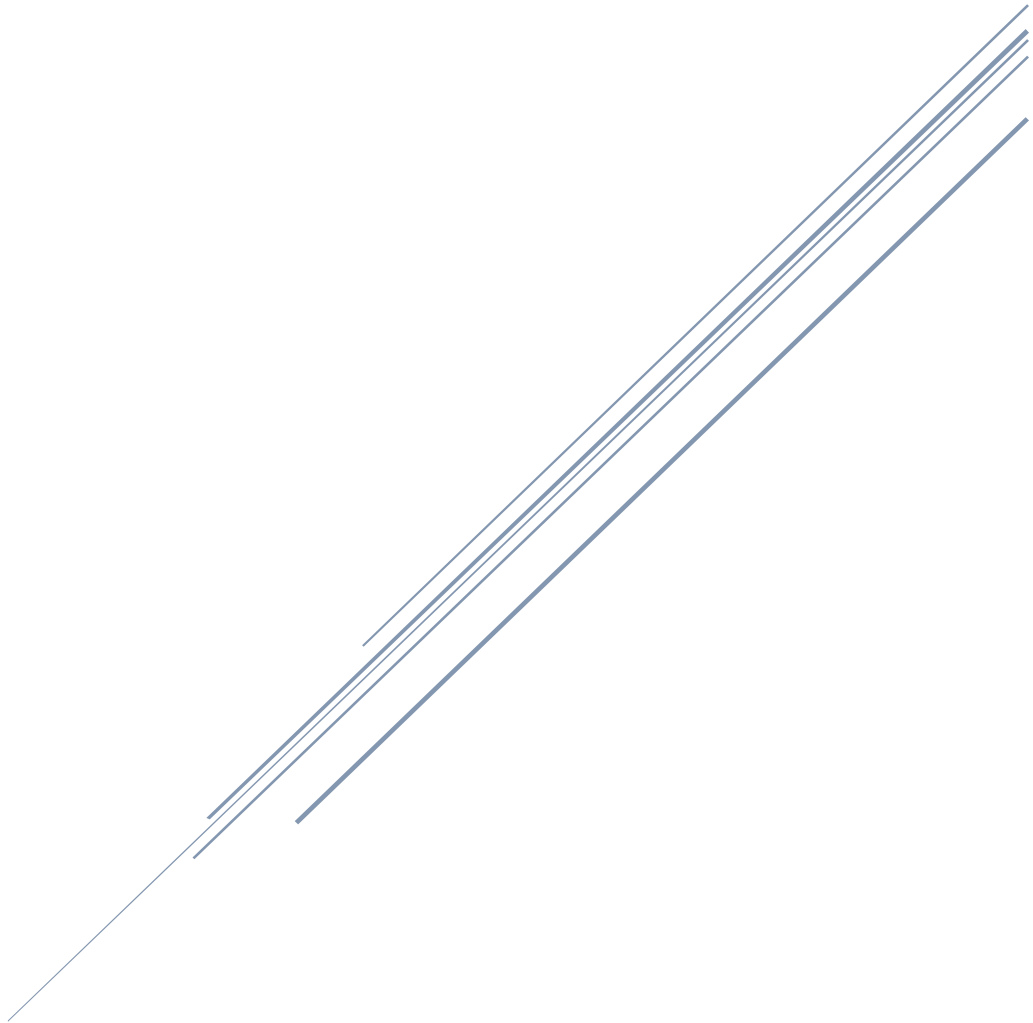




ABUNDANCE INTERNATIONAL LIMITED

SUSTAINABILITY REPORT 2022



This document has been reviewed by the Company's sponsor, Stamford Corporate Services Pte. Ltd. (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "SGX-ST") and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.

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Abundance International Limited

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BOARD STATEMENT

Dear Stakeholders,

The Board of Directors (the “**Board**”) of Abundance International Limited (the “**Company**” or “**Abundance**”) and its subsidiaries (the “**Group**”) is pleased to present the sustainability report for the financial year ended 31 December 2022 (“**FY2022**”).

Sustainability is a part of the Group’s wider strategy to create long-term value for all its stakeholders and together with accountability and transparency, is a tenant of good governance. While we continue to work towards better financial performance, we are also mindful of the need to adopt a sustainable approach in formulating our policies, business plans and strategies, and in making major business decisions. We are committed to growth and creating value for our shareholders - but in a way where our environmental impact is minimised, where our staff are treated fairly, and where good governance and ethical business practices are adhered to which will benefit everyone in the long term.

The key material environmental, social and governance (“**ESG**”) factors of the Group have been reviewed and approved by the Board. The Board is collectively responsible for the long-term success of the Group and oversees the management and monitoring of these ESG factors and takes them into consideration in the determination of the Group’s strategic direction and policies. We will continue our efforts to further formalise and build on our sustainability efforts together with our key stakeholders in our journey of being a responsible corporate citizen.

On behalf of the Board, we would like to thank our shareholders, customers, employees and various stakeholders for their continued support throughout our sustainability journey. We look forward to our vision of building a sustainable future with you.

Sam Kok Yin

Managing Director

On behalf of the Board of Directors

21 April 2023

ABOUT THIS REPORT

This report highlights the key ESG related initiatives carried out throughout a 12-month period, from 1 January 2022 to 31 December 2022. It has been prepared with reference to the globally-recognised sustainability reporting framework, Global Reporting Initiative (“**GRI**”) Universal Standards 2021 (the “**GRI Standards**”) issued by the Global Sustainability Standards Board, and applies the GRI reporting principles for Report Content and Report Quality to enable us to achieve a comprehensive and comparable disclosure of economic, environmental, social and governance performance. Climate risk disclosures are prepared on a ‘comply or explain’ basis with the recommendations of the Task Force on Climate related Financial Disclosures (“**TCFD**”) by the Financial Stability Board. This report is published in compliance with the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Sustainability Reporting requirements as set out in Catalist Rules 711A and 711B on Sustainability Reporting, and Practice Note 7F Sustainability Reporting Guide.

The information presented in this report covers all of the entities that are part of the Group. Please refer to page 9 in our FY2022 Annual Report for Group Structure. The report is to be read in conjunction with the Annual Report 2022.

We have not sought external assurance for this sustainability report. The ESG data and information provided for the purpose of this sustainability report have not been verified by an independent third party. We have relied on internal data monitoring and verification to ensure accuracy.

In line with the Company’s commitment to environmental sustainability, no hardcopies of this sustainability report have been printed. This sustainability report can be viewed on our website: <https://abundance.com.sg/SR> on the SGXNet at www.sgx.com.

In our continuous efforts to ensure and improve on our sustainability journey, we welcome your views and feedback at contact@abundance.com.sg.

GOVERNANCE STRUCTURE

Our sustainability efforts are led by the Board and senior management who ensure that the Group’s business objectives are in line with our sustainability commitment. Senior management updates the Board on the Group’s performance, key developments and critical sustainability concerns on an annual basis. The Board has the ultimate responsibility for the Group’s sustainability strategy and maintains overall oversight over the Group’s sustainability direction. The Board has attended the sustainability training course prescribed by the SGX-ST.

STAKEHOLDERS ENGAGEMENT

Through formal and informal channels of communication with our key stakeholders, we have taken into account their interests and requirements. There were no material concerns raised by our stakeholders. The table below sets out the platforms through which we engaged our key stakeholders during the period under review:

Stakeholders	Engagement platform	Frequency of engagement	Topic of interest
Employees	<ul style="list-style-type: none"> ▪ Open dialogues ▪ Annual performance review 	As and when	<ul style="list-style-type: none"> ▪ Employee welfare and benefits ▪ Safe working environment ▪ Work-life balance ▪ Training and development needs
Government and regulators	<ul style="list-style-type: none"> ▪ Regular reports ▪ Meetings ▪ SGXnet announcements 	Annual/ As and when	<ul style="list-style-type: none"> ▪ Corporate governance ▪ Compliance of laws and regulations
Investors and shareholders	<ul style="list-style-type: none"> ▪ Annual reports and circulars ▪ Sustainability reports ▪ Annual General Meetings ▪ Extraordinary General Meetings ▪ SGXnet announcements/press release 	Annual/ half-yearly/ As and when	<ul style="list-style-type: none"> ▪ Stable and sustainable growth and profitability ▪ Reasonable returns to shareholders ▪ Corporate governance ▪ Financial performance and stability
Business partners	<ul style="list-style-type: none"> ▪ Regular dialogues and meetings ▪ E-mail communication ▪ Phone calls 	As and when	<ul style="list-style-type: none"> ▪ Quality of products and services ▪ Financial stability ▪ Fair payment terms
Customers	<ul style="list-style-type: none"> ▪ Regular dialogues and meetings ▪ E-mail enquiries ▪ Phone calls ▪ Company website ▪ Trade exhibitions 	As and when	<ul style="list-style-type: none"> ▪ Quality and pricing of products and services
Bankers	<ul style="list-style-type: none"> ▪ Meetings ▪ Informal discussions 	As and when	<ul style="list-style-type: none"> ▪ Compliance of bank covenants ▪ Financial performance and stability ▪ Business outlook ▪ Future banking needs

The Company and one of its subsidiaries, Orient-Salt Chemicals Pte. Ltd. are members of the Singapore Business Federation as required by the Singapore Business Federation Act 2001 of Singapore.

MANAGEMENT APPROACH

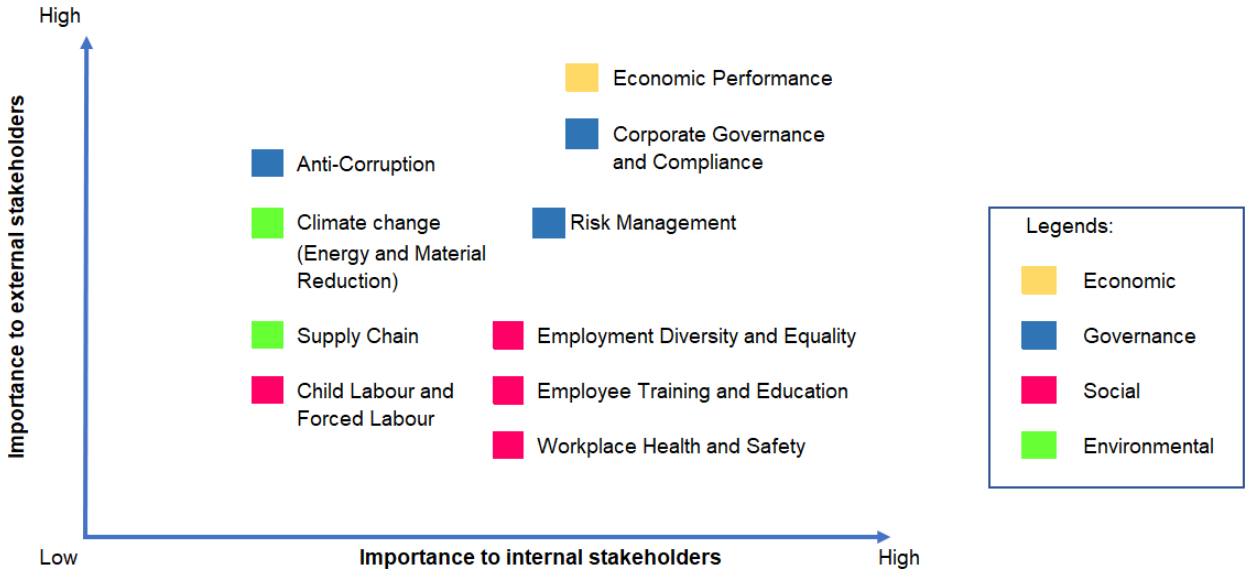
The principle of materiality states that our sustainability report should address topics that reflect the Group’s significant economic, environmental and social impacts, and/or that substantively influence the assessments and decisions of our stakeholders. Abundance has conducted an informal survey with management and key stakeholders to determine the material sustainability factors. When deciding on investments, first and foremost it is to be expected that economic performance and corporate governance and compliance come at the top of the agenda for both internal and external stakeholders.

We analyse our business and operation models as the basis to re-evaluate the relevancy of the existing sustainability factors and identify other sustainability factors. The key material ESG factors identified in this sustainability report remain relevant. We continue to integrate these sustainability focuses in our business strategies and seek improvements moving forward. We will also continue to monitor all other sustainability factors and ensure that this sustainability report helps the Company to grow in a responsible and sustainable manner.

MATERIALITY

Material ESG factors identified are set out below.

Identification of Material Factors



ECONOMIC

Economic Performance

Headquartered (“HQ”) in Singapore and listed on the Catalist Board of the SGX-ST, Abundance started off as a commercial printer of books, calendars and other publications. In 2015, Abundance diversified its business scope to include chemicals and investments with the objective of creating long-term value for our shareholders.

Today, Abundance is focused on the chemicals sector. The Group’s chemical trading business is conducted via our subsidiary, Orient-Salt Chemicals Pte. Ltd. (“**OSC Singapore**”), and its subsidiaries in the People’s Republic of China (the “**PRC**”) and Japan (collectively the “**OSC Group**”). The OSC Group adopts a trading and distribution model. The focus continues to be on the trading of commodity chemicals. This trading business is based primarily in Singapore, Shanghai in the PRC and Japan.

Despite the Covid lock-downs in China for FY2022, the OSC Group was able to achieve revenue of US\$568.7 million, with a profit after tax of US\$2.5 million.

Our wholly-owned subsidiary, Abundance Investments Pte. Ltd., held 12.74% of the equity of 上海三瑞高分子材料股份有限公司 (Shanghai Sunrise Polymer Material Co., Ltd.) (“**Sunrise**”) as at 31 December 2022. Sunrise was incorporated in the PRC and specialises in the production of specialty chemicals used mainly for construction, for surface care, oxythelen derivatives and also for use in the production of lithium batteries. The fair value of this equity stake has been determined by an independent professional valuer to be approximately US\$9.8 million as at 31 December 2022.

We will continue to explore and evaluate other chemical related investment opportunities which may further create value for shareholders.

Apart from the above, the investment portfolio (excluding the 12.74% equity interest in Sunrise) under Abundance Investments Pte. Ltd. consisting of cash and listed equities and debts securities, amounted to US\$1.1 million as at 31 December 2022. We will make appropriate investments as and when good opportunities come along and where our cash flow position allows.

As for the printing business, we started the slitting and rewinding of paper rolls and providing sheeting services in 2019. Today, we are able to provide a comprehensive suite of paper management services to our clients which are mostly based in Singapore. The Group’s print and paper management business achieved US\$0.6 million of revenue for FY2022.

Please refer to the following sections in our FY2022 Annual Report for detailed information on our financial results for FY2022:

- Message to Shareholders, pages 4 - 6
- Financial Highlights, page 10
- Independent Auditor’s Report (including notes to the Financial Statements), pages 39 - 119

To ensure stability and sustainability, Abundance aims to enhance shareholder value by building sustainable, long-term profitability for its shareholders. Profitability is also a key requirement for sustainable development as a responsible company, for customers to trust us, and for our employees to have a stable income.

ENVIRONMENTAL

Climate Change

Abundance started to examine the qualitative impacts of climate-related physical and transition risks in FY2022 to understand and manage key climate risks and opportunities. Physical risks include physical damage from extreme weather events (e.g.: water damage from floods and infrastructural damage from fires), business disruption due to shut down of facility by the business partner, and costs/provisions for repairs. Transition risks are business related risks that follow the shift toward a low-carbon future, and can include policy and regulatory risks, rising compliance and insurance costs, obsolete infrastructure, technological risks, market risks and reputational risks.

The Climate-Related Risks and Opportunities identified to be relevant to our business are set out below.

Climate Risk Type	Climate Drivers	Main affected Time Horizon
Transition risks	Market & Customers → Potential loss of competitive advantage as some customers or suppliers prefer to work with a company with good sustainability practices	Short - Medium Term
	Reputational → Increased scrutiny from different stakeholders (e.g.: regulators, media, shareholders, investors, etc)	Short - Medium - Long Term
Physical risks	Acute → More frequent and severe climate events such as flooding, drought, etc, that could affect financed assets and the value of the collaterals	Short - Medium - Long Term
	Chronic → Alterations in weather patterns and stability of local ecosystems affecting food production and living environment.	Long Term
	→ Rising temperatures affecting working conditions, living conditions and local infrastructure.	
	→ Rising sea levels affecting local ecosystems, increasing subsidence and flood risks	

The impact of our identified Climate-Related Risks and Opportunities are set out below.

Climate Risk Type	Impacts on Abundance Group's business	Financial Impact	Urgency	Abundance's action
Transition risks	Potential loss of competitive advantage <ul style="list-style-type: none"> Certain business partners prefer to work with a company with good sustainability practices. 	Medium	Medium	<ul style="list-style-type: none"> Promote our sustainability practice in-place
	Response to accelerated transition to a decarbonized society by consumers and investors <ul style="list-style-type: none"> Additional costs for implementing measures such as energy-saving investments are incurred 	Medium	Medium	<ul style="list-style-type: none"> Active development of energy-savings and renewable energy measures
Physical risks	Rapid increase of natural disasters <ul style="list-style-type: none"> Risk of damage on property pledged for bank Due to climate change, extreme weather has become severe, causing delays and stoppages to certain suppliers' production which in turn results in sales opportunity loss of our Group due to disruption of the supply chain 	Medium	High	<ul style="list-style-type: none"> Adequate insurance coverage in-place Supply chain risk addressing
	Declined forest resources <ul style="list-style-type: none"> Global warming has led to an increase in forest damage caused by wildfires, insects, etc., which has worsened the stable supply of raw materials of paper. 	Small	Low	<ul style="list-style-type: none"> Reducing the usage of paper and substitute with electronic copies

Energy and Material Reduction

In line with the concerns of global warming, the Group has undertaken environmentally-friendly measures to reduce energy usage and office consumables. Since 2018, we have reduced our usage of paper by printing less documents and relying instead on electronic documents for signing and record purposes. With the scaling up of our paper management business in 2019, we sent the resultant scrap paper waste generated for recycling as far as possible. In 2020, we set up cloud storage for our Singapore office to file documents electronically. This has minimised the usage of arch files, paper printing and energy usage from our photocopier. In late August 2022, we installed solar panels on our Singapore factory building to reduce the reliance on purchased electricity.

In FY2022, our total electricity consumption was 274,369 kilowatt-hours (“KWh”) with an electricity consumption intensity of 27.1 per sqm. In FY2021, our total electricity consumption was 346,867 KWh with an electricity consumption intensity of 34.3 per sqm. The electricity consumption has decreased as compared to FY2021 due mainly to utilisation of internally generated electricity by our Singapore factory since the last quarter of FY2022 and the decrease in business activities of one of its subsidiaries. Total gross floor area was unchanged in both years at 10.1 sqm. We target to lower our electricity consumption by 5% with self-generated electricity.

We will continue to implement additional initiatives to minimise the energy usage and office consumables within the Group. Please refer to the “**Corporate Social Responsibility**” section on page 36 of our FY2022 Annual Report for information on the good environmental practices advocated by the Group.

In FY2022, there were no incidences of non-compliance with environmental laws and/or regulations resulting in significant fines and sanctions. We aim to maintain this level of performance.

Supply Chain

We are very selective in choosing our business partners. Our directors have deep business relationships with the majority of our business partners and through that we have developed a mutual sense of trust. As part of our vendor assessment, we carefully check their reputation and to date we have had no cause for concern.

Currently, we outsource all handling, transport and storage of chemical products to carefully selected companies which comply with all necessary safety regulations. This ensures there are economies of scale obtained in the companies managing the chemicals business and also reduces our footprint in emission in managing and transporting the chemical products. We assess and re-evaluate the performance of our business partners regularly. Instant feedback will be provided to our business partners when issues arise. To date we have not had any environmental, social or other issues of concern from any of our longtime trusted business partners.

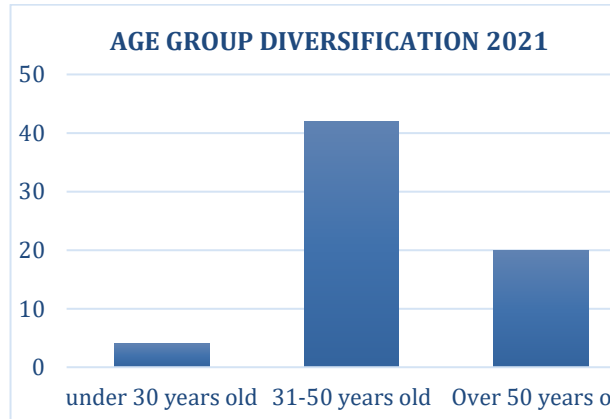
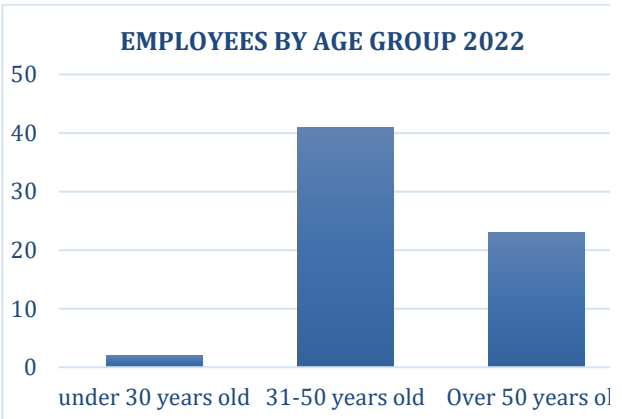
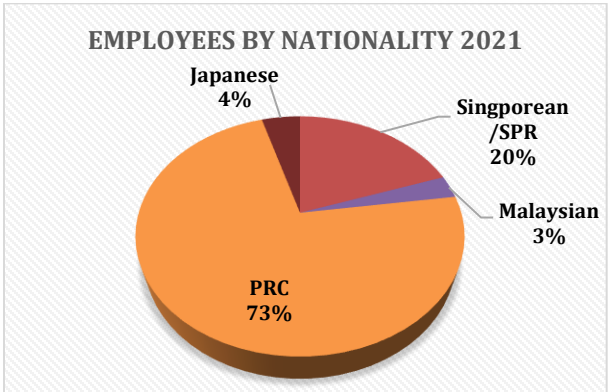
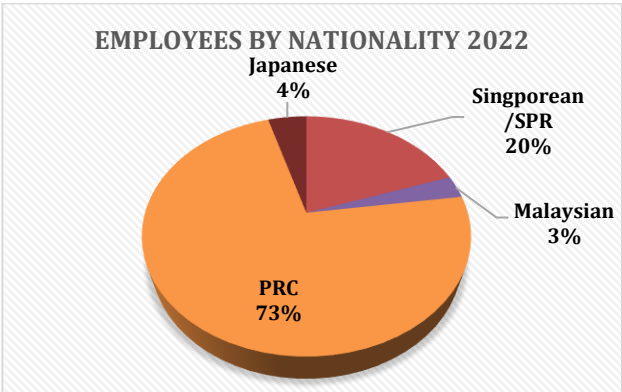
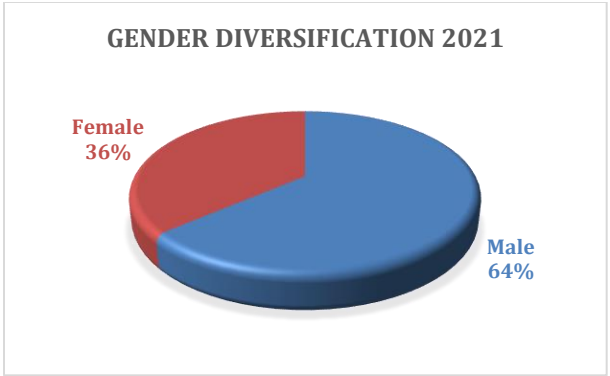
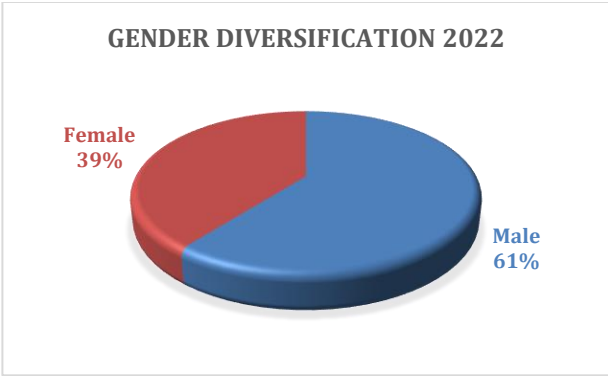
We believe that securing a pool of like-minded business partners that share our commitment to sustainability will mitigate operational and reputation risk. We will continue the effort of evaluating our business partners to avoid any environmental, social or other issues of concern.

SOCIAL

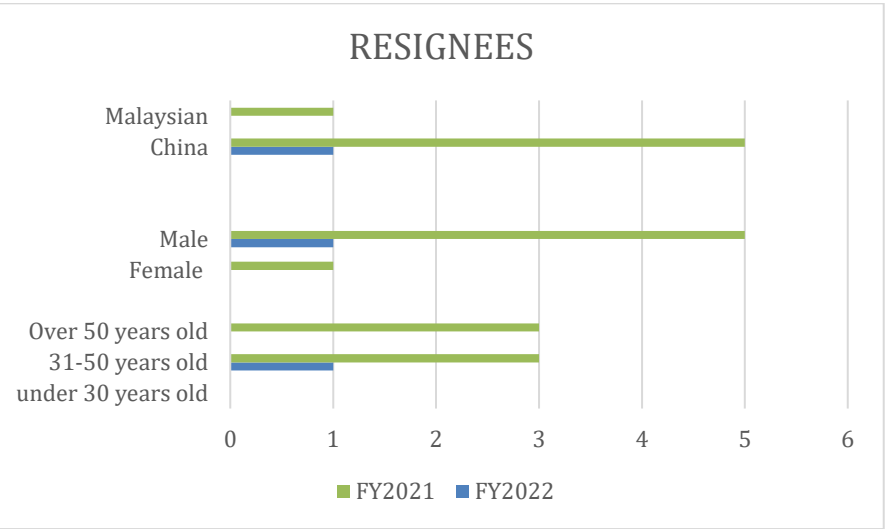
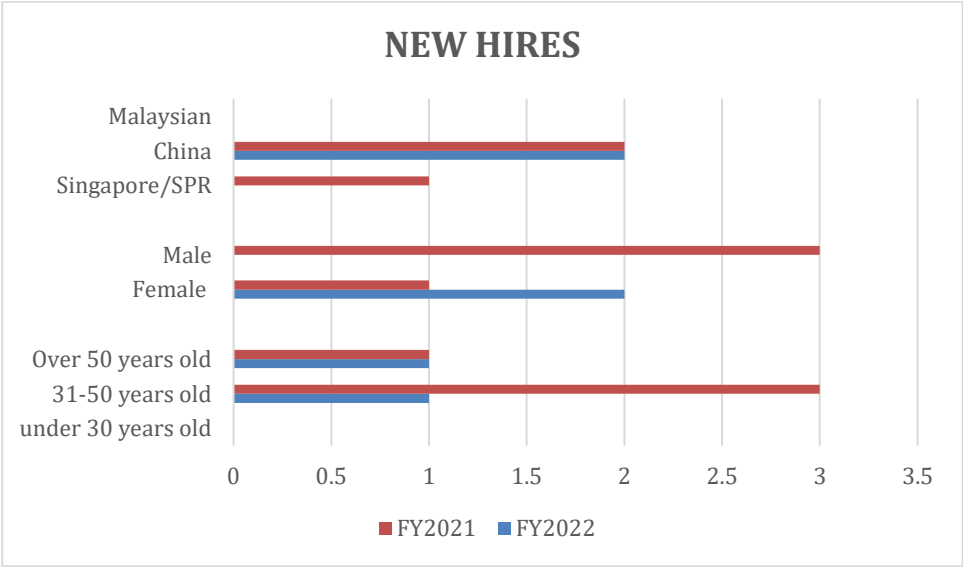
Employment Diversity and Equality

Our employees are a mix of Singaporeans, Malaysians, PRC nationals and Japanese. We have a total of 66 permanent full-time employees as at 31 December 2022. We hire and select our employees on the basis of merit such as skills, experience or ability to perform the job regardless of age, race, gender, religion and/or marital status. We view the diversity of our people as a source of strength. We are committed to the promotion of diversity and equality and take our responsibility to promote equality of opportunity and eliminate unlawful discrimination seriously. The Group has an equal remuneration policy regardless of gender and nationality. There was no reported incidence of discrimination by employees in FY2022. We aim to maintain zero incidence of discrimination in this current financial year.

The Company has adopted a board diversity policy in FY2022 which recognises the importance of having an effective and diverse Board, taking into consideration the benefits of all aspects of diversity, including diversity of skills, experience, background, gender, age, ethnicity and other relevant factors. Please refer to the “**Report on Corporate Governance**” section on pages 19 to 20 of our FY2022 Annual Report for more details.



In formulating employment policies, we are guided by the relevant legislation in establishing our employees' contracts. Our goal is to develop and maintain a healthy and positive working environment, which creates mutual respect and dignity and enables everyone to realise their full potential. Continuing open dialogue among the teams and employees is the main platform used to engage our employees. By conducting these dialogues informally and in an open environment, we encourage our employees to raise any issues to the management. We believe that this provides a more interactive and direct channel for any form of feedback. We want to avoid any discontentment in our working environment that will hinder the progress of our employees. In FY2022, the employee turnover rate decreased from 8% to 1.5%. We met our target set last year to keep the employee turnover rate to not more than 5%. We aim to maintain the similar turnover rate next year. We will continue to strive to make sure that everyone feels confident and comfortable and maintain a low turnover rate.



Training and Education

It is our strong belief that long-term success is dependent on the strength and depth of our talent pool. We believe that it is in our best interest to invest in the career of our employees through continuous learning. We do this by providing ample on-the-job training for employees as and when needed, as well as exposing them to development opportunities where they can get to undertake challenging projects or assignments. We have also sent our employees to attend relevant courses relating to the business. Our directors have attended the Sustainability Training prescribed by SGX-ST. We will continue to monitor and maintain the skill sets of all our employees with regular performance and career development reviews.

Workplace Health and Safety

Staff safety is of utmost important to us. We strive to provide and maintain a healthy and safe working environment to minimise the likelihood and impact of hazards occurring. In Singapore, we appointed a part time Fire Safety Manager and formed our Company Emergency Response Team in compliance with the Fire Safety Act 1993 of Singapore. Fire and evacuation drills are conducted at least once a year to ensure that the staff are familiar with the building's emergency evacuation procedures and use of different types of fire extinguishers. We have also purchased insurance to cover workplace injuries in accordance with the Work Injury Compensation Act 2019 of Singapore.

Since FY2020, in view of the Covid-19 pandemic, we implemented additional requirements to protect the health and safety of our employees. We implemented social distancing at our workplace. We subscribed to Microsoft 365 and allow our employees to work remotely from home whenever possible. Even as the COVID-19 restrictions have been progressively lifted, we continue to provide face masks, hand sanitisers and Covid-19 test kits to our employees to support their well-being.

Our factory workers are expected to observe safety policies and practices, use the safety equipment supplied to them and practice safety at all times. In Singapore, we provide attire suitable for the work environment – Company T-shirts, safety shoes, face mask and goggles. In FY2022, we sent selected employees to attend fire safety courses and first aid courses.

During FY2022, there was one work injury incident categorised as slip, trip and fall. The employee is in the recovery stage. There were no major workplace accidents which resulted in serious injury, death or censuring by the relevant authorities and there are no fatalities as a result of work-related ill health. The rate of recordable work-related injuries in FY2022 is 1.52, compared to none in FY2021.

We aim to continue to achieve low to zero incidences of health and safety issues.

Child Labour and Forced Labour

We will not tolerate the use of child labour and forced labour, in any of our operations and facilities or within our supply chain. We are firmly opposed to all forms of child exploitation and forced labour. Our operations are mainly office-based and therefore forced labour is not a significant risk to us. Having said that, we are committed to prevent and eliminate child labour and forced labour wherever it occurs in our supply chain. We do not deal with supply chain partners who do not share our views on zero tolerance for child labour.

GOVERNANCE

Corporate Governance and Compliance

The Board is committed to achieving and maintaining high standards of corporate governance in order to safeguard the interests of shareholders of the Company. Please refer to the “**Report on Corporate Governance**” section on pages 11 to 38 of our FY2022 Annual Report for information on the Group’s corporate governance practices with reference to the Code of Corporate Governance 2018. The Board and senior management will continue to review its practices on an ongoing basis to ensure we uphold the highest level of conduct and ethical standards.

The Group has obtained and maintained all licences required for the conduct of its chemicals business. In FY2022, there were no incidences of non-compliance with laws and/or regulations resulting in significant fines and sanctions. We aim to comply with all relevant laws and regulations.

Risk Management

The Group has in place several risk management measures to manage its exposure to risks that are associated with the conduct of its business. Starting from FY2022, the Group has considered climate-related risks as part of the risk management process. We regularly review the Group’s business and operational activities to identify areas of significant risks as well as appropriate measures to control and mitigate these risks. No significant findings were identified in our internal and external audits in FY2022. We aim to review the risk management measures regularly to ensure all relevant risks are identified, communicated and addressed in a timely manner. Please refer to the “**Report on Corporate Governance**” section on page 27 of our FY2022 Annual Report for more details.

Anti-Corruption

We do not engage in bribery or any form of financial crime. We must never offer, promise or give bribes in connection with our business and we must never ask for or accept bribes. We strive to uphold all laws aimed at countering corruption in all jurisdictions in which we operate.

To reinforce a culture of good business ethics and governance, we have a whistle blowing policy to provide well-defined and accessible channels in the Group through which employees of the Group may raise their concerns and highlight possible improprieties, fraudulent activities, malpractices within the Group. Please refer to page 30 of our FY2022 Annual Report for information on the Group’s whistle blowing policy. No whistle-blowing reports were received in FY2022.

We have formalised our anti-corruption policy and have disseminated the same to all our employees. It provides the Group’s anti-bribery stance and position on gifts and hospitality and requires all employees of the Group to avoid any conflict between their personal interests and interests of the Group in dealing with suppliers, customers and other third parties.

Over the reporting period, there was no incident of corruption. It is our goal to maintain zero incidents of corruption. We will regularly review our anti-corruption policy so as to preserve our corruption free culture.

GRI Content Index

Disclosure Reference	Disclosure Title	Reference Section/ Notes or Reasons for Omission
GRI 2: General disclosures 2021		
2-1	Organizational details	<ul style="list-style-type: none"> Economic Performance; Corporate information, Annual Report page 2
2-2	Entities included in the organization's sustainability reporting	About This Report
2-3	Reporting period, frequency and contact point	About This Report
2-4	Restatements of information	Nil
2-5	External assurance	About This Report
2-6	Activities, value chain and other business relationships	Economic Performance, Supply Chain
2-7	Employees	Employment Diversity and Equality
2-8	Workers who are not employees	Nil
2-9	Governance structure and composition	<ul style="list-style-type: none"> Management approach Corporate Information, Annual report page 2 Board of directors, Annual report page 7 to 8 Report on Corporate Governance – Annual report pages 15 to 16
2-10	Nomination and selection of the highest governance body	Report on Corporate Governance – Annual report pages 19 to 20
2-11	Chair of the highest governance body	Report on Corporate Governance – Annual report pages 17 to 18
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> Report on Corporate Governance – Annual report pages 11 to 12 Governance Structure
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflicts of interest	Report on Corporate Governance – Annual Report page 12
2-16	Communication of critical concerns	No critical concerns raised during the reporting period
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> Governance Structure Report on Corporate Governance – Annual Report page 11 to 12
2-18	Evaluation of the performance of the highest governance body	Report on Corporate Governance – Annual Report pages 21 to 22
2-19	Remuneration policies	Report on Corporate Governance – Annual Report pages 22 to 23

Disclosure Reference	Disclosure Title	Reference Section/ Notes or Reasons for Omission
2-20	Process to determine remuneration	Report on Corporate Governance – Annual Report page 23
2-21	Annual total compensation ratio	We do not disclose against this metric due to confidentiality constraints.
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> Board Statement Governance Structure
2-23	Policy commitments	<ul style="list-style-type: none"> Risk Management Anti-Corruption Employment Diversity and Equality
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> Stakeholders Engagement Anti-Corruption
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> Stakeholders Engagement Anti-Corruption
2-27	Compliance with laws and regulations	Corporate Governance and Compliance
2-28	Membership associations	Stakeholders Engagement
2-29	Approach to stakeholder engagement	Stakeholders Engagement
2-30	Collective bargaining agreements	No employees are covered by collective bargaining agreements.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality
3-2	List of material topics	Materiality
3-3	Management of material topics	Materiality
Topic-Specific Standards		
Economic Performance		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Economy performance
205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption
Environmental		
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Energy and Material Reduction
302-3	Energy intensity	Energy and Material Reduction
302-4	Reduction of energy consumption	Energy and Material Reduction
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	Energy and Material Reduction
Social		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Employment Diversity and Equality
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Workplace Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Workplace Health and Safety
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> Workplace Health and Safety Employee Training and Education

Disclosure Reference	Disclosure Title	Reference Section/ Notes or Reasons for Omission
403-9	Worker-related injuries	Workplace Health and Safety
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education
GRI 405: Diversity & Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Employment Diversity and Equality
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Employment Diversity and Equality
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Child Labour and Forced Labour
Governance		
GRI 205: Anti-Corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption

TCFD REPORTING

TCFD Thematic Areas	Recommended Disclosures	Section References and Remarks
1. Governance Disclose the organization's governance around climate related risks and opportunities	a) Describe the board's oversight of climate-related risks and opportunities	Governance structure Management approach
	b) Describe management's role in assessing and managing climate-related risks and opportunities	Governance structure Management approach
2. Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	c) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environmental – Climate change
	d) Describe the impact of climate related risks and opportunities on the organization's business, strategy, and financial planning	Environmental – Climate change
	e) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Environmental – Climate change Abundance will make the additional relevant disclosures after FY2022.
3. Risk Management Disclose how the organization identifies, assesses, and manages climate-related risk	a) Describe the organization's processes for identifying and assessing climate related risks	Governance – Risk Management
	b) Describe the organization's processes for managing climate-related risks	Governance – Risk Management
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Governance – Risk Management
4. Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Environmental – Climate change
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Abundance will make relevant disclosure after FY2022.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Environmental – Climate change Environmental – Energy and Material Reduction Environmental – Supply Chain



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