guided by our responsibility to promote fairness, inclusivity, and resilience in the ecosystems we help grow.

In 2024, we further deepened our commitment by **aligning business growth with broader social and environmental** progress. Our approach to sustainability is dynamic and constantly adapting to the evolving needs of our stakeholders, and ensuring that our platform remains relevant, responsive, and impactful. We see ourselves as both enablers and collaborators, facilitating progress for others while remaining accountable to high standards of ethics and governance.

Our Pillars of Impact

- 1. Women Empowerment:** We enable women to succeed on their own terms by offering opportunities to build income, access skills, and grow with dignity. We create **pathways that address systemic barriers**, allowing more women to participate meaningfully in the economy.
- 2. SME Advancement:** We stand behind the growth of small and medium enterprises by providing tools, support, and platforms that help them become more competitive and resilient. Our efforts are focused on ensuring that SMEs thrive not just today, but sustainably into the future.
- 3. Social Welfare Improvement:** We believe in strengthening communities from within. Through education, local engagement, and values-based initiatives, we support **efforts that improve well-being, create opportunity, and elevate collective resilience**.



Embedding value creation thinking into everyday collaboration at Evermos

Sustainability Strategy [2-2]



Iqbal Muslimin

Co-founder and Chief of Sustainability

Strengthening the Path Forward

This year, Evermos advanced its sustainability journey by translating purpose into performance —shifting **from building the foundation to amplifying the outcomes**. Our strategy continues to be rooted in local realities, yet it aspires to scale competitive growth that reaches beyond borders.

We believe that **local roots are the strongest drivers of global competitiveness**. That's why our impact model focuses on empowering Indonesian SMEs to become contributors to global supply chains, by elevating their value, improving ESG readiness, and connecting them with sustainable commercial ecosystems.

Our approach is built on the conviction that inclusive growth must go hand in hand with responsible governance and long-term value creation. In doing so, we have strengthened pathways that:

- Enable women and underrepresented communities to thrive through access, training, and market participation
- Support SMEs in enhancing their competitiveness via digital transformation, responsible sourcing, and ESG scoring
- Foster social resilience through education and ecosystem partnerships that reach underserved regions

This year, we also laid the groundwork for new growth areas, identifying opportunities to position local products in global markets, build capacity through cross-sector collaborations, and raise awareness of ESG standards as an enabler of competitiveness.

Our sustainability strategy outlines:









- How **local economic empowerment serves as a launchpad for global relevance**, positioning Evermos as a connector between Indonesia's grassroots enterprises and the world stage.
- The operationalization of our three-pillar strategy: Women Empowerment, SME Advancement, and Social Welfare Improvement, embedded into product curation, platform access, financing, and brand partnerships.
- Strategic alignment with the SDGs and ESG frameworks to ensure inclusive, responsible, and scalable progress.

Through this strategy, Evermos reaffirms its commitment to building a sustainable business **ecosystem that not only grows but uplifts**. We believe that the path to the future begins where our roots are strongest, within the communities and entrepreneurs of Indonesia.

Aligning with the Sustainable Development Goals (SDGs)

The United Nations SDGs serve as a strategic compass in shaping Evermos’s sustainability commitments and assessing our contribution to global development priorities. In alignment with GRI Standards, we acknowledge our responsibility to advance these goals through core business activities, partnerships, and impact programs.

We map our material topics and key initiatives against relevant SDGs to **ensure our efforts are purposeful and measurable**. This alignment enables us to (i) Translate global goals into local action, (ii) Track and communicate our contributions, and (iii) Enhance stakeholder trust and accountability. By embedding the SDGs into our sustainability strategy, we try to balance business performance with social progress and environmental stewardship.

Material Topic	Key Program/Initiative	SDGs Contribution	Target (if applicable)	Progress Achievements
Gender Equality & Gender-Smart Practices	Inclusive hiring, DEI training, IFC gender program	 	5.1 5.5 8.3 8.5	Evermos gender composition remaining stable around 60:40 (men to women), with meaningful progress in female representation, which increased from 41.25% to 44.32% in 2024
Inclusive Economy	Reseller network expansion, wholesalers empowerment	  	1.1 8.3, 10.1	Evermos expanded its reseller network to 74% in lower-tier cities, up from 50.75% , while increasing female participation from 82% to 86% .
SME ESG Awareness	ESG Training & Rating for SMEs		12.6	In 2024, Evermos managed to conduct ESG awareness for SME to more than 600 SMEs with 32,2% brand improving in ESG scoring
Financial Inclusion	Partnership with Nikel, IFC financing support	 	1.4, 8.10	Through a strategic collaboration with the IFC, Evermos facilitated access to financing for 19 SMEs , with an average loan disbursement of IDR 9.1 billion per enterprise
GHG Emissions	Scope 1-2-3 reduction & energy efficiency		13.3	The company achieved a reduction of approximately 3,500 tCO₂e in total emissions



Material Topic	Key Program/Initiative	SDGs Contribution	Target (if applicable)	Progress Achievements
Reducing Waste to Landfill	Waste diversion initiative in HQ		12.5	Total waste diverted from landfill improving from 70% to 80% of total operation waste, this is achieved by expanding are for the waste management program
Human Rights & Fair Labor	Harassment training, grievance channel		8.8	30 leaders joined harassment prevention-related training
Resilient Communities	Offline gatherings (Kopdar, Silaturahmi), school programs		11c	improvement in average reseller income—rising from USD 61 to approximately USD 232 in 2024.
Stakeholder Engagements	NGO & investor forums, community consultations		17.17	Evermos actively engaged over 8 stakeholder groups in 2024 through forums, impact reporting, regular gatherings and discussions

Corporate Sustainability & Governance [2-9, 2-11, 2-12, 2-13, 2-15]

Governance & Risk Management

Strategic Governance and Leadership Commitment

Sustainability is embedded at the highest levels of leadership. The cohesive inclusion of sustainability as a strategic enabler of value is anchored by the dedication of our senior leadership. This commitment begins at the top and cascades throughout the organization, influencing key decisions and strategic directions.

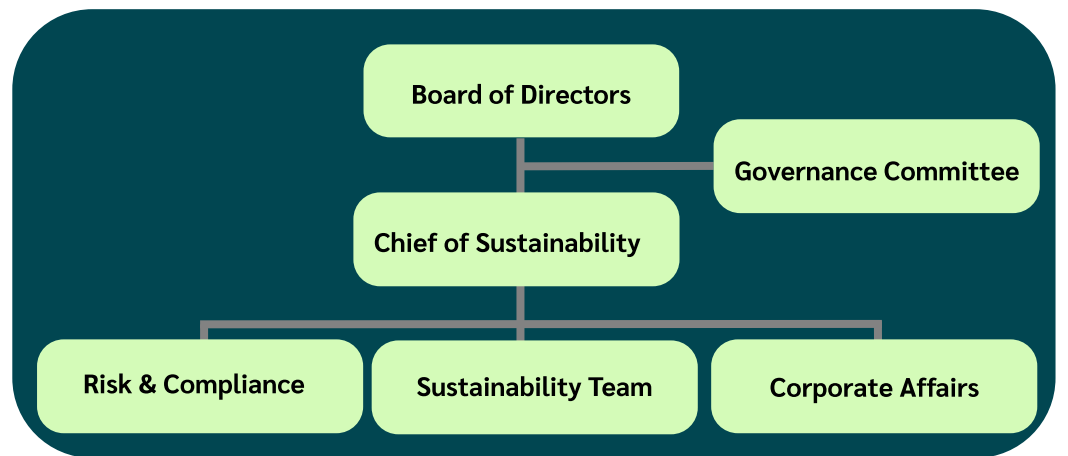
The Chief of Sustainability, who is also a Co-Founder and a member of the Board of Directors, oversees the development, prioritization, and execution of Evermos’ ESG strategy. This leadership position ensures that sustainability is embedded into the core of our strategic direction and receives high-level visibility and decision-making support. This function is supported by three core units:

- Sustainability Team: Responsible for coordinating ESG initiatives, managing the Environmental and Social Management System (ESMS), tracking impact metrics, and preparing sustainability disclosures.
- Corporate Affairs: Ensures compliance with legal and regulatory frameworks while managing external stakeholder engagement.
- Risk & Compliance: Promotes a strong risk culture across departments, ensuring that social and environmental risks are anticipated and addressed through adequate governance mechanisms.

Risk Oversight and Critical Concern Communication

At Evermos, the Risk & Compliance team ensures that every business or project proposal aligns with the company’s defined risk appetite. This is achieved through systematic risk assessments documented in a centralized **risk register**, which tracks mitigation plans and supports periodic reviews. Risk representatives actively participate in **Investment Committee meetings**, providing inputs through Risk Consideration Notes that influence both project approval and future risk adjustments.

To support transparency and accountability, critical concerns—including those related to ethics, compliance, or project risk—are escalated directly to the **Board of Directors** or relevant governance bodies. This structured communication flow ensures that material issues are addressed promptly and integrated into Evermos’s broader strategic and operational decisions.



Evermos Governance Leadership Structure



Each business unit is held accountable for contributing to our ESG goals. ESG considerations are part of how leaders and teams are evaluated, reinforcing shared commitment across the company—not as isolated KPIs but as joint responsibilities. **The Board reviews sustainability priorities and progress on a regular basis, ensuring coherence with long-term business strategy.**

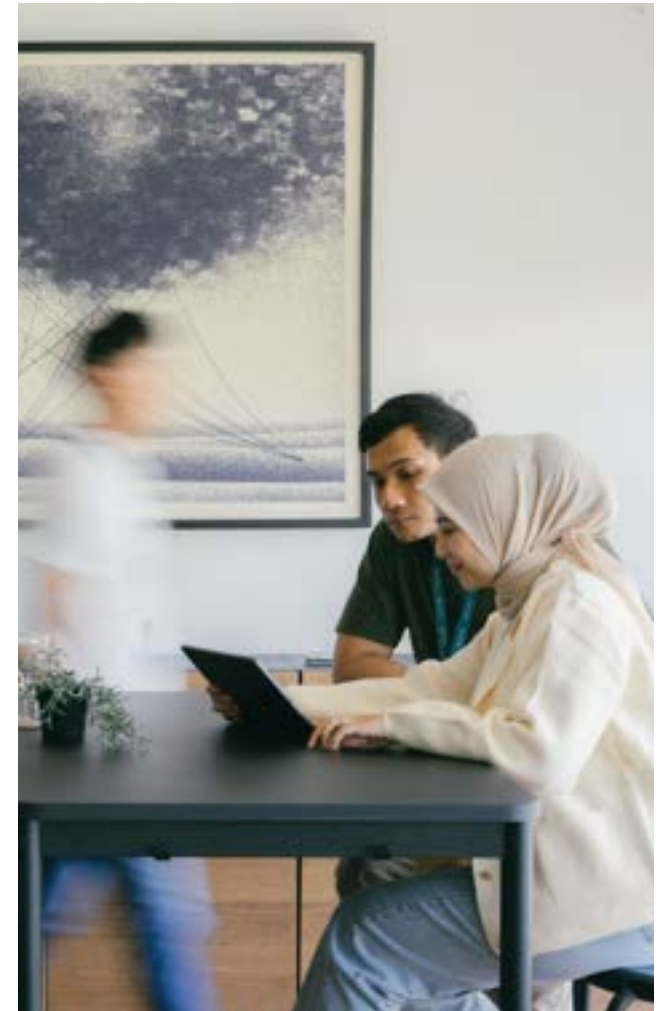
Evermos maintains an integrated governance structure to manage sustainability holistically. In addition to the Board and Sustainability Team, two cross-functional committees support responsible oversight:

- **The Investment Committee** assesses the alignment of new initiatives with Evermos’ values, ensuring that growth decisions are informed not only financially but also by ethical, social, and environmental impact.
- **The Cost Committee** reviews program expenditures, including sustainability-linked activities, with a focus on resource optimization and cost-effectiveness.

We also implement a digital-based Environmental and Social Management System (ESMS), informed by the IFC Performance Standards. The ESMS supports continuous monitoring of environmental and social risks through a technology-driven platform that enhances accessibility, efficiency, and traceability. It functions as a key instrument to screen partnerships, assess initiatives, and guide the company’s sustainable procurement practices. These mechanisms enable us to align daily operations with our long-term sustainability goals while maintaining compliance with applicable regulations.

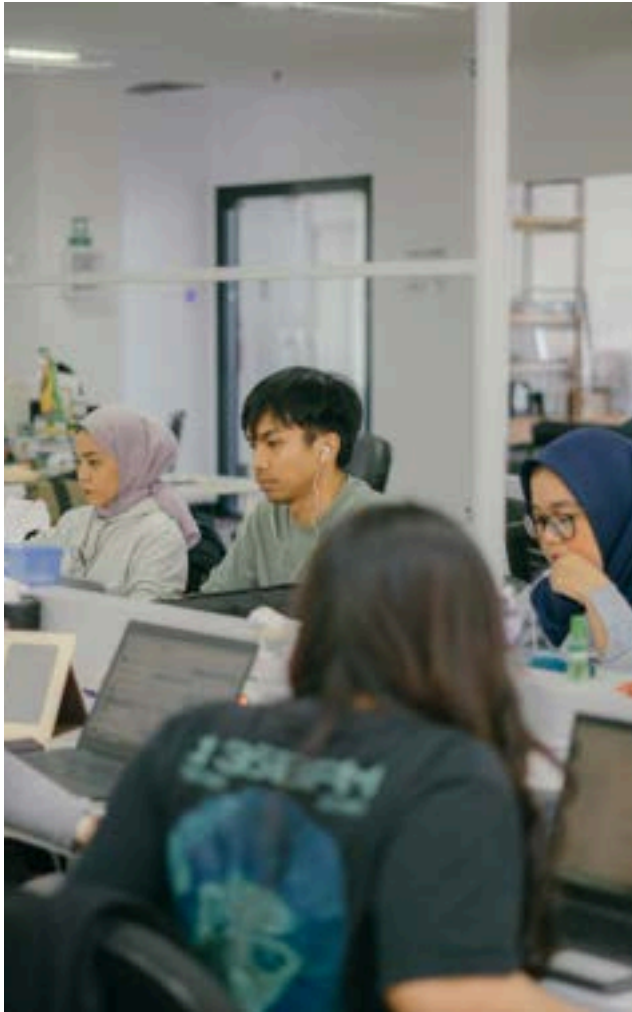
“At Evermos, the Risk & Compliance team ensures that every project aligns with the company’s risk appetite, supporting informed decisions and periodic reviews”

Sri Wahyu Maulidina
Compliance & Corporate Governance Officer



With strong governance, Evermos is shaping a better future for all stakeholders

Integrity at the Core [205-1, 205-2, 205-3]



Working together to enhance Evermos mission and create positive change

Integrity is a foundation that underpins every facet of our operations. In 2024, we reaffirmed our commitment to ethical business conduct by maintaining **zero tolerance for corruption**, strengthening internal controls, and promoting a culture of transparency, accountability, and fairness across all levels of the organization.

To ensure these values are not only espoused but actively practiced, Evermos has implemented **comprehensive Anti-Corruption Guidelines and Gift-Giving Controls**, applicable to employees, suppliers, and business partners alike. These policies are clearly communicated and embedded across the ecosystem. All contractual and employment agreements are governed by an Integrity Pact, which must be signed by relevant stakeholders. This binding commitment reinforces ethical conduct, fair competition, and legal compliance.

In addition to structural policies, all Evermos employees are required to report any gift or gratuity received from stakeholders in connection to their professional duties. This reporting obligation ensures early detection of potential conflicts of interest and serves as a preventive mechanism against unethical behavior.

The disclosure process is governed by clear protocols and is integrated into employee onboarding, code of conduct, and performance reviews. Throughout the 2024 reporting period, Evermos maintained a strong stance on ethical conduct and anti-corruption. While our preventive systems and culture of integrity remain robust, **one case related to corruption was reported during the year**. The case was promptly investigated and fully resolved through our internal grievance and compliance mechanisms, ensuring that appropriate corrective actions were taken.

“Integrity is the cornerstone of our operations, our commitment to zero tolerance for corruption and upholding ethical business practices.”

Andika Saputra
Compliance Investigator

Inclusive Culture, Empowered People [2-7, 404-2, 404-3, 405-1]

Human Rights & Fair Labor

Our people are the driving force behind our mission to create inclusive economic opportunities. As we grow, we are committed to ensuring that every individual, regardless of gender, background, or role has equal access to thrive within the organization. Our people strategy is not only about building capacity, but also about **fostering equity, belonging, and purpose in the workplace**. The following data reflects our continuous efforts to embed these values into our everyday operations.

As of December 31, 2024, Evermos employed a total of 555 people, comprising 481 permanent employees (86.67%) and 74 contract employees (13.33%). The gender composition reflects an encouraging shift toward inclusivity, **with women making up 44.3% of the workforce—an increase from 41.25% in 2023**. This progression is the result of continued efforts to foster a diverse and equitable workplace across the organization.

Representation of women in leadership remains a strategic focus area. While the proportion of women in top (19%) and middle management (26%) indicates the need for further progress, improvements at the junior (40%) and non-management levels (50%) demonstrate positive momentum in building an inclusive talent pipeline. All employee data is compiled using the headcount method by the People Department

Year	Total Employee	Male	Female	Female Composition (%)
2023	640	376	264	41,25%
2024	555	309	246	44,32%

Data on the distribution of evermos employees by gender

Management Level	Year	Total	Male	Female	Female Composition (%)
Top Management	2023	16	12	4	25%
	2024	16	13	3	19%
Middle Management	2023	94	64	30	32%
	2024	78	58	20	26%
Junior Management	2023	78	51	27	35%
	2024	81	49	32	40%
Non-Management	2023	452	249	203	45%
	2024	380	189	191	50%

Data on the distribution of evermos employees by management level

People Development and Equitable Recognition [2-20, 2-21, 401-2, 401-3, 403-1, 404-3, 405-2]

Human Rights & Fair Labor E&S Health & Safety

Structured performance evaluation is fundamental to building a capable, motivated, and inclusive workforce. **Every employee undergoes a formal performance review on an annual basis.** These reviews are conducted through individual Key Performance Indicators (KPI) tailored to each role, alongside qualitative feedback mechanisms.

The evaluation process not only measures past performance but also sets a clear trajectory for professional growth, enabling targeted development opportunities, succession planning, and alignment with evolving business strategies. These reviews are also key touchpoints for fostering open communication between managers and team members, **promoting a culture of continuous learning and improvement.**

To ensure fairness and transparency in how performance is rewarded, Evermos adopts a merit-based compensation system jointly managed by senior leadership and the People Department. Although we do not provide annual bonuses, salary adjustments are made based on measurable performance outcomes, responsibility scope, and the strategic value contributed by the employee. This process also takes into consideration factors such as market benchmarks, tenure, and inflation to ensure compensation remains competitive.

Importantly, all **remuneration decisions are made in accordance with principles of equity and inclusion**—irrespective of gender, background, or region—ensuring all employees have equal opportunity to advance and grow within the organization.

We further demonstrate **our commitment to fair treatment and well-being** by providing all employees with a comprehensive benefits package. These benefits ensure not only financial and physical security but also support for family and life-stage needs. Our benefits include national life insurance (BPJS Kesehatan and BPJSTK), private health insurance coverage, as well as maternity and paternity leave, as summarized below:

Benefit Type	Provided to Employees
Life Insurance (BPJS Kesehatan, BPJSTK)	Yes
Health Insurance (BPJS Kesehatan, Private Insurance)	Yes
Maternity Leave	Yes
Paternity Leave	Yes

The benefits received by all Evermos employees

To promote fair compensation practices that reflect employee contributions while upholding internal equity and external competitiveness. We monitor and disclose the ratio of the highest to the lowest and median employee compensation, while respecting confidentiality and sensitivity around individual remuneration.

In 2024, the ratio between the highest and median employee salary at Evermos was **11.1 times, down slightly from 11.9 in 2023.** The ratio between the highest-paid individual and the median compensation value rose slightly from **13,5 times in 2023 to 15,7 times in 2024.**

Despite this increase, Evermos ensured that the median employee compensation (excluding the highest-paid individual) also increased by 15,3% year-on-year. This reflects our ongoing efforts to ensure that our people continue to grow with the company, and that **salary adjustments remain aligned with performance, role complexity, and contribution to business goals.**

Long-Term Incentives for Employees

As part of our efforts to foster a stronger **sense of ownership and commitment among employees**, we introduced a long-term incentive program designed to retain and motivate top talent who consistently drive impact and innovation across the organization.

One of the key pillars of this initiative is the Employee Stock Option Plan (ESOP). This program grants selected high-performing employees the right to purchase company shares at a preferential rate, offering both recognition and tangible participation in Evermos's long-term value creation. The ESOP is structured to benefit employees identified as key talents and value creators—individuals who demonstrate exceptional performance, leadership potential, and a deep embodiment of Evermos's purpose to democratize access to entrepreneurship, inclusive commerce, and sustainable livelihoods.

Through this long-term incentive, Evermos not only recognizes the contributions of its people but also strengthens alignment between individual performance and the company's long-term goals, **encouraging shared ownership in Evermos's sustainable growth journey.**

As of 2024, a total of **301,589 stock** options have been allocated to eligible employees across various departments. These allocations are made through a rigorous and transparent selection process, overseen by the Board of Directors and supported by internal assessments of employee contributions, leadership trajectory, and role-criticality. The program is non-transferrable and structured with vesting periods to reinforce long-term commitment and discourage short-term decision-making.

This initiative reflects our broader approach to talent management, where financial rewards are thoughtfully balanced with purpose-driven recognition. By linking compensation to organizational performance and strategic milestones, the ESOP serves as a bridge between individual ambition and collective success—reinforcing internal alignment around sustainability, innovation, and inclusive growth.



Every step we take is toward a more sustainable, inclusive future for businesses

Promoting Continuous Learning [404-1, 404-2, 404-3]

Continuous learning is not just a value, it's an essential part of how we grow people and the business together. We believe that upskilling and reskilling are critical to building a future-ready, mission-driven organization. In 2024, we strengthened our learning culture by empowering employees to expand their capabilities through structured programs, peer learning, and knowledge-sharing opportunities.

Evermos delivered diverse learning formats and topics tailored to emerging needs and roles. These included technical training, personal development, compliance, and ESG-oriented topics. Notable programs in 2024 included:

- Workshops & Webinars
- Impact & Sales Training
- Governance & Sustainability Training
- People Capability Building

These initiatives supported both functional excellence and cross-functional collaboration.

Participation reached 273 employees, with an average of 0.28 hours of training per employee. Training access is open to all employees based on role relevance and development needs, ensuring inclusivity across functions and job levels.

In parallel, **100% of our employees, across all functions, levels, and genders participated in structured annual performance evaluations** through the combined framework of our Individual Development Plan (IDP) and Performance Management System (PMS). These evaluations go beyond assessing targets; they are platforms for open, two-way conversations that align individual aspirations with team goals and broader business direction. Each session incorporates both objective performance metrics and qualitative insights, enabling the co-creation of development plans through a mix of internal training, mentoring, and peer learning.

Our commitment to equitable growth is demonstrated by the consistency of implementation across the organization. Every team member is heard, supported, and equipped to thrive within a culture that values continuous learning and shared success.

Year	Male	Female
2023	59,24%	40,76%
2024	56,40%	43,60%

Composition Gender Employee Joined Training

While formal retirement planning is not yet applicable due to the demographic profile of our workforce, Evermos actively **provides transition support for employees affected by organizational changes.** In 2024, this included:

- Clear and empathetic communication during the off boarding process
- Severance benefits aligned with prevailing labor laws
- Assistance with employment documentation and experience letters

These measures reinforce our commitment to treating all employees with dignity and care, at every stage of their journey with us.

Safe, Healthy, and Respectful Work Environment [2-26, 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9]

Human Rights & Fair Labor E&S Health & Safety



Evermos committed to create a workplace where every individual feels safe, included, and empowered to thrive.

We are deeply committed to creating a workplace where every individual feels safe, supported, and empowered to thrive. This commitment is embedded in our sustainability and governance strategy and integrated across all our operations, policies, and practices. We believe that a secure and respectful environment is not only a legal and ethical responsibility but also a foundation for innovation, collaboration, and long-term success.

Occupational Health, Safety, and Well-being

Health and safety are fundamental responsibilities at Evermos. We implement proactive measures across all operational areas to maintain a secure, hazard-free environment. This includes clear safety protocols and emergency procedures that are routinely updated and communicated, ongoing training on occupational health and workplace safety, and supportive facilities such as nursing rooms with proper hygiene standards and flexible work arrangements for parents and caregivers.

Evermos also participated in the **Family Forward@ Indonesia Partnership with the International Finance Corporation (IFC)**, contributing to a groundbreaking study on **family-friendly workplace practices**.

As of the 2024 reporting period, **Evermos recorded zero work-related injuries, occupational diseases, or harassment cases**, a reflection of our comprehensive prevention and awareness-building strategies.

“We’re committed to creating a work culture at Evermos that fosters safety, well-being, and mutual respect for all our employees.”

Emeralda Aryuni
Employer Branding Specialist

Preventing Harassment and Promoting Respect

In alignment with our principles of equity and dignity, Evermos has implemented a company-wide **Anti-Harassment in the Workplace training program**. This initiative is part of our broader commitment to creating a respectful and secure work environment where every employee can thrive without fear of discrimination, intimidation, or harm. The program is designed to ensure that all employees, particularly those in leadership and decision-making roles are equipped with the knowledge and tools to recognize, prevent, and address various forms of workplace harassment, including verbal, physical, psychological, and online misconduct.

Through immersive learning approaches such as real-life scenarios and case studies, participants are encouraged to build empathy and develop a nuanced understanding of respectful behavior.

The program also emphasizes the importance of bystander intervention and reinforces the company's zero-tolerance stance on retaliation. In collaboration with the **Indonesia Business Coalition for Women Empowerment (IBCWE)**, Evermos enriches the content of its training modules by integrating national best practices and industry-relevant guidance.

This training is not a one-time effort but a recurring part of our leadership development framework, embedded into our ongoing efforts to promote inclusivity, eliminate bias, and uphold high ethical standards. By institutionalizing this program, Evermos ensures consistent awareness, vigilance, and accountability across all levels of the organization.

Whistleblower Protection and Grievance Mechanism

To foster a culture of openness and accountability, Evermos maintains a robust and confidential **whistleblower and grievance mechanism**. All employees are encouraged to report concerns related to workplace safety, harassment, unethical behavior, or violations of policies—without fear of retaliation.

The mechanism includes:

- Multiple secure **and anonymous reporting channels**.
- **Clear SOPs** for prompt investigation and fair resolution.
- Guaranteed **non-retaliation safeguards** and follow-up monitoring.

This system ensures that all complaints are handled objectively, with a focus on resolution, fairness, and continuous improvement. It is one of the key pillars that upholds our commitment to high-integrity governance and employee well-being.



Rooted in Local Excellence

Highlights how Evermos nurture a deep connection with our community by highlighting Indonesia's unique strengths and value-added capabilities. Through targeted capacity building and access to innovative practices, we empower local businesses, ensuring that homegrown excellence drives sustainable success.

Cultivating Local Excellence: Empowering Communities Through Culture and Commerce

 Inclusive Economy  Resilience Communities [203-1, 203-2, 204-1, 413-1, 413-2]

In Indonesia, **community is the foundation of everyday life**. Our approach is deeply informed by the values of gotong royong—mutual cooperation—and the spirit of guyub, **a strong sense of togetherness that permeates social and economic interactions**. Rather than relying solely on traditional advertising, we tap into social ties that have historically driven consumer behaviors and collective growth.

Through a culturally rooted approach, **Evermos seamlessly bridges modern commerce with timeless community values**. We recognize that purchasing decisions often stem from long standing relationships and local trust, making community engagement a natural vehicle for sustainable impact. By empowering small entrepreneurs and traditional market actors with innovative technologies, targeted educational programs, and efficient access to enhanced supply chains, we transform **localized strengths into scalable economic success**.

This strategy is not only about fostering business growth—it is about creating an ecosystem where every stakeholder, from individual resellers to local wholesalers, **feels valued and equipped to thrive**. Our initiatives nurture leadership, enhance skills, and provide the necessary tools for micro-entrepreneurs to become confident market players. In doing so, we ensure that sustainability is not a one-size-fits-all concept, but rather a locally meaningful endeavor that empowers communities across Indonesia.

Ultimately, our mission is to **integrate the vibrant dynamics of local culture with the efficiencies of modern commerce**, ensuring that every innovation feeds back into the community. This holistic approach not only drives economic empowerment but also builds resilient social networks that are prepared to meet future challenges together.



Bunda Lilis, a KORI from Garut, not only grows her sales online through Evermos but also manages her own offline shop to serve her local community

Connected to Grow: Blending Tradition and Technology for Inclusive Entrepreneurship [203-1, 413-1]

Inclusive Economy Resilience Communities

In an era where digital transformation is reshaping commerce, the enduring **value of personal connection remains irreplaceable**. At Evermos, we champion a **balanced strategy that leverages both in-person interactions and vibrant online communities** to empower local entrepreneurs and nurture resilient networks.

Our approach creates dedicated spaces for meaningful dialogue and practical knowledge exchange, reinforcing the cultural fabric that underpins Indonesian business practices. By seamlessly blending traditional values with modern communication channels, we lay the foundation for sustainable, community-driven growth that adapts to the evolving challenges of a dynamic global economy.

Strengthening Human Connection

While digital technologies are rapidly transforming global commerce, evidence shows that in-person interactions remain critical to building trust and fostering community loyalty. According to the experience, **face-to-face engagement significantly enhances learning and retention of new skills**, which is crucial for SME success.

Our offline initiatives are designed to tap into this principle. **Through regular Kopdar & Silaturahmi Reseller (community meet-ups)** hundreds of resellers across Indonesia gather to share best practices, receive mentorship, and gain real-time updates on business strategies.

In 2024, Evermos successfully held a total of **319 offline gatherings—including 316 Kopdar sessions and 3 Silaturahmi events—with over 3,700 participants**. Notably, 74% of these resellers reported improvements in their livelihoods, citing enhanced sales performance, greater digital confidence, and broader customer outreach.

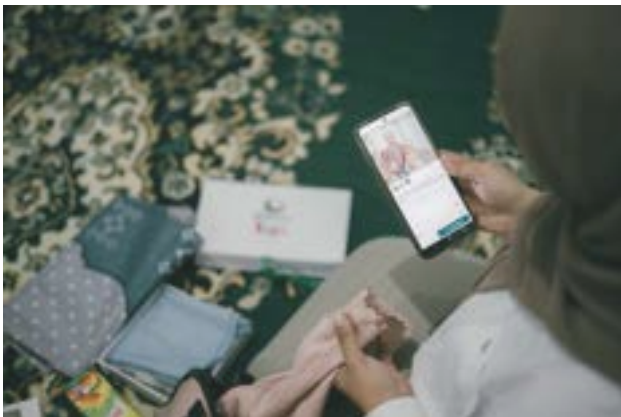
These gatherings have not only reinforced local networks but have also enriched the entrepreneurial skills of participants, which is critical in a country where **SMEs represent about 99% of all businesses** and contribute approximately 60% of the national GDP.

	Avg Monthly Commission	Avg Monthly Transaction
Participant - Nebeng Kopdar	Rp4,349,554	7
Non Participant - Nebeng Kopdar	Rp503,716	1.3

Resellers who joined sessions achieved higher performance compared to non-participants.

Beyond Transactions: Evermos's Digital Ecosystem for Reseller Empowerment

Indonesia stands among the world's most dynamic digital markets. **With over 221 million internet users and 79% internet penetration as of early 2024**, the country is undergoing a profound digital transformation that is reshaping not only how people communicate and consume—but also how they earn, especially in informal and community-based sectors (APJII, 2024). In response, Evermos has built one of the largest digital ecosystems for resellers in Indonesia, recognizing that sustainable growth for digital entrepreneurs—particularly first-time resellers—requires more than just access to products or selling platforms.



Empowering grassroots economic growth through scalable tech and trust-based reseller networks with Evermos

A Human-Centered Approach to Digital Engagement

While many digital platforms emphasize scale and automation, Evermos intentionally goes beyond transactions to build a supportive, community-driven ecosystem. Our Komunitas Belajar Berjualan (KBB) initiative, **hosted on over 2,100 WhatsApp groups and 200+ Facebook communities, reaches approximately 82,000 active resellers**—most of whom are women from non-metropolitan areas with limited prior digital experience.

These **platforms offer safe, inclusive, and highly interactive** learning spaces where resellers can:

1. Share daily challenges and best practices.
2. Receive real-time updates on products, promos, and sales strategies.
3. Access curated, bite-sized educational content.
4. Build emotional resilience and confidence through peer support.

This peer-to-peer model is grounded in Indonesia's strong communal culture and serves as a practical alternative to formal business training, which can feel inaccessible or intimidating to many informal entrepreneurs.

Rather than replacing human connection, Evermos **uses technology to enhance it, making learning more accessible, relevant, and sustainable.**

Evermos's digital ecosystem demonstrates how technology can scale human connection—particularly in a geographically vast and socially diverse country like Indonesia. We're not merely providing tools for resellers to survive in the digital economy; we're enabling them to thrive through a sense of community grounded in shared values, local wisdom, and mutual growth.

This people-centered approach is backed by insights from leading global institutions. According to the International Finance Corporation (IFC), SMEs and entrepreneurs who receive ongoing non-financial support—such as mentoring, knowledge-sharing, and community engagement—**exhibit stronger participation, improved performance, and greater program retention** (IFC & FMO, 2023).

Empowering Local Wholesalers [203-2, 204-1, 413-1]

Inclusive Economy

Enabling Traditional Retailers Through Purpose-Driven Distribution

In Indonesia, local wholesalers remain at the heart of daily commerce, serving as vital access points for millions of households across both urban and remote areas. These traditional outlets are not only **culturally embedded but also critical to ensuring equitable access to essential goods.**

Evermos recognizes their potential not only as economic actors but as social enablers. Therefore, we are committed to **empowering traditional retailers through a purpose-driven approach** that goes beyond product distribution. Our focus lies in supporting these businesses to become more resilient, reliable, and self-sustaining, while ensuring their central role in local communities is strengthened rather than displaced by market disruption.

Enhancing Economic Participation Through Access and Flexibility

Traditional retailers often face constraints related to inventory access, capital availability, and demand predictability. To address these barriers, Evermos provides a range of supportive mechanisms:

- **Access to curated, high-demand, and relevant products** that meet the daily needs of Indonesian households
- **Better Terms of Payment (TOP)**, enabling retailers to access goods without upfront capital, improving their working capital cycle
- **Consistent supply** of trusted products through partnerships with manufacturers and local distributors, improving stock reliability
- **Improved income potential** through access to goods with proven market traction

These benefits allow wholesalers to operate with greater confidence and competitiveness, helping them move from subsistence-level sales to sustainable business operations. It also enables retailers to participate more fully in the economic value chain.



Supporting traditional retailers to strengthen resilience and ensure access to essential goods

“Traditional retailers is a lifelines of local economies. By empowering them, we strengthen resilience and ensure communities have equitable access to essential goods.”

Fara Umainah

Market Expansion Manager

Supporting Inclusive Growth Through Local Channels

At the core of Evermos’s commitment to inclusive economic development lies a fundamental belief: that traditional retail should act as a **catalyst for modernization, not become its casualty**. Across Indonesia, wholesalers, kiosks, and local wholesalers are not merely retail outlets, they are trusted nodes within community life, economic hubs in their neighborhoods, and essential distribution points for daily household needs.

Evermos’s inclusive model centers on bridging the structural divide between the informal economy and formalized retail ecosystems. Through our platform and partnerships, we enable traditional retail actors to:

- **Access structured supply chains** without being required to immediately transition into **complex formal business models**.
- Operate with **more certainty and efficiency**, as we reduce the burden of fragmented sourcing and unstable supply.

This approach fosters greater economic inclusion for thousands of micro-entrepreneurs, by increasing their ability to participate in broader value chains, Evermos supports their shift from **vulnerable subsistence operations to more resilient and scalable micro-enterprises**. Moreover, our ecosystem model helps retain economic value within local communities, ensuring that the benefits of commerce remain embedded where they are most needed, rather than being concentrated in urban centers or centralized modern retail.

Evermos’s inclusive channel strategy is not only a business imperative but a deliberate development intervention—one that ensures that the modernization of retail in Indonesia includes, rather than excludes, the traditional actors who have long supported the nation’s daily economy. By supporting inclusive growth through local channels, Evermos contributes to **SDG 1 (No Poverty)** by enhancing the income potential and stability of micro and small enterprises, and to **SDG 8 (Decent Work and Economic Growth)** by improving their access to markets, business sustainability, and integration into responsible value chains.



Driving equitable access to essential goods by connecting traditional outlets with a purpose-built supply chain

Product Portfolio Strategy and Design

The curated product portfolio offered by Evermos is guided by three core principles:

- **Relevance** – Each product is selected based on its cultural fit and consumption trends within local communities.
- **Affordability** – Prices are set to remain accessible for low- to middle-income segments without compromising product quality, usability, or packaging appeal.
- **Distribution Readiness** – Product sizes, handling formats, and shipping specifications are tailored to match the needs of small-scale sellers and traditional retail environments, ensuring ease of stocking, display, and reordering.

This strategic portfolio curation is coupled with a robust on-ground distribution infrastructure. As of 2024, Evermos works with **over 4,500 local wholesalers and 42 regional distributors, extending reach deep into tier 2 to tier 5 cities** across Indonesia. This decentralized network not only ensures product availability closer to the end user, but also empowers local players to take an active role in regional economic activity, bridging the gap between supply and underserved markets.

By integrating curated product strategies with expansive distribution partnerships, Evermos is moving beyond its role as a mere connector. Instead, **we are becoming an enabler**, providing practical, fit-for-purpose solutions for micro-retailers **without requiring complex technology adoption or steep learning curves**. This shift reflects Evermos’s broader commitment to making inclusive commerce truly accessible and actionable at the grassroots level.



We have a network for wholesalers spreading across Indonesia. From Bandung, Jakarta, Tangerang, Bekasi, Lombok, Surabaya, Palu, Makasar, Jambi, Palembang dan Lampung



Some of Evermos’s flagship General Trade products designed for local markets.

SPOTLIGHT: Boboho Goes to School

In 2024, Evermos launched **Boboho Goes to School, a community engagement initiative that blends product education with social impact.** Boboho, one of Evermos's General Trade (GT) products in the snack category, was brought directly to young consumers through school visits designed to promote both product awareness and positive values.

Through this initiative, Evermos visited a total of **16 schools and thousands of student across regions** engaging students through fun, interactive, and educational activities. The sessions introduced Boboho not only as a delicious and affordable snack, but also as a symbol of connection between local brands and the everyday lives of Indonesian families.

The program incorporated messages around healthy snacking and fun education, offering both enjoyment and learning for students. Teachers and school communities also participated, allowing for feedback and long-term engagement.

Boboho Goes to School reflects Evermos's commitment to strengthening its distribution model by **creating meaningful offline touchpoint** that reinforce brand loyalty while **contributing to positive community experiences.** By embedding the product in a school-based setting, Evermos ensures deeper resonance, especially among parents and local wholesalers owners who are core players in the distribution network.





Empowering underserved communities through digital training and inclusive market access

Unlocking Local Growth Through Digital and Economic Inclusion [203-1, 203-2, 204-1, 413-1]

Inclusive Economy Capacity Building

Economic opportunity should be borderless and not be determined by geography, income status, or gender. Our efforts to build digital infrastructure and enable inclusive business participation to create economic impacts, particularly in underserved regions and communities across Indonesia. Since beginning, our initiatives have committed to generate transformative outcomes in income generation, community empowerment, and regional development.

“Digital access empowers underserved communities to grow and thrive”

Fahrul Rizal
Head of Product

Digital Infrastructure for Market Access

Total digital communities supported	9,414
Accessible digital training module	99
Percentage of training participants from tier 3–5 areas	50,20%

Through the Evermos platform, we have developed a **digital infrastructure that unlocks national market access** for MSMEs, particularly those previously excluded due to remote locations or limited offline reach. The Evermos App and supporting systems offer borderless participation in e-commerce for micro-entrepreneurs, many of whom operate in tier 3–5 regions with limited traditional economic infrastructure.

In addition to product listing and fulfillment support, we provide digital onboarding, training, and community-based mentoring, allowing even the most resource-constrained entrepreneurs **to grow in a structured, low-barrier ecosystem.**

Inclusive Income Pathways: Empowering Women and Expanding Livelihoods

Evermos has empowered over **1 million resellers**, with **74% of active users falling under non-fixed income categories**, our model promotes flexible income opportunities, including for housewives, freelancers, and the unemployed

In 2024, we recorded that participants in our ecosystem earn an **average income of USD 227 per month**, with variations depending on level and sales performance. This consistent income stream—though modest—is significant in supplementing household income and enabling microeconomic resilience.

Evermos' stay-at-home entrepreneur model empowers women, **particularly in lower-tier cities to earn an independent income without compromising their domestic responsibilities**. By offering gender-responsive products and community-based training programs, we enable women to access entrepreneurial opportunities without mobility constraints, build self-confidence and leadership skills within their local networks, and participate in peer-driven support groups that foster a sense of belonging, enhance retention, and contribute to long-term income stability.

Building Competitive Local Enterprises for Equitable Growth

Evermos prioritizes the growth of local brands and MSMEs as a fundamental strategy for **advancing economic equity across Indonesia**. Through structured business support, we equip MSMEs with targeted training to improve product quality, branding, and operations, while also connecting them to a national network of resellers that expands their market reach beyond regional limitations. This integrated approach not only enhances MSME competitiveness but also **strengthens local economies through sustainable, inclusive growth**.

We are committed to bridging the urban-rural economic divide by actively redistributing income and entrepreneurial opportunities beyond major metropolitan areas. Through our **expansive footprint across tier 2 to tier 5 cities**, we empower residents of less-developed regions to participate in digital commerce, earn supplemental income, and become self-reliant business operators, **unlocking inclusive economic growth where it is needed most**.



Empowering women in lower-tier cities to earn independent income and strengthen community resilience



Igniting New Growth

Evermos is committed to sparking transformative growth by continuously innovating to empower SMEs and resellers within its ecosystem. Through targeted, integrated solutions, Evermos equips local businesses with the tools and expertise needed to overcome challenges and scale sustainably.

Bridging Gaps, Enabling Growth [203-1, 203-2, 204-1, 413-1]

 SME Competitiveness/Growth



Small businesses in motion, growing and evolving together

In Indonesia’s rapidly evolving economic landscape, small and medium enterprises (SMEs) and resellers are the true engines of innovation, employment and community vitality. Evermos recognizes that supporting these local businesses is essential to **building a resilient, inclusive economy**.

Our strategic vision, igniting new growth by bridging critical gaps and enabling sustainable expansion drives a suite of **integrated services tailored to the unique needs of SMEs and resellers**. By providing access to financing, streamlined logistics, production support and digital-marketplace tools, we empower every partner in the Evermos ecosystem not only to grow in scale but to **strengthen their capabilities, competitiveness and long-term impact**.

At the core of this vision is the understanding that growth is a multifaceted journey requiring more than just capital infusion or market access. It demands a holistic approach that addresses the systemic barriers hindering SMEs and resellers from scaling effectively and competing in increasingly complex markets.

Evermos embraces continuous innovation as the engine driving this transformation, developing and deploying solutions that **equip local businesses with the tools, expertise, and resources** necessary to navigate challenges and seize emerging opportunities. This commitment to innovation is not static; it is a dynamic process of evolving services and deepening integration to meet the ever-changing needs of the ecosystem.

Evermos brings its vision to life through **Everbiz, an end-to-end business-support platform** that knits together financing, warehousing, manufacturing, distribution, digital-marketplace tools, and expert advisory into a single, cohesive journey. By addressing the four critical barriers—capital access, reliable production, market reach, and digital adoption—Everbiz transforms isolated services into a seamless support network, empowering SMEs and resellers to move from survival to sustainable growth.

In 2024 through embedded financing project, Everbiz disbursed working-capital financing to **19 SMEs**, enabling entrepreneurs to stock inventory for peak seasons, launch targeted marketing campaigns, and respond swiftly to shifting demand.

Instead of navigating complex banking procedures, business owners complete a streamlined online application and receive funds on a schedule aligned with their cash-flow cycles, turning stalled ambitions into tangible results.

Once financing is secured, our warehousing and fulfillment system provides operational continuity. While **Evermos operates a central warehouse in Bandung**, this facility plays a strategic role in managing regional supply flows. Our logistics model includes close **collaboration with national courier networks, enabling fast, affordable last-mile delivery.**

To guarantee consistent quality at scale, Everbiz connects emerging **brands with 29 manufacturers.** This “make-right” model reduced average lead times by allowing producers to meet larger orders without sacrificing standards. From there, our robust distribution engine, built on Evermos’s reseller network and national courier partnerships delivered more than **3,5 million packages across Indonesia** opening new markets from urban centers to the most remote communities.

Complementing physical logistics, Evermos marketplace-enabler helped **146 SMEs** launch their first digital storefronts and manage over **1.6 million user across leading e-commerce** platforms. By offering campaign management, performance analytics, and multi-channel promotions, we supported our partners in achieving a **8-12% higher conversion rate** on average—proof that access to digital tools, when paired with tailored guidance, can unlock significant revenue growth.

Behind every service, our advisory and technology-integration teams work one-on-one with entrepreneurs, helping them craft strategic business plans, implement CRM dashboards, and adopt inventory-management systems. This personalized support **bridges the digital divide and ensures that even first-time tech users can operate** confidently in an increasingly data-driven economy. Together, these interconnected services create a self-reinforcing ecosystem: financiers gain transparency through operational data, manufacturers benefit from predictable demand, resellers access reliable supply, and SMEs expand their capabilities and competitiveness.

In knitting these elements into a single platform, Everbiz exemplifies Evermos’s commitment to **igniting new growth, bridging gaps, enabling progress, and building a resilient,** inclusive SME landscape across Indonesia.

“Empowering SMEs and resellers by addressing critical gaps, unlocking opportunities for sustainable growth and strengthening community vitality.”

Widuri Parinduri

Head of Brand Supply & Partnership

Expanding Reach, Elevating Competitiveness [203-1, 203-2, 204-1, 413-1]



SME Competitiveness/Growth

As part of our ongoing mission to **democratize economic opportunity**, Evermos continues to enhance the reach and competitiveness of its ecosystem through a combination of people-driven distribution. Our model is built on a foundation of distributed economic access, one that empowers not only millions of resellers across Indonesia but also micro, small, and medium-sized enterprises (MSMEs), enabling them to scale sustainably through technology, networks, and training.

1. Unlocking Growth Through Community-Based Distribution

The Evermos reseller ecosystem serves as a vital force multiplier for expanding product reach, especially into traditionally underserved areas across Indonesia. Operating across tier 2 to tier 5 cities, our reseller network is strategically positioned to overcome distribution barriers that brands often face when trying to penetrate beyond metro markets.

As of 2024, Evermos has empowered **over 1.1 million active resellers, 86% of whom are women**, equipping them with digital tools, sales enablement resources, and end-to-end logistical support.

These resellers are not merely agents of distribution—they are embedded within their communities and play a pivotal role in understanding local preferences, building trust with consumers, and ensuring product availability in locations where traditional retail and e-commerce infrastructure may be limited.

This model supports **92% penetration in non-metro areas**, creating not only a powerful distribution engine but also a channel for inclusive economic empowerment. Brands on the Evermos platform benefit from this deep grassroots reach, gaining access to markets that are often overlooked due to cost, complexity, or lack of infrastructure.

Metric	2023	2024
Total Active Resellers	967,807	1,079,020
% Resellers in Tier 2–5 Cities	88,13%	92,94%
Avg Commission per Reseller	USD 61	USD 198

Reseller growth 2023 vs 2024

Rather than building direct-to-consumer channels in remote areas—which can be prohibitively expensive—Evermos enables brands to **leverage the strength of its distributed community-led model**. Through this approach, brands can scale faster, with lower acquisition costs and greater cultural relevance. Evermos thus acts as a platform enabler: activating untapped market potential while maximizing the collective power of its vast reseller base.

2. Strengthening MSME Reach through Evermos App and EverRetail

Digital infrastructure plays a central role in creating a level playing field for MSMEs. Through the **Evermos App**, MSMEs gain access to national-level market exposure, borderless reach, and fair-cost distribution channels. In 2024, more than **600 MSMEs** were active on the platform. Complementing this, Evermos launched **EverRetail** and its flagship solution: the **Private Reseller Platform (PRP)**. PRP empowers brands—especially growing MSMEs—to establish their own digital reseller networks. Brands are able to:

- Customize their reseller incentives and promotions
- Manage reseller performance and commission structures
- Gain end-to-end visibility over distribution activities

As of 2024, **13 brands have adopted PRP**, collectively building a digital distribution network of 1,1 resellers. This tool enables MSMEs to shift from passive product suppliers to active, data-informed distribution leaders.

Digital Enablement Metric	2024
MSMEs Onboarded to Evermos App	408
Total Digital Training Modules	165
% MSMEs Completing Digital Onboarding	100%
Brands Using PRP	13

Empowering MSMEs with digital tools to lead smarter, data-driven distribution networks.

3. Integrating Logistics to Expand Physical Reach

Evermos supports a national supply chain that includes partnerships with logistics providers capable of reaching areas across Indonesia. This integration allows both Evermos and its MSME partners to deliver to end consumers without relying on traditional retail infrastructure. In 2024, Evermos facilitated over **3,5 million transactions, with average delivery coverage of 370 km per order**, enhancing the accessibility of local products to rural consumers.

4. Empowering Borderless Participation

Through these combined efforts, Evermos ensures that even MSMEs and communities in remote areas can participate in national commerce without the constraints of geography or capital. Our investments in digital infrastructure, localized training, and networked distribution continue to redefine competitiveness for grassroots entrepreneurs—many of whom are women, youth, or previously unbanked individuals.

These integrated solutions are especially transformative for those who have historically faced limited access to formal economic opportunities. **By lowering entry barriers and offering digital pathways**, Evermos enables individuals who might otherwise be excluded from mainstream commerce to participate as active contributors.

Beyond economic outcomes, the platform fosters social impact by embedding inclusive practices into daily commerce. Through its distributed and digitally enabled model, Evermos creates fairer participation in national markets, ensuring that success is not determined by geography or financial capital.

These opportunities amplify community resilience, empower and provide pathways for community to engage in entrepreneurial activity. In this way, Evermos not only expands reach and competitiveness but also ensures that **growth is inclusive, equitable, and rooted in community empowerment.**

SPOTLIGHT: Milyarda, Empowering Local Brands Through Community-Led Growth

Milyarda is a homegrown brand that understands growth is not just about offering quality products, it's about empowering people behind the brand. Recognizing the power of community-led commerce, Milyarda set out to cultivate a motivated and well-supported network of resellers. However, prior to joining the Evermos ecosystem, they managed a modest group of 20 resellers independently, without the tools, systems, or bandwidth to scale efficiently. Challenges in managing incentives, promotions, and engagement limited their ability to grow.

This changed with the adoption of Evermos' Private Reseller Platform (PRP). Designed to help brands establish their own sales force without incurring service fees or ad spend, PRP provided Milyarda with a customizable digital infrastructure and strategic support. Together with the Evermos team, they rolled out targeted reseller programs—including Clearance Sales, Shipping Discounts, OOTD Rewards, Mentoring Incentives, and New Product Launches—turning everyday people into empowered brand ambassadors.



The impact was significant. Within just one year, Milyarda's reseller network expanded from 20 to 424 resellers, generating a Gross Merchandise Value (GMV) of over IDR 100 million in 2024 alone.

Today, Milyarda is more than just a brand, they are a driver of local entrepreneurship and community empowerment. Their journey shows how, with the right tools and strategic partnerships, local businesses can unlock inclusive, scalable growth while fostering economic opportunity at the grassroots level.

Enhancing Connections, Strengthening Engagement

Enabling Growth Through Everpro CRM: Supporting [203-1, 203-2, 204-1, 413-1]

SMEs Beyond Distribution SME Competitiveness/Growth Capacity Building

In an increasingly competitive market, many SMEs and brands still **assume they must independently manage every aspect of the customer journey**, from acquisition to retention. This approach often leads to inefficiencies, fragmented customer engagement, and missed opportunities for growth. To address this gap, Evermos, through Everpro, provides a **Customer Relationship Management (CRM) solution** tailored to the realities of MSMEs. With **Everpro CRM**, customer engagement becomes simpler, more structured, and more impactful, enabling businesses to build meaningful, data-driven relationships without the burden of building complex systems from scratch.

1. Everpro CRM: Empowering Everyday Commerce

Everpro CRM equips SMEs and micro-entrepreneurs with tools once accessible only to larger companies. Users can broadcast unlimited WhatsApp messages, personalize outreach with customer names, and enhance campaigns with images to capture attention. Automation makes it possible to schedule messages anytime, import contacts instantly, including directly from WhatsApp groups and save frequently used messages for repeated use.

Beyond efficiency, Everpro CRM helps sellers organize customer data into structured insights. Businesses can segment audiences with labels, automate delivery status updates, and create simple promotions or product bundles to boost repeat purchases. These features enable micro-entrepreneurs within the Evermos ecosystem to shift from basic selling to professional, data-informed customer engagement, improving retention, trust, and ultimately long-term growth.

2. A Platform That Shares the Operational Load

The impact of Everpro CRM extends beyond individual businesses. By lowering barriers to advanced customer management, the platform creates a **level playing field for SMEs competing in the digital economy.** Sellers who once relied solely on informal networks now gain the ability to manage transactions, track loyalty, and communicate at scale, capabilities that strengthen both competitiveness and resilience.

At the same time, Evermos’s shared-service model means SMEs do not need to invest in costly infrastructure or hire dedicated analytics teams. Instead, they access operational leverage through Everpro’s integrated system, connecting frontline sellers with brand partners in one seamless flow. This not only reduces overhead but also fosters a **more collaborative and inclusive commerce ecosystem** across Indonesia, where growth opportunities are distributed more fairly and sustainably.

2.843

Number of active users have utilized CRM platforms

50%

Improving customer retention

Everpro CRM adoption empowers brands to improve significant retention rate



Advancing Financial Inclusion: From Non-Bankable to Bankable

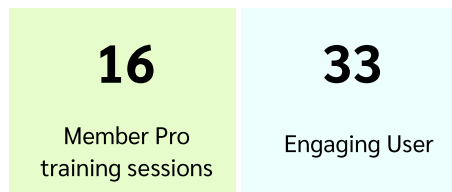
Financial access remains a critical barrier for many informal workers and micro-entrepreneurs in Indonesia. In 2024, Evermos continued its financial inclusion efforts by helping underserved segments transition into the formal financial system.

- Through ecosystem-led support and collaboration with financial institutions, we facilitated the **conversion of 7,683 previously unbanked users into formal bank account holders**.
- This initiative aligns with **SDG 8 (Decent Work and Economic Growth)** and **SDG 9 (Industry, Innovation and Infrastructure)**, ensuring that more people, especially women and informal workers can access savings, financing, and digital payments.



By converting unbanked users, Evermos is driving financial inclusion and accelerating growth.

Building Capabilities Through Targeted Trainings



Member Pro is equipping future business leaders with the skills to accelerate growth.

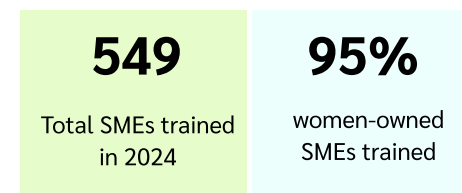
We see strategic users not just as top spenders but as future business leaders. That’s the spirit behind Member Pro, our loyalty program designed to build deeper relationships with our most committed partners. With a contribution ranging from USD 9 to USD 60, Member Pro participants gain access to focused business trainings and mentoring support. This is not just about knowledge—it’s about hands-on growth and real business acceleration. Since launch, **33 users have joined the program**, and from June to December 2024, we’ve delivered **16 training sessions on topics** from operational management to digital marketing strategies.

For users surpassing over USD 32,000 GMV, Member Pro Plus offers tailored content and 1-on-1 mentoring for personalized growth.

Here, every session is designed to address specific challenges and opportunities—turning each participant into a sharper, more strategic entrepreneur. Member Pro and Member Pro Plus are more than loyalty programs—they are our commitment to growing together, and building a thriving, empowered entrepreneurial community.

Training Programs for SMEs

Evermos provides a range of business-focused trainings for SMEs, covering both direct business topics (such as product marketing, financial planning) and indirect areas (such as environmental awareness, gender inclusion, and digital onboarding).



Evermos is strengthening entrepreneurship through targeted training

SPOTLIGHT: Everpro & Meta at Conversation Summit — From Conversation to Conversion

In August 2024, Everpro, in collaboration with Meta Indonesia, hosted **Conversation Summit: From Conversation to Conversion**—the largest gathering of Internet Marketers (IMers) in Indonesia. Held on 28 August at The House Convention Hall in Bandung, this event attracting over **600 attendees**, the summit featured practitioners ranging from digital marketing experts and online business owners to resellers and SME brand owners. Key highlights included:

- **Launch of Everpro Chat**, a new solution integrated with WhatsApp Business API, designed to democratize consumer data and streamline communication-to-conversion journeys for SMBs
- Insights and tools on leveraging conversational commerce and data-driven traffic, with direct support from Meta's marketing specialists.
- **Panel sessions featuring industry leaders**, including Arip Tirta (Evermos President Director), and Peter Lydian (Meta Indonesia), who shared strategies for enhancing digital engagement and business growth.



This event reflects Everpro's dedication to facilitating digital empowerment across its ecosystem. Beyond raising awareness, the summit delivered **hands-on learning and actionable tactics to support SMEs and IMers** in navigating Indonesia's dynamic digital marketplace landscape.

Meta Indonesia's involvement underscores the event's strategic impact: supporting local businesses' adoption of conversational tools and promoting growth through data-informed conversations—aligning closely with **Evermos's mission to deliver prosperity beyond borders**.

Conversation Summit demonstrates Everpro's pivotal role in bridging platforms, technology, and community—accelerating digital adoption and fostering lasting impact for Indonesia's micro and small entrepreneurs.

evermos

Talkshow

Jejak Para Kartini di Dunia Teknologi

Bandung, 27 April 2023

Expanding The Horizons

Evermos is committed to sparking transformative growth by continuously innovating to empower SMEs and resellers within its ecosystem. Through targeted, integrated solutions, Evermos equips local businesses with the tools and expertise needed to overcome challenges and scale sustainably.

Enabling Growth Through Inclusive Financing [203-1, 203-2, 413-1]



Amidst the rapid transformation of the digital economy, access to fair, affordable, and **purposeful financing has become essential for MSMEs to survive and thrive.** Evermos believe that financial access is not merely about providing capital, it is about **creating equitable opportunities for growth.** As such, we have developed a holistic approach that integrates digital financial inclusion with improved credit literacy and enhanced business capability.

As a referral with a diverse network of financial partners, including sharia-based digital financing institutions, Evermos enables access to financing for MSMEs that have historically been underserved by formal financial services. This initiative focuses particularly on vulnerable segments such as women entrepreneurs and small businesses operating outside major urban centers. This financing was made possible through a network of financial institutions across different categories, offering a range of schemes tailored to MSME needs.

Type of Financial Institution	Partners
Banks	3
Multifinance	1
Fintech	8
NBFI (Non-Bank Financial Institutions)	1

Evermos partnering with various financial institutions for embedded financing program

However, **access alone is not sufficient.** The low level of financial literacy among many MSMEs can introduce new risks, both for borrowers and the broader financing ecosystem. To address this challenge, Evermos delivers in-person **credit literacy training programs in key operational areas.** These sessions equip participants with essential knowledge on money management, understanding financing agreements, and utilizing funds strategically to grow their businesses. Throughout the reporting year, **over 100 participants took part in the program.**

Beyond financial access and education, the impact is evident in the strengthened business capabilities of our users. Within just a few months of receiving financing, many recipients reported tangible improvements in revenue, alongside the ability to expand their product offerings and distribution reach. For many entrepreneurs, **financing served not only as working capital but also as a pivotal step** toward entering a more formal and competitive business ecosystem.

This approach reflects Evermos’ ongoing commitment to building a responsible and sustainable digital financing ecosystem—one that improves access, enhances financial literacy, and drives long-term capacity building. Looking ahead, we will continue to expand the reach and impact of this initiative, ensuring that **more local entrepreneurs are empowered to grow their businesses and contribute to an inclusive national economy.**

SPOTLIGHT: IFC & Evermos Partnership – Unlocking Inclusive Financing Through Embedded Services

Indonesia is home to over 60 million MSMEs, representing 97% of the total workforce and contributing approximately 61% of the national GDP. Yet, many of these businesses, particularly those led by women, **face persistent barriers to growth due to limited access to working capital**. For millions of MSMEs, traditional financial products remain out of reach due to a lack of formal credit history, limited collateral, or insufficient documentation.

To address this systemic challenge, **Evermos and IFC (International Finance Corporation) launched an advisory partnership in 2024** to lay the foundation for inclusive, technology enabled financial solutions. The collaboration aims to strengthen embedded finance offerings within the Evermos platform, allowing MSMEs to access capital seamlessly as part of their business journey, without the need to leave the ecosystem where they already operate and earn.

This initiative is designed to:

- **Increase access to finance for underserved MSMEs**, especially those previously excluded from the formal banking system.
- **Empower women entrepreneurs** by creating tailored financial pathways to grow and scale their businesses.
- **Enable stronger financial partnerships**, by connecting Evermos' reseller base with banks, fintechs, and sharia-compliant lenders who understand their needs.



Enabling Resilient Women-Led Enterprises [203-1, 203-2, 413-1]

Inclusive Economy

Following our efforts to expand inclusive access to financing for MSMEs, Evermos places a strong emphasis on addressing the unique challenges faced by women entrepreneurs. Women make up the majority of our reseller ecosystem 82% of the 853 respondents in **Evermos' 2023 Gender Smart Diagnostic with International Financial Corporation (IFC)** were women, most of whom are educated homemakers with caregiving responsibilities. Yet, for the vast majority, reselling remains a secondary source of income.

Despite their potential, **women face structural barriers in accessing finance.** These include limited time due to unpaid care work, low financial literacy, and lack of access to information and networks. The same survey found that most women resellers earn commissions under USD 60 per month, with significant dependence on household income.

In response, Evermos introduced **tailored financing solutions to support women-led small and medium enterprises (WSMEs).** A key initiative in 2024 was our **strategic partnership with Nikel through the Finclusion program**, a USAID-backed initiative to provide sharia based digital financing tailored for women. This financing model is designed to meet the needs of underserved women within our communities.

These initiatives reflect Evermos' long-term commitment to creating a more inclusive and **gender equitable financial ecosystem.** By combining financing access, community based empowerment, and practical education, we aim to ensure that **women entrepreneurs are not left behind in the journey toward inclusive and sustainable growth.**

“Women empowered with the right skills and connections can drive sustainable progress.”

Ayunindyta Izdiyar

Sr. Sustainability Content Specialist



Nancy Margried of Batik Fractal Indonesia, Empowering women entrepreneurs to overcome barriers in finance and build sustainable livelihoods

Building an Ethical and Sustainable Supply Chain

[204-1, 308, 414-1]



Empowering local garment production through sustainable and ethical sourcing.

Evermos believes that true social impact must be reflected in responsible production and distribution practices. To that end, we have strengthened our sustainability commitment through ethical material sourcing strategies and supply chain governance **aligned with both sharia principles and international standards.**

To support the growth of local businesses, Evermos has developed a distribution partnership service for daily essential products that are locally produced. Several of our partners have begun integrating into the upstream supply chain, including textile and garment production involving domestic manufacturing units. This approach not only reduces reliance on imports but also **creates added value within the national production sector.**

In line with our values of social responsibility and ethical business, Evermos has adopted a sustainable **supply chain framework that refers to the IFC Exclusion List, sharia compliance, and business ethics.** We enforce strict policies to avoid partnerships with entities involved in activities that contradict Islamic financial principles, harm the environment, or exploit labor.

A tangible implementation of these principles is our community based product grievance system, which allows resellers and customers to report product issues related to quality, safety, or ethical concerns. Each report is followed up internally and resolved collaboratively with the respective production partner.

Evermos also enforces a structured product curation process, where **all partners and products must undergo evaluation based on sustainability criteria, halal certification, and safety and quality standards.** This mechanism ensures not only regulatory compliance but also encourages producers to continuously improve their practices responsibly.

These efforts reflect Evermos' commitment to building a supply chain that is not only economically efficient, but also fair, transparent, and sustainable. By prioritizing local sourcing, upholding sharia compliance, and embedding ethical standards, we believe that business growth can move in harmony with the social and environmental values.

Advancing Financing for Competitive SMEs [203-2, 413-1]

Financial Inclusion

Access to financing remains one of the most persistent barriers for micro and small enterprises (SMEs) in Indonesia. Many SMEs struggle to meet formal financing requirements due to their limited scale, informal documentation, lack of credit history, and unfamiliarity with compliance expectations. These constraints often exclude them from conventional banking channels or limit their ability to secure working capital needed for business expansion.

Recognizing this systemic challenge, Evermos has developed and implemented a tailored financing facilitation model that supports the unique characteristics and realities of small-scale businesses. Our goal is to democratize access to capital—providing SMEs in our ecosystem with a fairer and more enabling pathway to growth.

Rather than relying solely on traditional metrics such as asset size or credit score, Evermos works with financing partners to introduce more flexible, behavior-based assessments. These assessments consider performance indicators such as transaction consistency, fulfillment reliability, product relevance, and community impact—providing a fuller picture of SME viability and resilience.

In 2024, the **average financing facilitated per SME** in the Evermos ecosystem reached **Rp 9.1 billion**, demonstrating both the latent demand and the confidence of financial partners in the strength of our distribution platform. With more inclusive criteria and curated SME profiles, Evermos helps de-risk small business lending by providing structured insights and ongoing visibility into borrower performance.

Beyond financial facilitation, Evermos also supports SMEs with **business readiness coaching**, operational improvement assessments, and peer learning opportunities to increase their attractiveness to institutional lenders. We recognize that access alone is not enough—capacity building and handholding are critical to ensuring that financing translates into meaningful, sustainable growth.

This initiative reflects Evermos’s broader mission to unlock new horizons for small enterprises by addressing systemic barriers to scale. By creating access to financing that is practical, inclusive, and impact-driven, Evermos enables more SMEs to move beyond subsistence-level operations and become active contributors to Indonesia’s economic future.



Empowering SMEs with access to financing and coaching to unlock sustainable business growth.

Tapping on Global Supply Chain: Elevating Local Potential Beyond Borders

As part of our forward-looking mission to empower Indonesian MSMEs, Evermos continues to expand beyond domestic reach by unlocking access to global value chains. In a world where sustainability, traceability, and **ethical sourcing are not just preferred but expected**, we are positioning Indonesian SMEs to contribute meaningfully to responsible global commerce.

Through our inclusive commerce platform and ecosystem approach, we empower community-based producers, ethical brands, and small manufacturers to **not only scale operations but also meet the rigorous criteria of international markets**. Our ambition is not limited to enabling export, but about building global readiness, a state in which SMEs can operate competitively, credibly, and compliantly on the world stage.

But the reality of globalization means that the **global stage is no longer “out there”—it is here, within Indonesia’s own borders**. With international brands and imported products flooding local markets through digital and retail channels, the domestic economy has effectively become a **global battlefield**.

In this environment, local SMEs must not only survive but must evolve with global capabilities to **compete at home**. Building export-readiness is therefore not merely a strategy for international expansion, but a necessity for **domestic relevance and resilience**.

To support this, Evermos integrates robust screening and readiness tools across our platform, helping SMEs assess and improve their alignment with global expectations. In 2024, we successfully **screened 100% of participating SMEs against the IFC Exclusion List**, ensuring they are not engaged in prohibited activities such as child labor, hazardous waste, or destructive environmental practices. This measure reinforces our commitment to responsible business conduct and positions our SME partners as credible candidates for impact-aligned investments and ethical supply chain collaboration.

We also conducted **50 supplier capacity-building sessions**, attended by **30–40 SMEs per session**, focusing on areas such as product development, packaging standards, responsible sourcing, and regulatory documentation.

These sessions introduced our **in-house ESG-friendly indicators**, specifically designed to help SMEs navigate complex compliance landscapes in a practical and scalable manner.

By tapping into the global supply chain, Evermos aims to elevate Indonesia’s grassroots producers, build market visibility and trust, and contribute to a more sustainable, inclusive, and equitable global economy—where local excellence is both recognized and rewarded, both **beyond borders** and **within our own**.

“Equipping SMEs with global standards ensures they can thrive locally while competing responsibly on the world stage”

Ervano

Head of Regular Reseller

A photograph of a retail store interior. The shelves are filled with various handbags in different colors and styles, including brown, black, white, and red. Some bags are hanging from the top of the shelves. The store has a modern, organized appearance with wooden shelving and a clean layout.

Advancing Sustainable Impact

Advancing sustainable impact means more than empowering SMEs, it also encompasses our internal commitment to responsible business operations. By integrating local value with global competitiveness, we aim to elevate Indonesian SMEs through innovation, scalable models, and strengthened supply chains. At the same time, we are embedding sustainability within our own practices by tracking and reducing greenhouse gas emissions, managing waste responsibly, and upholding human rights across our operations and value chain

Sustainable Business Practices: Catalyzing ESG Readiness Among SMEs [308-1, 308-2, 414-1, 414-2]

SME ESG Awareness Sustainable SMEs

In an era where sustainability is not just a trend but a prerequisite for long-term business success, companies—regardless of scale—must integrate environmental and social responsibility into their core strategies. Consumers **increasingly demand ethically produced products, while investors and regulators seek alignment with ESG principles.** Evermos believes that sustainable practices are **not just for large corporations** but must be embedded within the operations of small and medium enterprises (SMEs), which form the economic backbone of Indonesia.

Recognizing this, Evermos commits to empowering its ecosystem to embrace and operationalize sustainability. **We equip SMEs with knowledge, tools, and structured support** to help them become competitive and responsible businesses—capable of seizing opportunities in a rapidly evolving marketplace.

Fostering ESG Alignment Across Our Value Chain

Evermos is committed to advancing responsible sourcing practices by engaging systematically with its SME partners, particularly suppliers and brand owners within its platform ecosystem. Although environmental, social, and governance (ESG) criteria are not yet formalized as mandatory selection factors for featuring suppliers on the platform, **Evermos actively promotes awareness and voluntary adoption of ESG practices among its ecosystem stakeholders.**

As part of our ongoing efforts, we proactively identify potential environmental and social risks across our supplier network. Rather than adopting a punitive or exclusionary approach, we focus on capacity-building, providing regular training, ESG awareness sessions, and voluntary ESG assessments based on internationally recognized frameworks. These initiatives aim to **improve understanding and practical implementation of responsible business practices**, particularly in environmental areas such as energy efficiency, waste management, and regulatory compliance.



Evermos ESG team delivering training to enhance SME awareness and adoption of sustainable business practices.

ESG Awareness and Assessment Program

A cornerstone of this commitment is our ESG Awareness and Assessment Program for SMEs. The program includes:

- ESG socialization and awareness workshops.
- ESG assessments tailored to SME realities.
- Improvement roadmaps with actionable, low-barrier recommendations.

This framework is **aligned with IFC Performance Standards 1–4**, focusing on risk management, labor, environmental protection, and community impact. In 2024 alone, we engaged **800+ SMEs** in these programs. To date, a cumulative **2000+ SMEs** have undergone assessment and received guidance to improve their ESG performance.



Guiding SMEs through their ESG assessment



ESG Improvement Scoring event with our SME partners

Regional Reach and Key Findings

Most participating SMEs are located in Java, with a notable concentration in West Java, aligning with the geographic distribution of our ecosystem. Through reassessments, we observed that **29.52% of SMEs showed improvements in their ESG scores** compared to the previous year—a strong indicator that knowledge transfer and support mechanisms are driving progress.

Common Environmental Gaps Identified

- Lack of formal **environmental programs** and SOPs. Most SMEs lack structured procedures to manage environmental impact, relying instead on informal or inconsistent practices.
- Limited awareness of **certification requirements**. Many SMEs are unfamiliar with required environmental certifications, limiting their ability to comply with regulations or access broader markets.
- Perception that government permitting (e.g., AMDAL) is complex and unapproachable—**especially among home-based industries** in sectors like **fashion (30%) and food (29%)**. Processes like AMDAL are perceived as bureaucratic and inaccessible—especially by home-based SMEs in sectors like fashion (30%) and food (29%)—detering compliance.

Performance Categorization of SMEs [308-2, 414-2]

To better track progress and identify support needs, each assessed SME is categorized based on ESG performance:

Category	Criteria
Green Brand	Demonstrates major compliance with applicable ESG standards. Brands in this category have established formal SOPs across all three ESG pillars and obtained relevant certifications & permits. These brands consistently apply ESG principles in their day-to-day operations.
Blue Brand	Shows emerging ESG integration with formal efforts underway in one or two ESG areas. While still in development, these brands have started formalizing practices and demonstrate a clear intention to improve , supported by some documentation or partial implementation.
Red Brand	Reflects fragmented and inconsistent ESG practices . While some awareness may exist, there is minimal formal documentation or permits . These brands face elevated risk of non-compliance , often due to limited resources, knowledge gaps, or informal business structures.
Gray Brand	Indicates no visible ESG practices or awareness . These brands operate without consideration for environmental, social, or governance impact, and have not taken any formal steps toward responsible business practices.

In 2024, **52 SMEs fell into the Gray category** and **372 into the Red, comprising 52% of the total assessed**. This distribution underscores the urgent need for continued and tailored engagement, particularly for early-stage and informal businesses that often lack formal ESG structures.

Evermos recognizes that ESG practices may not yet be fully applicable for all SMEs due to their limited scale and focused business operations. While the **current ESG maturity level of these SMEs may not have a direct material impact on Evermos’s operations**, improvements in ESG practices are **expected to generate long-term benefits**—not only for Evermos’s ecosystem but more importantly for the SMEs themselves, enabling them to become more resilient, competitive, and compliant.

For SMEs in the Gray and Red categories, Evermos has provided **low-hanging, actionable recommendations** that are aligned with their current capacity and operational context. These include simple improvements in documentation, basic environmental awareness, and practical steps that can be implemented without major capital investment.

While **ESG performance is not yet a determining factor in the onboarding or offboarding of suppliers or brand partners**, Evermos continues to conduct regular ESG assessments to gain visibility into the ecosystem’s environmental impact. **No partnerships have been terminated solely due to poor ESG performance.** However, the results of these assessments serve as an internal decision-making reference, helping to establish a baseline, identify risk areas, and prioritize future support efforts.

This approach reflects Evermos’s commitment to gradually strengthening environmental accountability, with a long-term goal of formally integrating ESG standards into supplier selection, procurement, and partnership policies—inclusively and progressively.

Commercial Integration of ESG Excellence

While environmental performance is not currently a prerequisite for supplier onboarding or offboarding—except in cases of egregious violations—Evermos actively incentivizes and recognizes ESG leaders in our ecosystem. Brands with a Green classification are featured in the **Evermos Lestari section**, which offers:

- Enhanced product visibility.
- Marketing support and storytelling.
- Preferential incentives for resellers promoting sustainable products.

Through these ongoing efforts, Evermos is not only promoting regulatory alignment and risk mitigation among SMEs—but also **demonstrating how sustainability can drive competitiveness and unlock new growth opportunities.** This approach aims to prove that responsible business practices enhance—not hinder—commercial outcomes, encouraging more SMEs to embark on their ESG journey.



Driving visibility and growth for SMEs with green practices

“Practical ESG can drive competitiveness and unlock growth for SMEs.”

Astrie Shafira
Sr. Sustainability Lab

Responsible Operation [302-1, 305-1, 305-2, 305-3, 305-4, 305-5]

GHG Emission

Quantifying Our Climate Commitment

As part of our deepening commitment to climate responsibility, we continue to track and quantify greenhouse gas (GHG) emissions across our ecosystem. Building on our established baseline, we are **progressively improving the accuracy, coverage, and methodology of our calculations**, ensuring our emissions data reflects not only our operational impact, but also our broader ecosystem footprint. This ongoing effort forms a critical foundation for transparent reporting and effective emissions reduction planning.

Scope	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Scope 1	-	-	29.826814
Scope 2	64.55	187.21	217.87
Scope 3	263,617.10	568,342.67	564,880.42
Total	263,617.10	568,531.52	565,128.12

Tracking Scope 1, 2, and 3 emissions to strengthen accuracy, transparency, and reduction planning.

We recognize that robust emissions reporting begins with the establishment of a fair and representative baseline year. While we initiated the calculation of our greenhouse gas (GHG) emissions in 2022, **we have adopted 2023 as the official baseline year for our long-term GHG emissions measurement and reduction planning**. This decision was based on the significant business developments that occurred during that year, including the relocation of our primary operational headquarters and a marked increase in business scale and activity. These changes made 2023 a more accurate reflection of our current and future emissions profile, allowing for more meaningful year-on-year comparisons.

Our emissions reporting is guided by the Greenhouse Gas Protocol and aligns with GRI 305: Emissions, covering Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (other indirect emissions). The data over the years reveals a dynamic trend across these scopes, reflecting not only changes in business activities but also improvements in the granularity and scope of our emissions accounting.

During 2022 and 2023, Scope 1 emissions were not yet reported, as we had not begun operating our own fleet of vehicles and did not yet include emissions from public transportation-based business travel. Since 2024, however, we have initiated these calculations in line with our expanding operational footprint and evolving sustainability governance. This shift represents a step forward in improving the accuracy and completeness of our emissions reporting.



Our emissions calculation follows the operational control approach, in accordance with the Greenhouse Gas (GHG) Protocol. Under this approach, Evermos accounts for 100% of GHG emissions from operations where we have the full authority to implement operational and environmental policies, regardless of ownership or equity share. This includes **emissions from our directly managed facilities, company-owned vehicles, and activities we control within our value chain**—such as warehousing, internal logistics, and procurement operations.

We chose the **operational control method because it most accurately reflects our ability to manage, monitor, and reduce emissions** across our business processes. By focusing on operations under our direct influence, we ensure that our reporting is aligned with the areas where we can drive real impact. This approach enables Evermos to set actionable targets, develop reduction strategies, and integrate climate-related considerations into everyday decision-making.

Tracing Our Environmental Footprint

[302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5]

Between 2023 and 2024, Evermos’s total emissions increased by **71%, driven mainly by a significant rise in Scope 3 emissions**, which now represent 99.96% of total GHG emissions. This reflects our expanding business scale, especially in product shipping and packaging associated with Evermos and Everpro operations. The emissions rise aligns with our intensified effort to account for all relevant sources, including additional logistics providers and packaging materials previously untracked.

- **Scope 1** emissions, reported for the first time in 2024, originated from operational fuel consumption of 12,968 liters of gasoline from our company fleet, resulting in **29.83 tCO₂e** using the IPCC emission factor of 2.30 kgCO₂e/liter and GWP100 CO₂ = 1.
- **Scope 2** emissions derived from electricity consumption totaled **217.87 tCO₂e**, calculated using the Indonesian national grid emission factor of 0.85 kgCO₂e/kWh (as published by PLN).

- **Scope 3** emissions encompass: Upstream packaging: bubble wrap, polymailer, paper (with emission factors aligned with WRI guidelines and national data). Logistics and shipping: **For Evermos (231,274 shipments at 370km avg distance) and Everpro (3,309,695 shipments at 567.83km avg), applying a fuel economy of 8 km/liter and EF 2.3 kgCO₂/liter**

The largest contributor to Scope 3 emissions remains shipping activities, particularly within the Everpro network due to its expansive coverage and high delivery volume across cities and regions. These emissions are driven by outsourced third-party logistics (3PL) providers and are influenced by transaction growth, delivery distances, and packaging dynamics.

However, in the 2024 reporting year, **Evermos recorded a 3,4 tCo2e decrease in Scope 3 emissions**, primarily due to a reduction in shipping volume on the main Evermos platform.

Greenhouse Gas (GHG) [305-4, 305-6, 305-7]

Emissions and Other Air Emissions

Currently, Evermos calculates its greenhouse gas (GHG) emissions in carbon dioxide equivalent (CO₂e), focusing on **carbon dioxide (CO₂)** as the primary greenhouse gas relevant to our operational and value chain activities. Emissions from **methane (CH₄)** and **nitrous oxide (N₂O)** are not calculated separately, as they are deemed immaterial based on our emission sources—primarily **fuel consumption in transportation** and **electricity use** across offices and warehouses.

In line with **GRI 305-6**, Evermos also does **not directly produce, import, or discharge any ozone-depleting substances (ODS)** such as CFCs, HCFCs, halons, or other chemicals regulated under the Montreal Protocol. ODS emissions are therefore **not material** to our operations and not disclosed.

Furthermore, Evermos does not operate facilities that emit **significant quantities of other air pollutants**, such as **nitrogen oxides (NO_x)**, **sulfur oxides (SO_x)**, **volatile organic compounds (VOCs)**, or **persistent organic pollutants (POPs)**.

Our business model centers on digital platform operations and light logistics, which are **not associated with high-intensity air emissions**. As such, disclosures related to **GRI 305-7** are not applicable for the current reporting year.

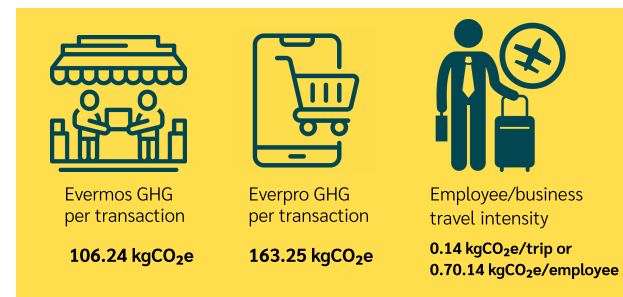
We remain committed to enhancing the accuracy and completeness of our environmental disclosures. All assumptions and boundaries are reviewed regularly, and we will reassess the relevance of these categories should material changes occur in our operational footprint.

By tracking GHG intensity across transactions and travel, we can ensure emissions management is both accountable and actionable

Andika Dwi Saputra
Head of ESG & Sustainability

Making Each Emission Count [305-4]

To contextualize our emissions performance, we calculated GHG intensity based on business activities



Measuring GHG intensity to identify targeted reductions

These intensity ratios are calculated based on Scope 1, Scope 2, and relevant Scope 3 emissions:

- Scope 1 (Direct Energy) includes fuel use from operational vehicles.
- Scope 2 (Indirect Energy) includes electricity consumption in Evermos’s office operations.
- Scope 3 (Other Indirect Emissions) includes business travel and related transport emissions.

The relatively low emissions intensity from business travel can be attributed to **our internal travel policy**, which mandates that each operational vehicle must carry **a minimum of two employees per trip**.

Advancing Toward Net Reduction [302-4, 302-5, 305-5]

Although Evermos has not yet adopted formal science-based targets, we fully acknowledge the pressing need to initiate tangible emission reduction efforts across our operations and value chain. Our growing emissions inventory—**particularly the rising share of Scope 3 emissions**, largely driven by logistics and packaging—reinforces the need for a strategic and collaborative approach to decarbonization.

In 2024, we have taken foundational steps toward preparing for net emission reductions. These efforts are guided by our commitment to **continuous improvement in measurement accuracy, operational efficiency, and ecosystem-wide climate accountability**. While we are still in the early stages of establishing absolute or intensity-based reduction targets, we are moving decisively toward identifying actionable levers to drive measurable impact.

Key areas of focus in the near term include:

- **Transitioning to Recyclable and Lower-Emission Packaging**

We are actively assessing our packaging materials such as poly mailers and bubble wrap—to identify more sustainable, recyclable, and lower-carbon alternatives. This shift is expected to reduce upstream Scope 3 emissions associated with plastic production and disposal.

- **Strengthening Tracking Mechanisms for Employee and Travel Emissions**

Although business travel emissions remain relatively low due to our internal policies (e.g., carpooling requirements), we recognize the importance of comprehensive tracking systems. Enhanced monitoring will enable us to better identify reduction opportunities, set travel efficiency targets, and incorporate travel-related Scope 3 emissions more holistically.

- **Collaborating with Logistics Partners for Greener Deliveries**

We are engaging with our logistics partners to explore innovative delivery solutions, including route optimization, use of electric or hybrid vehicles, and potential consolidated shipping models that can reduce emissions per transaction. These discussions are part of a broader effort to align operational performance with our sustainability goals.

These actions represent the early stage of a longer journey toward net reduction, and we are **committed to transparently reporting progress**, engaging stakeholders, and continuously adapting our roadmap as our capabilities and insights evolve. Our next milestone will be to establish clear performance baselines for each initiative and define interim targets that guide us toward long-term climate resilience.



Driving emission reduction through sustainable packaging and collaborative supply chain practices

“Cutting emissions is not just about targets, but about strategic collaboration for a greener future.”

Surya Sofianto
Sr. Operations & Supply Chain Warehouse

Rethinking Waste: From Disposal to Purpose [306-1, 306-2, 306-3, 306-4, 306-5]

Waste is not merely a by-product of business activity, it is a critical indicator of our operational discipline, environmental responsibility, and long-term sustainability. Although Evermos does not operate as a manufacturer, **our unique business model results in a significant volume of daily waste**, particularly from packaging materials, warehouse operations, and office activities.

In 2024, waste management emerged as a strategic priority within our ESG agenda, reflecting our growing realization that how we manage waste is deeply intertwined with climate action, stakeholder expectations, and value chain resilience.

Addressing Waste Impacts Across Our Ecosystem

To prevent and manage significant waste-related impacts, Evermos implemented a value chain-wide approach as follows:

- **Upstream:** We began encouraging SMEs in our ecosystem to adopt greener production and delivery practices through ESG training and capacity-building sessions. These efforts aim to instill sustainable thinking early in the supply chain while supporting SMEs in transitioning toward more responsible operations.

- **Internal Operations:** In 2024, we **institutionalized a Waste Standard Operating Procedure (SOP) across all business units**. This SOP outlines clear guidance on waste segregation, labeling, tracking, and responsible storage. We also adopted waste hierarchy principles, emphasizing reduce, reuse, and recycle practices, especially in our office and warehouse environments. To build capacity, employees were trained through internal ESG workshops to embed waste-conscious behavior into their daily workflows.

- **Third-Party Waste Management:** While Evermos does not formally conduct audits or require contractual compliance clauses from waste vendors, we are committed to **partnering only with reputable waste management providers** that demonstrate consistent service quality and operational integrity. We maintain regular communication with these vendors to ensure appropriate handling of operational waste, even without formal verification mechanisms.

Waste Monitoring and Reporting System

To support accountability and continuous improvement, Evermos has implemented a structured internal monitoring system, coordinated by the ESG Team. This includes:

- Monthly waste tracking by operational units using standardized forms;
- Volume reporting for key categories such as plastic, paper, and residual waste;
- Routine compilation and review of waste data, supplemented by vendor-provided reports when available.

This system enables us to maintain visibility over our waste footprint and supports data-driven decision-making for future improvements. The insights gained also contribute to the development of **Evermos' roadmap toward Zero Waste to Landfill (ZWTL), which remains an aspirational long-term goal**.

Waste Management System and Strategy [306-1]

♻️ Reducing Waste to Landfill

Our commitment to responsible waste management has **evolved from awareness-building to a structured, systemized approach** that supports our broader environmental and operational goals. Waste generated from our activities has been identified as a material topic, particularly from our office operations, support functions (including packaging and logistics), and warehouse activities.

Our waste-related impacts originate primarily from internal sources (operational waste), such as general office waste (paper, packaging, plastics), e-commerce shipment materials (bubble wrap, polymailer, cardboard), and residual warehouse waste (plastic bands, expired inventory packaging). These inputs stem from everyday operational activities including staff consumption, fulfillment processes, and last-mile packaging preparation. Although the majority of the waste is generated internally, **we recognize that some impacts extend downstream**, particularly where packaging materials are passed to consumers and may contribute to post-consumer waste.

In 2023, our waste efforts began with foundational awareness and behavioral interventions. We introduced source segregation, employee sensitization, and labeling practices to improve consciousness and establish a culture of environmental responsibility.

By 2024, these early-stage interventions matured into a more institutionalized system:

A formal Waste Standard Operating Procedure (SOP) was developed and implemented across offices and warehouses.

- The ESG Team assumed oversight responsibility, ensuring alignment with sustainability commitments.
- Internal staff were equipped through dedicated ESG workshops focused on practical handling, classification, and reporting mechanisms.
- We began applying the waste hierarchy principle—reduce, reuse, recycle—while working progressively toward a Zero Waste to Landfill (ZWTL) approach where feasible.



Supporting SMEs in improving their waste handling and recycling practices.

Total Waste Generated in 2024 [306-2, 306-3]

Waste Management Performance and Impact

In 2024, Evermos generated a total of **510.9 tons** of waste, categorized into four main waste types. Of this total, **70.84% or equal 362 tons of waste was successfully diverted from landfill**, thanks to our integrated waste management system and collaboration with **certified third-party vendors** who ensured traceability, compliance, and environmentally responsible disposal methods. Here are the details of waste diverted from landfill:

Waste Type	Volume(kg)	Treatment Method
Organic	169.36	Composting/BSF
Anorganic	860.6	Recycling
Paper	591.35	Recycling
Residual Waste	1998.61	Refuse-Derived Fuel (RDF)

Evermos' 2024 waste management by type and treatment method.

Evermos operates across **five operational areas**, consisting of **four offices and one central warehouse**. Among these, the **headquarters (HQ)** remains the largest contributor to overall waste volume, accounting for approximately **70%** of the total waste generated.

This is primarily due to the scale of daily operations and workforce concentration at the HQ compared to other sites.

Importantly, **Evermos does not produce or handle hazardous waste (B3)** as defined by applicable environmental regulations. Our operational waste streams are largely non-hazardous and consist of general office waste, packaging materials, and residuals from community-based activities.

The strategic diversion of waste from landfill not only minimizes environmental impact but also contributes directly to climate action. Through this initiative, **Evermos successfully prevented an estimated 194 kgCO₂e of emissions per month**, amounting to approximately **2.3 tCO₂e annually**. This reinforces our commitment to advancing circularity, reducing environmental footprint, and aligning with global climate targets under SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).

Performance and Challenges [306-4]

Our waste diversion rate of 70% reflects significant progress, particularly in our ability to **collaborate across internal functions and with certified waste processors**. For the remaining 30%, the waste is still processed through conventional methods, as it originates from other operational areas beyond our primary operational site. This will remain an area of improvement going forward, with the expectation that it will significantly reduce the percentage of waste ending up in landfills.

Reshaping Operational Footprint

In 2025, our waste management strategy enters a new phase of scale and ambition. Building on the progress achieved in 2024, we are now taking steps to **expand our operational impact** and embed circularity across the entire ecosystem.

- Targeting an 80% Waste Diversion Rate**
 Our primary goal for 2025 is to divert at least 80% of our total waste away from landfills through recycling, composting, and alternative processing such as RDF (Refuse-Derived Fuel). This target reflects our growing operational maturity and commitment to reducing our environmental footprint.



Supporting circular practices by promoting textile reuse and eco-friendly packaging in our value chain.

- **Expanding Waste Program Coverage Across Operational Areas**

We aim to expand our waste segregation and collection SOPs to additional warehouses, satellite hubs, and regional offices. This expansion ensures that waste-conscious behavior and accountability are not limited to central operations, but become embedded across all points of activity.

- **Exploring Sustainable Packaging Solutions**

Packaging remains a dominant contributor to operational waste, particularly through single-use plastics. In 2025, we are prioritizing research and piloting of alternative packaging materials that are recyclable, reusable, or compostable—starting with polymailers and bubble wraps commonly used in order fulfillment.

- **Encouraging Brand Partner Collaboration on Eco-Packaging**


Beyond our own operations, we recognize the role of our brand partners in influencing upstream waste. We are initiating dialogues with key brand owners to jointly explore more sustainable product packaging designs and co-develop guidelines that align with both ESG commitments and customer expectations.

Looking ahead, we see waste not as an isolated challenge but as a systemic opportunity—to design out inefficiencies, to foster shared responsibility, and to reshape our operational footprint in a way that reflects our values. As our platform grows, so does our potential to influence more sustainable practices—not only within Evermos, but throughout the value chain we are proud to be part of.

“Every emission counts tracking intensity helps us see where real impact can be made.”

Imam Al Farouqi
Sr. GA Specialist

Digital Sustainability: Safeguarding Trust and Minimizing Environmental Impact [413-1, 418-1]

 Digital Sustainability

As a digital-first enterprise, Evermos recognizes that technology plays a pivotal role in shaping sustainable futures, not only in how we deliver services and create value, but also in how we manage the digital risks and environmental impacts associated with our operations. Our approach to **digital sustainability** is twofold: protecting the integrity and privacy of data while minimizing our environmental footprint through responsible digital practices.

We consider **data protection and confidentiality** as core pillars of our responsible business conduct. **Our Data Governance Framework** encompasses the full data lifecycle from collection, processing, and usage to storage and disposal, ensuring that personal and business information is treated with the utmost care. This framework is grounded in principles of **transparency, accountability, and continuous improvement**.

In 2024, Evermos retained the **ISO 27001 certification**, affirming our compliance with international standards on information security management systems (ISMS).

We implement robust technical safeguards including to mitigate unauthorized access and data breaches. These mechanisms support secure, scalable operations for both our internal teams and platform users. As part of our risk governance process, data privacy is periodically reviewed by the Cyber & Information Security, and **no substantiated complaints related to customer privacy or data breaches** were recorded during the 2024 reporting period.



Discussions to strengthen Evermos ISO retention



Symbolic moment of retaining our ISO certification

In addition to data protection, Evermos is committed to minimizing the environmental impact of our digital operations. We continuously optimize our IT infrastructure to reduce energy consumption, utilize of cloud solutions with lower carbon intensity, and promote responsible electronic waste management. These initiatives reflect our broader goal of ensuring that **digital transformation not only safeguards user trust but also contributes to climate responsibility**.



Looking Ahead

Fusing Innovation with Responsibility

As we step into a new chapter of our sustainability journey, Evermos remains steadfast in harmonizing economic growth with environmental responsibility and inclusive progress. Our strategy continues to embrace the triple bottom line—**people, planet, and profit**—while contributing to the Sustainable Development Goals (SDGs). Looking ahead, our vision focuses on expanding transformative impact, empowering those often excluded from opportunity, and building a more resilient and sustainable business ecosystem across Indonesia.

1 – Empowering SMEs to Scale and Thrive

In 2024 and beyond, Evermos is committed to deepening our support for SMEs, especially those traditionally underserved by formal systems. This includes **enabling access to financing through alternative lending schemes and tailored support**, and fostering collaboration with local wholesalers as essential nodes in regional economic distribution. Our inclusive commerce model continues to drive capacity building and market access so that SMEs can move beyond subsistence and into scalable growth. This journey extends beyond domestic markets.

2 – Inclusivity and Equal Opportunity

Diversity, equity, and inclusion are central to Evermos’s culture and ecosystem. We ensure equal opportunities in recruitment, leadership development, and workplace engagement, while also promoting inclusive participation among SMEs and resellers from diverse regions, income levels, and abilities. Internally, all employees—from entry-level staff to senior leaders—have **access to training and self-improvement programs, including advanced leadership development for management**, fostering a culture of continuous learning and equal opportunity across the organization.

3 – Advancing Circular Economy Principles

Evermos is scaling up our commitment to the circular economy by embedding responsible material flows and lifecycle thinking across our ecosystem. This includes enhancing product traceability, working with upstream partners on recyclable and reusable packaging, and supporting policy advocacy on circular practices. We aim to increase the percentage of recycled and repurposed materials used, while reducing unnecessary consumption and designing out waste from operations and product offerings.



Resellers sharing experiences to improve performance and strengthen business growth



SMEs completing ESG assessments to drive measurable improvement

4 – GHG Emission Reduction through Collaboration

In line with our commitment to climate responsibility, Evermos targets a measurable reduction in Scope 1 and Scope 2 GHG emissions, with a roadmap to track Scope 3 through supplier and partner collaboration. We are optimizing logistics, investing in energy-efficient practices, and strengthening our emissions monitoring system. As part of this effort, **we plan to transition our office operational fleet to electric vehicles (EVs) and explore nature-based solutions such as a spirulina carbon-offset project in collaboration with a local university.**

5 – Zero Waste to Operations

We set an ambitious internal goal: to achieve zero operational waste to landfill by 2028. This includes reducing waste at source, improving material segregation, and enhancing reuse and recycling mechanisms across our offices, warehouses, and packaging systems. Collaborations with waste management partners and supplier-side packaging innovations form the backbone of this commitment.

6 – ESG Awareness and Measurable Improvement for SMEs

While awareness is a starting point, our goal is actionable ESG improvement across our SME base. In 2024, we expanded our ESG Scoring and Rating system based on IFC Performance Standards, enabling SMEs to track and improve their practices. Our future ambition is to ensure that 100% of Evermos SMEs complete annual ESG assessments and receive improvement recommendations. With this, we empower our ecosystem to meet emerging standards while unlocking access to ethical capital, better market positioning, and long-term competitiveness.

We envision a future where business is no longer measured solely by profit margins, but by the depth of its impact and the lives it elevates. Ours is a journey not toward a final destination, but along an ever-evolving path, one guided by purpose, resilience, and responsibility. Our future will be shaped by broader access to opportunity, tangible action on climate, and deeper inclusion across communities. Rooted in local wisdom and reaching for global relevance, we walk forward undaunted, unified, and inspired.



Forward Looking Statement

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

Evermos adopts the Global Reporting Initiative (GRI) Standards, IFC Performance Standards and UN Women WEPs as the foundation of our disclosures. Data is collected, verified, and consolidated across financial and non-financial operations with oversight from our ESG division, and undergoes external assurance to ensure accuracy and credibility. This framework enables us to provide stakeholders with transparent and meaningful insights into our sustainable growth journey.



Employee Composition [405-1]

Description			Unit	2023	2024
Employee Composition [GRI 2-7, 405-1]	Gender	Total	Persons	640	555
		Male	Persons	376	309
		Female	Persons	264	246
		Female Composition	%	41.25%	44.32%
Employee status	Permanent Employee	Total	Persons	514	481
		Male	Persons	312	287
		Female	Persons	202	194
		Female Composition	%	39.30%	40.33%
	Contract Employee	Total	Persons	126	74
		Male	Persons	64	22
		Female	Persons	62	52
		Female Composition	%	49.21%	70.27%
	Trainee	Total	Persons	0	0
		Male	Persons	0	0
		Female	Persons	0	0
		Female Composition	%	0%	0%
Age Group	< 30 Years	Total	Persons	390	303
	30 - 50 Years	Total	Persons	248	249
	> 50 Years	Total	Persons	2	3
Management Level	Top Management	Total	Persons	16	16
		Male	Persons	12	13
		Female	Persons	4	3
		Female Composition	%	25%	19%
	Middle Management	Total	Persons	94	78
		Male	Persons	64	58
		Female	Persons	30	20
		Female Composition	%	32%	26%
	Junior Management	Total	Persons	78	81
		Male	Persons	51	49
		Female	Persons	27	32
		Female Composition	%	35%	40%
	Non-Management	Total	Persons	452	380
		Male	Persons	249	189
		Female	Persons	203	191
		Female Composition	%	45%	50%

Employee Composition (Cont'd) [405-1]

Description			Unit	2023	2024	
Employee Composition [GRI 2-7, 405-1]	Region	Jakarta	Total	Persons	65	64
			Male	Persons	40	38
			Female	Persons	25	26
		Bandung	Total	Persons	521	434
			Male	Persons	296	231
			Female	Persons	225	203
		Yogyakarta	Total	Persons	54	57
			Male	Persons	40	40
			Female	Persons	14	17
Citizenship	Indonesian	Total	Persons	640	555	
	Other nationality (please mention if any)	Total	Persons			
Revenue-generating Functions			Female Composition	%	15.31%	18.02%
STEM (Science, Technology, Engineering, and Mathematics)-related Functions			Female Composition	%	5.00%	4.32%
Persons with Disability		Total	Persons	0	0	
		Male	Persons			
		Female	Persons			
Region	Senior High School	Total	Persons	83	61	
		Male	Persons	49	34	
		Female	Persons	34	27	
		Female Composition	%	49.96%	44.26%	
	Diploma I-III	Total	Persons	65	54	
		Male	Persons	35	32	
		Female	Persons	30	22	
		Female Composition	%	46.15%	40.74%	
	Bachelor Degree	Total	Persons	449	54	
		Male	Persons	268	32	
		Female	Persons	181	22	
		Female Composition	%	40.31%	40.74%	
Masters Degree	Total	Persons	43	37		
	Male	Persons	24	21		
	Female	Persons	19	16		
	Female Composition	%	44.19%	43.24%		

Internal Hires & New Hires [401-1]

Description		Unit	2023	2024	
Internal Hires & New Hires [GRI 40-1]	Total Internal Hires	Persons	42	40	
	Total New Hires	Persons	236	176	
	Percentage of Internal Hires to Total Hires	%	15.11%	18.52%	
	Percentage of New Hires to Total Hires	%	84.89%	81.48%	
Internal Hires	Gender	Male	Persons	27	14
		Female	Persons	15	26
	Age	< 30 Years	Persons	43	39
		30 - 50 Years	Persons	5	0
		> 50 Years	Persons	0	1
	New Hires	Gender	Male	Persons	27
Female			Persons	15	26
Age		< 30 Years	Persons	43	39
		30 - 50 Years	Persons	5	0
		> 50 Years	Persons	0	1
Region		Jakarta	Persons	22	14
	Bandung and Kabupaten	Persons	45	32	
	Tangerang and Kabupaten	Persons	14	7	
	Sleman, Depok, Bekasi, Lampung, dll	Persons	155	123	

Description		Unit	2023	2024
Average Hiring Cost	Average Hiring Cost	IDR	1,847,877,360	1,343,891,349

Wage Indicator by Gender [405-2]

Description		Designation Group	Gender	Unit	2023	2024
Wage Indicator by Gender	Average Wage	Management	Male	Million (IDR)	3,201,961,286	3,969,476,780
			Female	Million (IDR)	1,302,212,354	1,506,729,088
		Non-Management	Male	Million (IDR)	2,101,943,737	1,856,058,765
			Female	Million (IDR)	1,360,477,734	1,303,536,188
	Average Wage	Management	Male	Million (IDR)	3,285,809,571	4,060,071,972
			Female	Million (IDR)	1,348,755,357	1,542,000,084

Employee Compensation Ratio [2-17, 2-18, 2-19, 2-20]

Description		Unit	2023	2024
Employee Compensation Ratio [GRI 2-21]	Highest and lowest employee salaries	Times	36.8	38
	Highest and lowest directors' salaries	Times	1.1	1.1
	Highest and lowest commissioner's salaries	Times		
	Highest salary for directors and employees	Times	43	45.5
The median value of compensation without the highest value		Million (IDR)	7,700,000	8,000,000
The average value of compensation without highest value		Million (IDR)	12,158,997	13,153,236
Change in annual compensation ratio				
Highest and median employee salaries		Times	11.9	11.1
Highest and median directors' salaries		Times	1.1	1.4
Highest and median commissioner's salaries		Times		
Highest salary for directors and employees		Times	3.5	15.7
The median value of compensation without the highest value		Million (IDR)	107,659,595	124,140,000
The average value of compensation without highest value		Million (IDR)	159,740,004	185,483,363
Change in annual compensation ratio				

Employee Turnover Rate [401-1]

Description			Unit	2022	2023	2024	
Employee Turnover Rate [GRI 401-1]	Gender	Male	%	23.80%	34.21%	39.45%	
		Female	%	34.32%	23.80%	38.88%	
	Total Turnover	Age	< 30 Years	%	51.55%	58.24%	66.83%
			30 - 50 Years	%	10.27%	13.21%	24.94%
			> 50 Years	%	0.00%	50.00%	150.00%
	Position	Top Management	%	0.00%	25.00%	10.53%	
		Junior & Middle Management	%	26.89%	32.19%	35.95%	
		Non-Management	%	31.55%	28.63%	47.76%	
	<hr/>						
	Voluntary Turnover	Gender	Male	%	21.91%	27.56%	21.36%
			Female	%	24.68%	20.56%	20.66%
		Age	< 30 Years	%	40.00%	48.38%	37.72%
30 - 50 Years			%	9.14%	9.61%	11.52%	
> 50 Years			%	0.00%	50.00%	80.00%	
Position		Top Management	%	0.00%	11.76%	9.52%	
		Junior & Middle Management	%	26.89%	27.17%	26.52%	
		Non-Management	%	21.02%	23.30%	17.07%	

Employee Engagement & Satisfaction

Description		Unit	2023	2024
Employee Engagement Trend [GRI 401-1]	Employee Engagement	Scale 5	4,002	3,65
	Employee CoverageActive	%	100	100
	Employee Engagement	%	75.04%	96.35%
	Male	%	73.95%	97.05%
	Female	%	76.57%	95.36%
	<30 years old	%	80.12%	96.65%
	30-50 years old	%	67.53%	96.33%
	>50 years old	%	0%	66.67%
<hr/>				
Employee Satisfaction Index	Satisfaction Index	#	73.33	3,78
	Coverage	%	75.04%	96.35%
<hr/>				
Number of employees entitled to maternity leave	Male	Person	213	222
	Female	Person	113	102
Number of employees who take maternity leave	Male	Person	20	26
	Female	Person	9	16
Returning after taking maternity leave	Male	Person	20	26
	Female	Person	9	11
The rate of employees who take maternity leave and return to work and can be retained	Female	Person	100%	69%

Whistleblowing

Description		Designation	Follow-up	Unit	2023	2024
Number of Whistleblowing System Reports and Follow Up Actions	Number of reporting		-		-	-
	Follow-up		Proven		-	1
			Not Proven		-	-
			Cannot Be Followed-up		-	-
Violation Category in Whistleblowing System	Employee Violations of the Code of Ethics				-	-
	Conflict of interest			#	-	-
	Discrimination or Harassment			#	-	-
	Violations of Customer Information Security			#	-	-
	Corruption & Bribery			#	-	-
	Anti-Money Laundering Violations			#	-	-
	Others			#	-	-
	Status				-	-
Total Violations			#	-	0	
In process			#	-	-	
Settled			#	-	1	
Number of Follow Up Fraud Cases	Employees Involved in Fraud	Board Member		Employee	-	-
		Permanent Employee		Employee	-	-
		Non-Permanent Employee		Employee	-	-
	Having Been Completed with Disciplinary Punishment Process	Board Member		Employee	-	-
		Permanent Employee		Employee	-	1
		Non-Permanent Employee		Employee	-	-
	In Settlement Process at Bank's Internal (Disciplinary Punishment)	Board Member		Employee	-	-
		Permanent Employee		Employee	-	-
		Non-Permanent Employee		Employee	-	-
	Not Yet Resolved	Board Member		Employee	-	-
		Permanent Employee		Employee	-	-
		Non-Permanent Employee		Employee	-	-
Having Been Followed Up Through Legal Process	Board Member		Employee	-	-	
	Permanent Employee		Employee	-	-	
	Non-Permanent Employee		Employee	-	-	

Training

Description		Unit	2023	2024	Notes	
Training [GRI 404-1]	Average training cost per employee	Rp Milion	1.04	0.52	Total Training Cost per Employee (IDR)	
	Average training hours per employee	Hours	0.29	0.30	Average Training Hours per Employee	
	Gender	Male	Hours	5.7	5.9	Average Training Hours for Male Employees
		Female	Hours	6.3	5.0	Average Training Hours for Female Employees
	Age	< 30 Years	Hours	5.7	5.1	Average Training Hours by Age Group (< 30)
		30-50 Years	Hours	6.1	6.0	Average Training Hours by Age Group (30 - 50)
		>50 Years	Hours	5.0	0.0	Average Training Hours by Age Group (>50)
	Management Level	Top Management	Hours	7.7	9.0	Average Training Hours (Top Level)
		Middle Management	Hours	5.8	6.0	Average Training Hours (Middle Management)
		Junior Management & Officers	Hours	6.0	4.9	Average Training Hours (Junior Level)

Category	2023	2024	Total Training Hours (2023)	Total Training Hours (2024)
Male	112	133	642	788
Female	66	123	415	620
Age < 30	51	147	289	754
Age 30-50	126	109	763	654
Age > 50	1	0	5	0
Top Level	13	2	100	18
Level Middle	142	128	820	768
Level Junior & Officer	23	126	137	622

Types of Training	Vendor Name	Unit	2023	2024	Cost		Hours		
					2023	2024	2023	2024	
Types & Scope of Training [GRI 404-2]	Waste Management	Waste4Change	Participant	30	30	-	-	2	2
	Harassment Related Training	IBCWE	Participant	30	30	-	-	8	8
	GRI Reporting Training	NCCR	Participant	4	0	Rp60,000,000	-	16	-
	Performance Review Dan Feedback - Performance Management Training Term			206	-	Rp39,633,750	-	5	-
	Training Workload Analysis			3	-	Rp900,000	-	2	-
	K3 - Pelatihan Petugas P3K Sertifikasi Kemnaker RI Tahun 2023			10	-		-	8	-
	K3 - Pelatihan Petugas penanggulangan kebakaran kelas D Sertifikasi Kemnaker RI Tahun 2023			10	-	Rp85,292,500	-	8	-
	Power Sharing HR for Non HR	Internal	Participant	17	-	-	-	2	-
	Human Rights Reporting	Karisman	Participant	-	1	-	Rp8,325,000	-	8
	Workshop Impactful Selling Skill for Everpro	AkademiTrainer	Participant	-	12	-	Rp46,620,000	-	16
	Internal Sharing Session Impactful Selling skill	Internal	Participant	-	20	-	-	-	2
	Workshop Technical Presentation for Tech Data	Speak4Change	Participant	-	25	-	Rp20,000,000	-	14
	Workshop Business Presentation	KPI Consultancy	Participant	-	21	-	Rp32,340,000	-	14
	Webinar Critical Thinking	KaryaGembira Learning & Events	Participant	-	77	-	Rp6,860,000	-	2
	Webinar Value Creation Mindset	Alterra Academy	Participant	-	50	-	-	-	2
	Webinar Problem Solving	Dibimbing	Participant	-	117	-	Rp7,630,000	-	2
	Webinar Financial Management	Grou	Participant	-	101	-	Rp3,000,000	-	2
	Webinar Stress Management	Tiga Generasi	Participant	-	76	-	Rp4,081,632	-	2
	Webinar Parenting as Partners: Thriving Together at Work and Home	KaryaGembira Learning & Events	Participant	-	75	-	Rp4,000,000	-	2
Total			310	635	Rp185,826,250	Rp132,856,632		51	

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2-3	Reporting period, frequency and contact point	4,	
2-4	Restatements of information	4,	
2-5	External assurance	4,	
2-6	Activities, value chain and other business relationships	10 11,	
2-7	Employees	23, 24	
2-8	Workers who are not employees	23,	
2-9	Governance structure and composition	20,	
2-10	Nomination and selection of the highest governance body	-	Evermos does not have a formal nomination and selection process for the highest governance body; GRI 2-10 not applicable for this reporting period
2-11	Chair of the highest governance body	20,	
2-12	Role of the highest governance body in overseeing the management of impacts	5, 20,	
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2-25	Processes to remediate negative impacts	8, 9	

GRI Standard	Disclosure Title	Page Reference	Note & Omissions
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2-27	Compliance with laws and regulations	80	
2-28	Membership associations	1, 20	Evermos is not a member of any associations; GRI 2-28 not applicable.
2-29	Approach to stakeholder engagement	-	
2-30	Collective bargaining agreements	1, 13, 14,	No collective bargaining agreements; GRI 2-30 addressed through internal policies
		-	

Material Topics

3-1	Process to determine material topics	5, 7
3-2	List of material topics	5, 7, 8
3-3	Management of material topics	7, 8, 9

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GRI Standard	Disclosure Title	Page Reference	Note & Omissions
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Independent Assurance Statement



Independent Assurance Statement No. 1516/KSP-VIII/2025

To the management and stakeholders of PT Setiap Hari Dipakai,

We were engaged by PT Setiap Hari Dipakai ('EVERMOS') to provide assurance regarding its Sustainability Report 2024 ('the Report'). The assurance engagement was conducted by our assurance team, which possesses extensive relevant professional and technical competencies and experience. The team comprised certified sustainability reporting specialists and certified sustainability reporting assurers to ensure a high level of competency in executing the engagement.

Independence

We carried out all assurance undertakings with independence and autonomy, having not been involved in the preparation of any key part of the Report, nor did we provide any services to EVERMOS during 2024 that could conflict with the independence of the assurance engagement.

Assurance Standards, Levels, and Criteria

Our work was carried out in accordance with AA1000 Assurance Standards v3 (AA1000AS v3) issued by AccountAbility and International Standard on Assurance Engagements ISAE 3000 (Revised), 'Assurance Engagements other than Audits or Reviews of Historical Financial Information,' issued by the International Auditing and Assurance Standards Board.

In performing this engagement, meanwhile, our responsibility to the management of EVERMOS is solely for the purpose of verifying the statements it has made in relation to its sustainability performance, specifically as described in the agreed scope, and expressing our opinion on the conclusions reached.

Methodology

In order to assess the veracity of certain assertions and specified data sets included within the Report, as well as the systems and processes used to manage and report them, the following methods were employed during the engagement process:

Reviews were conducted on the Report, internal policies, documentation, management and information systems, and included interviews with relevant staff in sustainability-related management and reporting. This also involved following data trails to the initial aggregated source and checking data samples in greater depth.

Scope of Assurance

We provided a Type 2 assurance engagement under AA1000AS v3. This involved:

- 1) Assessment of EVERMOS' adherence to the AA1000AP (2018); and

Independent Assurance Statement

By designing our evidence-gathering procedures to obtain a moderate level of assurance as set out in AA1000AS v3, readers of the report can be confident that all risks or errors have been reduced to a very low level, although not necessarily to zero. Moreover, EVERMOS adherence to the AccountAbility Principles (AP) was evaluated in accordance with the criteria of AA1000AP (2018) on Inclusivity, Materiality, Responsiveness, and Impact. In addition, the Report, within the agreed scope, has been assessed according to the GRI Standards criteria.

Limitations

Our scope of work was limited to a review of the accuracy and reliability of specified data and interviews with data providers, persons in charge of data collection and processing, as well as persons in charge of sustainability performance-related information.

Responsibility

EVERMOS is responsible for the preparation of the report and all information and claims therein, which include establishing sustainability management targets, performance management, data collection, and other performance actions.

- 2) Assessment of the accuracy and quality of the specified sustainability performance information contained within the Report, in relation to the agreed scope of GRI Standards:
 - 305. Emission
 - 306. Waste
 - 308. Supplier Environmental Assessment
 - 404. Training and Education

Conclusions

Conclusions in regard to adherence to the AA1000AP (2018) of Inclusivity, Materiality, Responsiveness, and Impact include the following findings:

Inclusivity

EVERMOS has demonstrated its commitment to fostering an inclusive workplace by promoting diversity, equal opportunities, and respect for all stakeholder within its operations. The evaluation highlights that EVERMOS has established clear policies and procedure designed to address the diverse needs and backgrounds of stakeholders. In addition, EVERMOS has developed effective communication channels and feedback mechanism to ensure stakeholder input is heard.

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To further enhance its inclusivity commitments, EVERMOS is encouraged to develop targeted strategies for retaining a diverse workforce. This may include adopting inclusive practices and revising current policies to reduce the risks of bias or discrimination. Strengthening stakeholder engagement and building deeper trust will also support business resilience and long-term sustainability.

Materiality

Our assessment indicates that EVERMOS has a solid grasp of material aspects that influence both its stakeholders and business operations. The company has effectively identified key material issues and integrated them into its sustainability reporting process.

To further enhance its materiality approach, we recommend that EVERMOS conduct regular risk assessments to capture emerging material risks with potential short- and long-term impacts. Moreover, embedding materiality considerations into core business decision-making will help ensure stronger alignment between sustainability objectives and overall corporate strategy.

Responsiveness

Our assessment found that EVERMOS has shown a high level of responsiveness across its operations. The company has demonstrated a strong commitment to addressing stakeholder

social performance indicators to minimize negative impacts while maximizing positive outcomes for both communities and stakeholders.

In addition, extending sustainability initiatives across the supply chain would amplify EVERMOS's impact. Strategic actions aimed at reducing carbon emissions, waste, and ecosystem damage will align the company with broader environmental goals. Enhancing supply chain sustainability will reinforce EVERMOS's leadership in responsible business practices and contribute to long-term environmental improvements.

Conclusion on the accuracy and quality of the specified sustainability performance.

Based on our limited assurance engagement, we have not identified any indications that the data in the Report, within the agreed scope, has been materially misstated.

All key assurance findings are presented in this report, while detailed observations and follow-up recommendations have been provided separately to EVERMOS management.

Jakarta, August 27th, 2025
PT Sucofindo (Persero)

Independent Assurance Statement

demonstrated a strong commitment to addressing stakeholder concerns, while its engagement with local communities has helped build meaningful relationships and foster a culture of trust and collaboration.

To further strengthen stakeholder engagement, EVERMOS is encouraged to continue prioritizing trust-building initiatives and deepening its relationships with communities, investors, and other key stakeholders.

Impact

EVERMOS has shown a strong commitment to addressing stakeholder concerns and actively engaging with local communities. This proactive approach has enhanced the company's reputation and fostered trust-based relationships with stakeholders.

To further strengthen stakeholder engagement, we recommend prioritizing the measurement and transparent disclosure of

PT Sucofindo (Persero)
Engagement Leader




AA1000
Licensed Report
000-432/V3-GPI6Q

Syaeful Bahrie

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Sucofindo is an independent and state-owned company based in Indonesia that offers a wide range of inspection, testing of industrial products, marine survey, quality assurance and quality control, certification of management system such as ISO 9001, ISO 14001, and OHSAS 18001, as well as certification of various product standards. Sucofindo is member of IDSurvey Holding Company.

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Feedback Form

The 2024 Sustainability Report of Evermos provides an overview of financial performance and sustainability. The Company did not record any feedback to the previous year's Sustainability Report

Your Profile (Please Fill Out The Form Below)

Name:

Institution/Company :

Email:

Phone/Mobile:

Stakeholder Groups

- | | | |
|--|---|-------------------------------------|
| <input type="checkbox"/> Reseller | <input type="checkbox"/> Internet Marketers | <input type="checkbox"/> Investors |
| <input type="checkbox"/> Brands / Brand owners | <input type="checkbox"/> Civil Societies (NGOs, Academia, Local Groups) | <input type="checkbox"/> Regulators |
| <input type="checkbox"/> Value chain partners | <input type="checkbox"/> Employees | <input type="checkbox"/> Others |

How would you rate the content of this report

1- This report is easy to understand

- Disagree Neutral Agree

2- This report is useful

- Disagree Neutral Agree

3- This report describes information on material aspects of the Company, both from the positive and negative sides

- Disagree Neutral Agree

Please send the feedback form back to

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