



Abundance International Limited

Sustainability Report FY2024

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

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Message from the Board

The Board of Directors (the “**Board**”) of Abundance International Limited (the “**Company**” or “**Abundance**”) and its subsidiaries (the “**Group**”) is pleased to present our Sustainability Report (the “**Report**”) for the financial year ended on 31 December 2024 (“**FY2024**”).

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 tenet of good governance. In line with the global shift toward net-zero Greenhouse Gas (“**GHG**”) emissions by 2050, all countries where the Group operates have pledged their respective net-zero targets. This trend emphasises the need for the Group to align our sustainability strategies with national commitments, ensuring the Group’s business operations contribute meaningfully to shared climate goals.

This year marks the publication of our eighth sustainability report. Since FY2022, we have been incorporating climate disclosures based on the Task Force on Climate-related Financial Disclosures (“**TCFD**”) recommendations. In FY2024, we undertook our first climate scenario analysis to better understand the climate risks and opportunities faced by the Group and to anticipate their future impacts. This analysis highlighted the importance of continuously reviewing, refining, and adapting our business strategies amid the escalating climate crisis.

FY2024 is also a milestone year for the Group in its long-term sustainable journey. We have been exploring energy-efficient products, such as the installation of LED lighting in our Singapore factory, aiming for completion by FY2026. Our comprehensive safety protocols allowed us to establish a secure and supportive workplace for our employees, maintaining zero cases of discrimination and work-related injuries since FY2023. Under the evolving significance of Environmental, Social and Governance (“**ESG**”) factors for businesses, we will maintain our proactive approach to addressing climate change risks while strengthening our ESG initiatives.

Looking ahead, we are committed to identifying areas for improvement and continually enhancing our sustainability practices. On behalf of the Board, I would like to thank our shareholders and stakeholders—including employees, customers, and suppliers—for their continuous support throughout our sustainability journey.

Lai Chin Yee

Independent Non-Executive Chairman

22 April 2025

About Abundance

Corporate Structure and Business Scope

Abundance is headquartered in Singapore and listed on the Catalist Board of the Singapore Exchange (“**SGX**”). The Group started as a commercial printer of books, calendars and other publications. In 2015, the Group set up Orient-Salt Chemicals Pte. Ltd. (“**OSC Singapore**”) with subsidiaries in China - Orient-Salt Chemicals (Shanghai) Co., Ltd - and Japan - Touen Japan Co., Ltd (“**OSC Group**”). With this, the Group diversified its business scope to include chemical trading business and investments. The Group aims to add new revenue streams for profitable and long-term value for our shareholders.



Chemical Trading Business

As the principal business activity of the Group, the Group focuses on trading chemicals for industrial applications, such as commodity chemicals and specialty chemicals.

OSC Group



Investments

The Group invests in other entities through equity and securities, with other instruments, such as funds and bonds.

Abundance Investments Pte. Ltd.



Paper Management Service

The Group provides paper management services, such as paper sheeting and slitting and paper roll rewinding.

Abundance Resources Pte. Ltd.

The details of the Group structure, as of 31 December 2024, is available in the FY2024 Annual Report.

Value Chain

With the chemical trading business being our primary business activity, we outsource all handling, transporting and storing of chemical products to carefully selected companies that comply with all necessary safety regulations. To ensure a smooth and hassle-free transaction with our suppliers and customers - manufacturers and traders, we carefully check their reputation based on past business experiences and financial standing as part of our vendor assessment. This practice ensures sustained economic performance and reduces our carbon footprint in managing and transporting chemical products. To date, we have not had any ESG-related concerns from any of our longtime trusted business partners. We believe securing a pool of like-minded business partners who share our commitment to sustainability will mitigate operational and reputational risks.

Membership Associations

Abundance and one of its subsidiaries, OSC Singapore, are members of the Singapore Business Federation (“**SBF**”) as required by the SBF Act 2001 of Singapore. As a member of the SBF, the Group is frequently informed about the latest changes in governmental policies and can develop competencies for sustainable growth through seminars on human capital, sustainability programmes and access to business networks.

OSC Singapore is also a member of the Singapore Chemical Industry Council (“**SCIC**”), which facilitates regular engagement with the chemical industry supply chain. SCIC organises conferences and training courses on workplace health and safety performance and sustainability practices essential to the chemical trading business, which the company can attend to ensure compliance with relevant regulations.

About This Report

Reporting Framework

This Report covers the key ESG initiatives, strategies and performances from 1 January 2024 to 31 December 2024. This Report is prepared with reference to the Global Reporting Initiative (“GRI”) 2021 Standards, an internationally recognised sustainability reporting standard for a comprehensive and comparable disclosure of the Group’s ESG impacts.

The following GRI principles were applied to determine relevant topics that define the report content and ensure the quality of the information disclosed:

- a) GRI principles for defining report content: Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness; and
- b) GRI principles for defining report quality: Accuracy, Balance, Clarity, Comparability, Reliability and Timeliness.

For more information on GRI disclosures, please refer to the GRI Content Index in Appendix II of this Report.

This Report also presents the Group’s climate-related financial information, aligned with the recommendations of TCFD. This Report is compliant with Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules 711A and 711B.

Reporting Scope

This Report covers the Group’s operations in Singapore and its subsidiaries in China and Japan, while excluding the Group’s associated company, Zhangjiagang Orient-hill Microorganisms Technology Co., Ltd.

Restatements

Restatements have been made for the Group’s FY2023 environmental data calculated. Please refer to the “Focus 3: Environment” section—(i) Energy and Emissions and (iii) Water Consumption and Management—for more information.

Assurance

The Group has considered the recommendations of an external ESG consultant for the selection of material topics as well as compliance with sustainability reporting standards. Internal controls and verification mechanisms have been established by management to ensure the accuracy and reliability of narratives and data in this report. For FY2024, the Group engaged One e-Risk Services Pte. Ltd. to undertake an internal review of our sustainability reporting process. As such, the Board concluded that external assurance is not required at this juncture.

Availability and Feedback

This Report should be read in conjunction with the FY2024 Annual Report. Both the Annual Report and this Report are available online at SGXNet at www.sgx.com and our website at <https://www.abundance.com.sg>.

Abundance is committed to continuous development and improvement in the sustainability journey, and we welcome feedback on our Report. Please reach out to us at contact@abundance.com.sg.

Forward-looking Statement

This Report contains forward-looking statements that illustrate the Group's expectations for sustainable business growth and our performance projections are based on our current and planned sustainability initiatives and industry knowledge. Our statements are subject to uncertainties, assumptions, risks and unforeseen circumstances outside the Group's control, in which the actual results may differ. The Group is committed to transparency and will update these projections if there are any significant changes.

Sustainability Strategy Overview

Acknowledging the significance of sustainability in the current business landscape, Abundance has embedded it into the core of its business strategy. To demonstrate this commitment, we have identified four key ESG focus areas that guide our comprehensive sustainability strategies.

Strategic Focus Areas

Focus 1: Governance and Ethics

Abundance is committed to maintaining high standards of corporate governance to ensure compliance with ethical practices and all applicable regulatory requirements.

Focus 2: Human Capital

Abundance encourages workers' learning and development by facilitating their attendance at external training courses. The Group aims to maintain diversity within the workforce and remains committed to providing equal opportunities for all, regardless of age or gender. We have also implemented safety measures in Singapore to protect factory workers.

Focus 3: Environment

To minimise the negative impacts on the surrounding environment and community, Abundance has implemented energy-saving initiatives along with effective water and waste management practices.

Focus 4: Climate Resilience

As Abundance strives to create long-term value for its shareholders and employees with sustainable economic growth, the Group recognises the impact of climate change on business operations. By adopting the TCFD Recommendations, the Group has conducted a climate scenario analysis and integrated the identification and management of climate-related risks and opportunities into its business and strategic planning to improve resilience.

ESG Performance Highlights



No employee health and safety-related incidents occurred.



Increased gender diversity on the Board of Directors with the addition of two female directors.



Conducted the first climate scenario analysis to develop mitigation strategies.

Stakeholder Engagement

The Group defines stakeholders as groups that significantly influence or are affected by our business. We believe that building and maintaining meaningful relationships with our stakeholders is key to achieving a sustainable business. We ensure that open, transparent and responsive communication is maintained between the Group and our stakeholders.

To address our stakeholders' concerns and align our sustainability strategy with their evolving needs, we actively engage with them through various channels and receive feedback. These processes allow us to note areas for improvement and enhance our ESG strategies and performances.

The table below summarises our stakeholders, their areas of concern, engagement platforms and the Group's response to those concerns and frequency of communication.

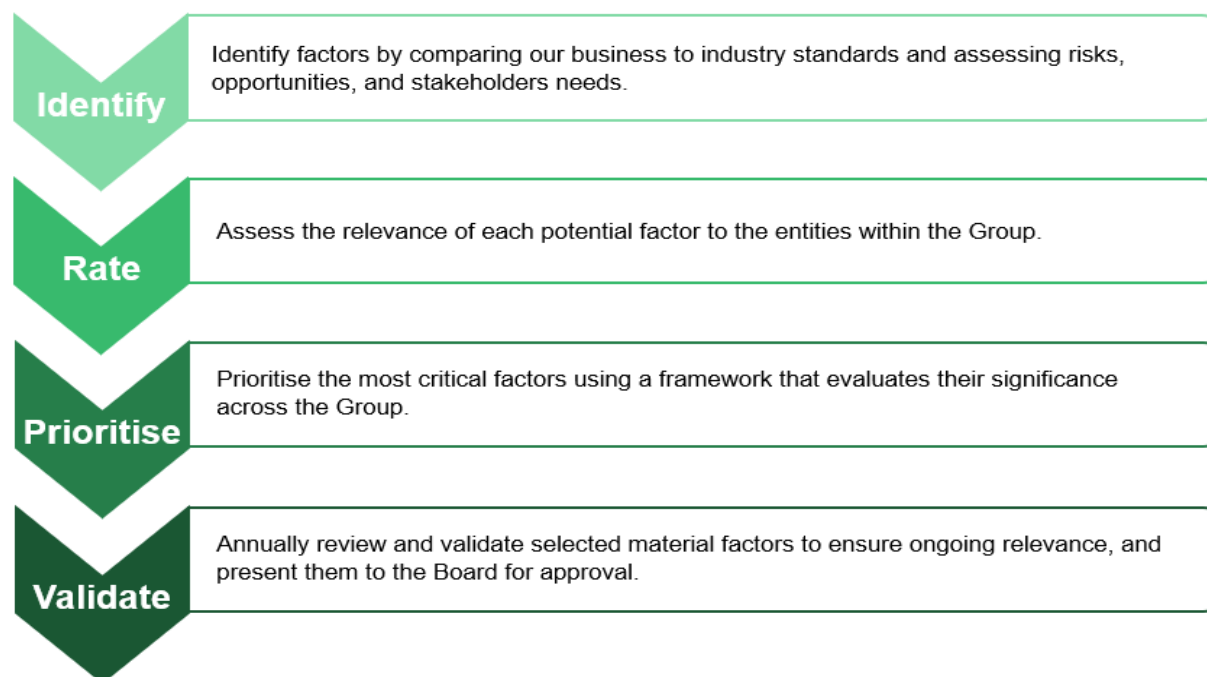
Stakeholders	Areas of Concern	Engagement Methods	Our Response	Frequency
Employees	<ul style="list-style-type: none"> • Training and career development opportunities • Workplace inclusivity and safety • Fair and competitive compensation 	<ul style="list-style-type: none"> • Annual performance review • Staff bonding activities • Training and development 	<ul style="list-style-type: none"> • Conduct training programmes for workplace safety 	<ul style="list-style-type: none"> • Once a year • Throughout the year
Government and regulators	<ul style="list-style-type: none"> • Compliance with laws and regulations 	<ul style="list-style-type: none"> • Annual audit and reporting 	<ul style="list-style-type: none"> • Complying with laws, regulations and policies 	<ul style="list-style-type: none"> • Once a year
Investors and shareholders	<ul style="list-style-type: none"> • Stable and sustainable growth and profitability • Reasonable returns to shareholders • Corporate Governance 	<ul style="list-style-type: none"> • Annual report • Sustainability report • Annual General Meetings • Extraordinary General Meeting • Investor circulars and press releases • SGXNet announcements 	<ul style="list-style-type: none"> • Provide timely and accurate information to shareholders • Ensuring strong oversight by a competent Board and management team 	<ul style="list-style-type: none"> • Once a year • Throughout the year
Business partners (suppliers)	<ul style="list-style-type: none"> • Financial performance and stability • Quality and business conduct 	<ul style="list-style-type: none"> • Meetings and correspondences • Vendor assessment 	<ul style="list-style-type: none"> • Ensure full compliance with all applicable regulations 	<ul style="list-style-type: none"> • Throughout the year
Customers	<ul style="list-style-type: none"> • Quality and pricing of products and services 	<ul style="list-style-type: none"> • One-on-one communication • Trade exhibitions • Company website 	<ul style="list-style-type: none"> • Continue to deliver quality and timely products and services 	<ul style="list-style-type: none"> • Throughout the year

Bankers	<ul style="list-style-type: none"> • Compliance with bank covenants • Financial performance and stability 	<ul style="list-style-type: none"> • Annual report • Sustainability report • Meetings and correspondences 	<ul style="list-style-type: none"> • Ensure full compliance with relevant laws, regulations and bank covenants • Disclose climate-related risks and opportunities 	<ul style="list-style-type: none"> • Once a year • Throughout the year
Tenants	<ul style="list-style-type: none"> • Financial performance and stability • Compliance with terms of lease contract 	<ul style="list-style-type: none"> • One-on-one communication 	<ul style="list-style-type: none"> • Ensure full compliance with relevant laws, regulations and lease contract 	<ul style="list-style-type: none"> • Throughout the year

Materiality Assessment

Following the stakeholder engagement, where the Group collates the concerns and feedback from internal and external stakeholders, the Group performs materiality assessments annually to identify relevant ESG factors to the Group's business and focus areas of the Group's sustainability performance.

In FY2024, the Group engaged an external ESG consultant for advice on the materiality assessment, which has been reviewed and approved by the senior management and the Board. The following steps were carried out to identify and assess relevant material topics to the Group:



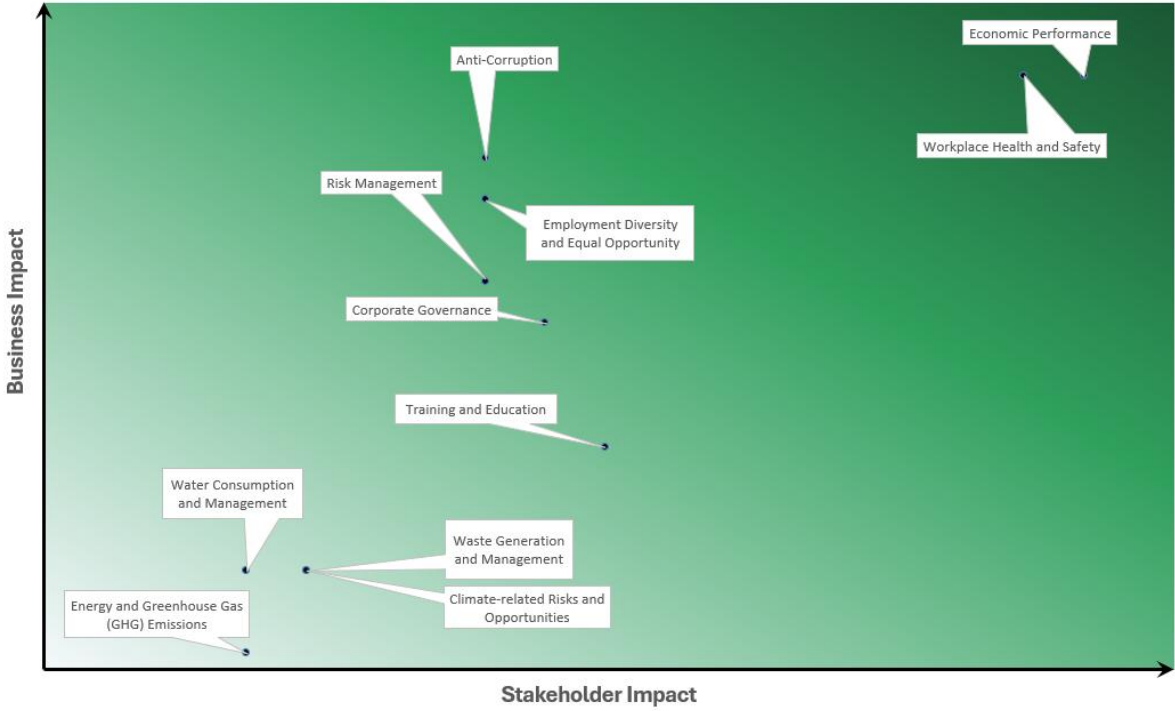
The Group has distributed a materiality survey to stakeholders to understand their priorities and ensure alignment with the Group's strategic focus areas. Based on the responses received, stakeholders identified the following topics as the most material:

1. **Economic Performance** – Creating long-term value for shareholders and employees by building business resilience and driving sustainable growth.
2. **Workplace Health and Safety** – Ensuring the safety and well-being of our employees across operations in Singapore, China and Japan.
3. **Anti-corruption** – Upholding business ethics and governance within the Group and with our business partners while ensuring compliance with relevant anti-corruption laws in operating countries.

The table below lists the Group's strategic focus areas and material topics with relevant GRI Topic Standards.

Strategic Focus Areas	Material Topics	Relevant GRI Topic Standards
Focus 1: Governance and Ethics	Anti-corruption	GRI 205: Anti-corruption 2016
	Corporate Governance	-
	Risk Management	-

Focus 2: Human Capital	Workplace Health and Safety	GRI 403: Occupational Health and Safety 2018
	Training and Education	GRI 404: Training and Education 2016
	Employment Diversity and Equal Opportunity	GRI 401: Employment 2016
		GRI 405: Diversity and Equal Opportunity 2016
Focus 3: Environment	Energy and Greenhouse Gas (GHG) Emissions	GRI 302: Energy 2016
		GRI 305: Emissions 2016
	Water Consumption and Management	GRI 303: Water and Effluents 2018
	Waste Generation and Management	GRI 306: Waste 2020
Focus 4: Climate Resilience	Economic Performance	GRI 201: Economic Performance 2016
	Climate-related Risks and Opportunities	GRI 201: Economic Performance 2016



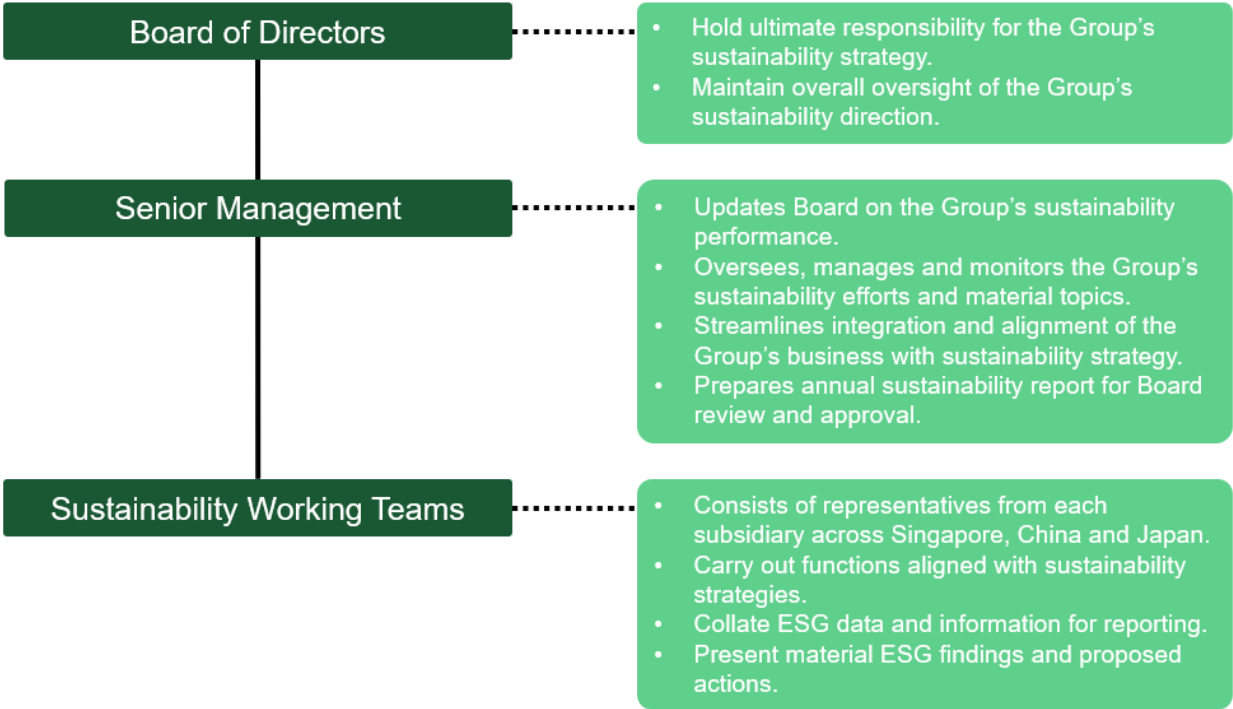
Based on the review of the materiality survey, the Group acknowledged that environmental factors remain the least material compared to social and governance factors. The Group foresees that environmental factors will begin to affect the Group's business activities and strategy to a greater degree with the rising significance of environmental issues, such as climate change and pollution. The Group aims for a better integration of environmental factors into the Group's business strategy with greater internal awareness to strive for the Group's sustainable growth.

Focus 1: Governance and Ethics

Sustainability Governance Structure

At Abundance, sustainability efforts are led by the Board and the senior management, who ensure the alignment between the Group’s business objectives and our sustainability commitment. The senior management annually updates the Board on the Group’s performance, key developments and critical sustainability concerns. The Board has the ultimate responsibility for the Group’s sustainability strategy and maintains overall oversight over the Group’s sustainability direction.

Abundance’s sustainability governance structure, including delegation of roles and responsibilities, is outlined below:



The Board directors have attended or will attend the mandated sustainability training course prescribed by SGX Group. The newly appointed director will complete the course by November 2025, within one year of her appointment. The senior management participated in the sustainability reporting workshops. For FY2024, the Group engaged external ESG consultants who also provided ESG training to employees responsible for the Report.

The Group’s executive remuneration policies are reviewed and proposed by the Group’s Remuneration Committee for Board approval during the Board meeting. More details regarding the remuneration structure are available in the "Remuneration Matters" section of the FY2024 Corporate Governance Report.

Board Statement

While striving for strong financial performance, we are aware of the importance of sustainability – not only to the Group but also in recognising the impact on the external environment. Minimising environmental

impact, fostering employee development and ensuring their safety, and upholding good governance and ethical practices are essential to delivering long-term benefits for all.

The Board is committed to monitoring material ESG issues and ensuring continuous progress in these areas after their incorporation into the Group's business strategies. We look forward to sharing further updates on our journey toward a more sustainable future and achieving long-term value creation for all stakeholders.

Anti-corruption Policy

The Group does not engage in bribery or any form of financial crime. We must never offer, promise or give bribes to those in connection with our business, and we must never ask for or accept bribes.

We have formalised our anti-corruption policy, which provides the Group's anti-bribery stance and position on gifts and hospitality and a note to all employees to avoid any conflict between their interests and interests in the Group in dealing with business partners, such as suppliers and customers. All board members and employees are informed about the Group's anti-corruption policies and procedures by referring to office notice boards where we display the Group's anti-corruption policy as a daily reminder. Please refer to our website for details on the Group's anti-corruption policy.

There were no incidents of corruption during this reporting period. It is the Group's goal to maintain zero incidents of corruption. We strive to uphold all laws countering corruption in all operating jurisdictions.

Whistle-blowing Policy

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 and stakeholders of the Group may raise their concerns and highlight possible improprieties, fraudulent activities and malpractices within the Group. To seek advice on practicing the Group's responsible and ethical business conduct policies, individuals may communicate with the designated officer (the Group's managing director). Employees may also refer relatable concerns or complaints to the Audit Committee of the Group if these are not well-addressed with the designated officer.

The whistle-blowing policy is drafted by a professional company secretary with a legal background, which is then reviewed and approved by the Board. Please refer to the section "Audit Committee" of our FY2024 Corporate Governance Report for information on the Group's whistle-blowing policy. There were no whistle-blowing reports received in FY2024.

Risk Management Process

The Group has placed several risk management measures to manage its exposure to risks that are associated with the conduct of its business. We regularly review the Group's business and operational activities to identify areas of significant risks, such as careful selection of business partners and performing vendor assessment regularly, as well as appropriate measures to control and mitigate these risks. Please refer to the section "Risk Management System and Internal Controls" of our FY2024 Corporate Governance Report for more information on the Group's risk management practices.

Regulatory Compliance

The Board is committed to achieving and maintaining a high standard of corporate governance to safeguard the interests of the Group's stakeholders. The Group refers to the Code of Corporate Governance 2018 for governance practices, and the Board and the senior management regularly evaluate these practices to ensure we uphold the highest level of conduct and ethical standards. For more information, please refer to the "Report on Corporate Governance" in the FY2024 Annual Report.

The Group has obtained and maintained the necessary license for its chemical business operations. Our subsidiary in China, Orient-Salt Chemicals (Shanghai) Co., Ltd., acquired a “危险化学品经营许可证 (Hazardous Chemicals Business License)” as required under the Regulation on the Safety Management of Hazardous Chemicals in the People Republic of China (“PRC”). This license permits companies to engage in chemical-related business activities while ensuring compliance with national and industry standards.

In FY2024, there was an instance of non-compliance, in which the Chinese authorities imposed a penalty for late tax payment due to misalignment of the treatment of the amount of tax payables in relation to the Group's investment gains in FY2019. Abundance paid US\$103,000 as a fine for non-compliance. We remain dedicated to ensuring full compliance with relevant laws and regulations to prevent similar occurrences in the future.

Targets and Performance

● Met ● Partially Met ● Not Met

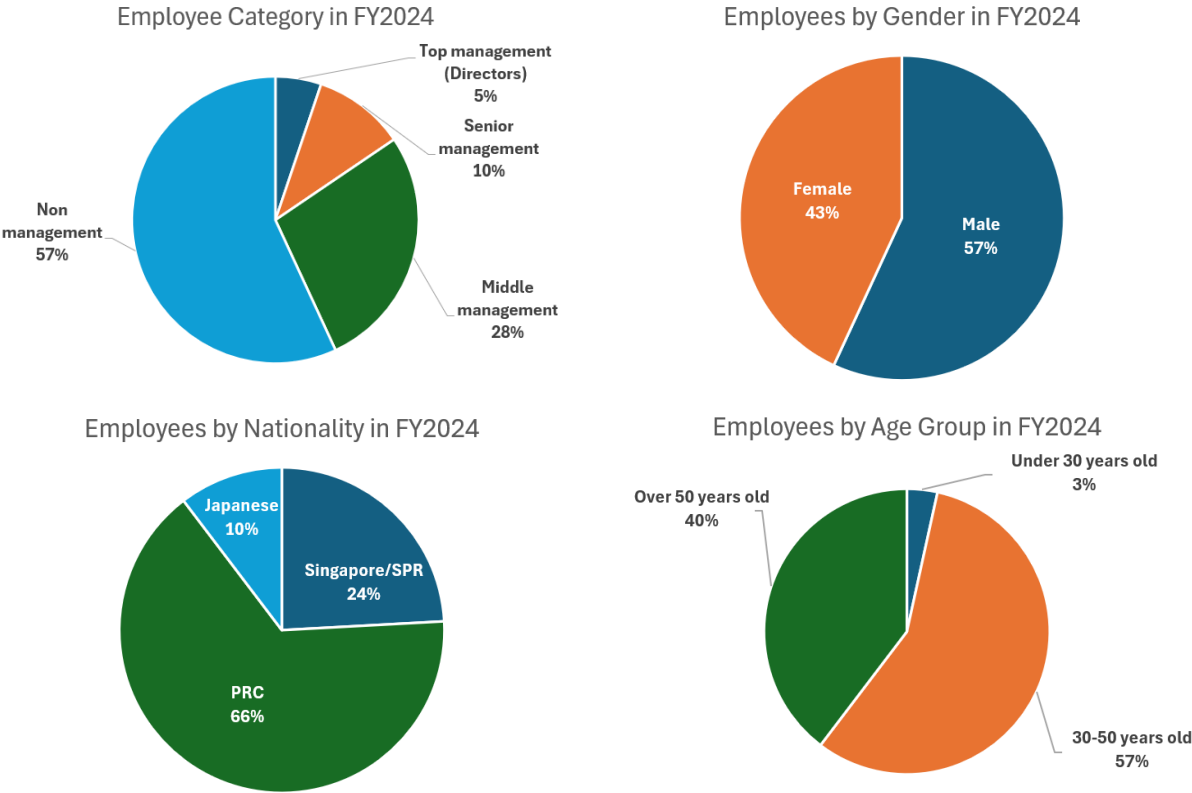
Targets	Time Period	FY2024 Status
Zero corruption reports	Perpetual	●
Zero whistle-blowing reports	Perpetual	●
Zero incidences of non-compliance with laws and/or regulations resulting in significant fines and sanctions	Perpetual	●

Focus 2: Human Capital

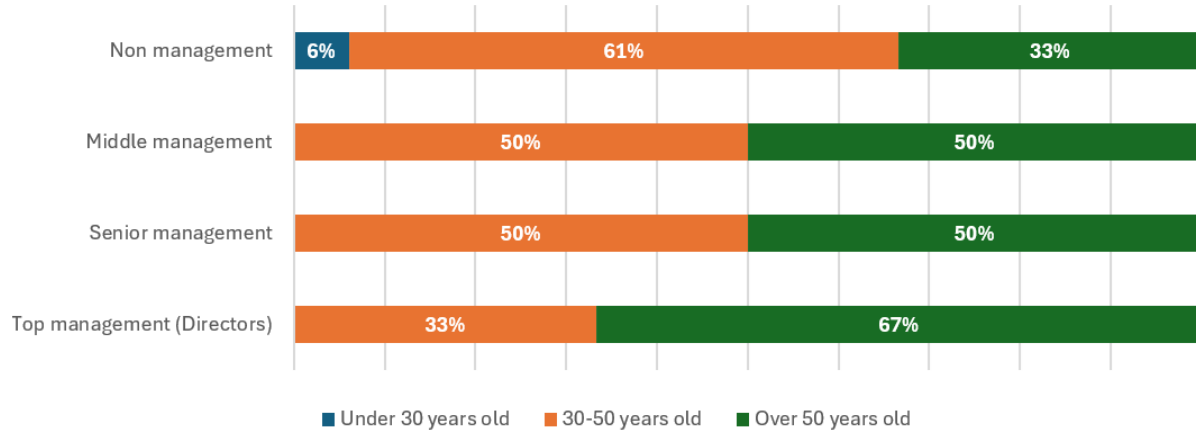
Employee Diversity and Equal Opportunities

As of 31 December 2024, our workforce consists of 58 permanent full-time employees from diverse backgrounds, including Singaporeans, PRC nationals, and Japanese. The Group views employee diversity as a core strength of the Group and as a key factor to fostering an inclusive, equitable and respectful workplace environment. As such, the Group upholds strict employee hiring and selection policies based solely on merit, such as skills, experience and job performance capabilities, without regard to age, race, gender, religion, or marital status. Our equal remuneration policy ensures fair compensation for all employees, regardless of gender or nationality.

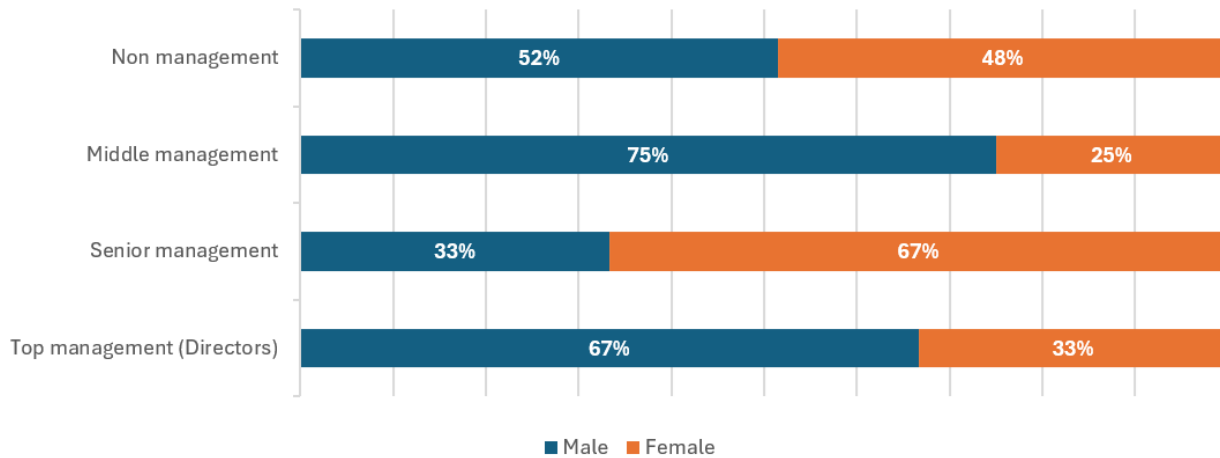
A breakdown of the Group’s workforce for FY2024 is presented below:



Employee Category by Age Group in FY2024



Employee Category by Gender in FY2024

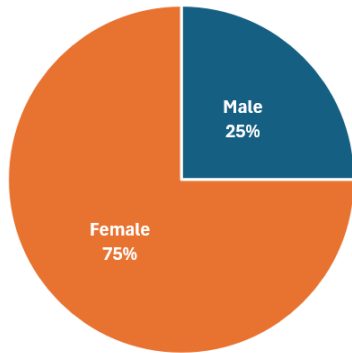


As part of our commitment to inclusivity, the Company has adopted a Board Diversity Policy since FY2022. This policy highlights the importance of diversity across skills, experience, background, gender, age, ethnicity and other factors, recognising the value these bring to effective governance and decision-making. As of 31 December 2024, the Group has met its board diversity target of having at least one female director on its Board which consists of six Directors. The table below presents the breakdown of our Board's diversity by age group and gender.

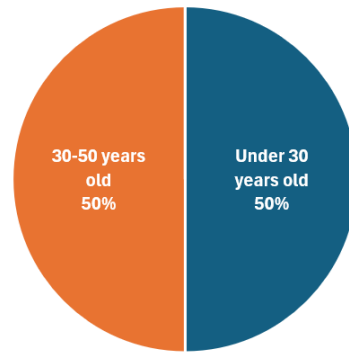
Board Diversity (FY2024)	Number	%
Age Group		
<30 years old	0	0
30-50 years old	2	33
>50 years old	4	67
Gender		
Male	4	67
Female	2	33

In FY2024, there were a total of 4 new hires, the same as that in FY2023.

New Hires by Gender in FY2024

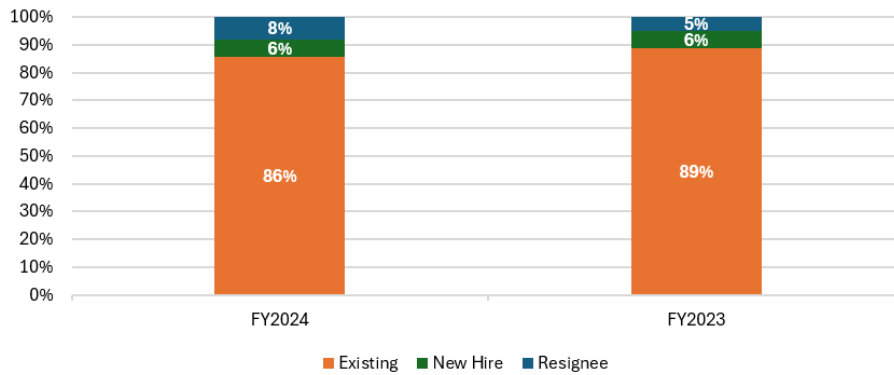


New Hires by Age Group in FY2024

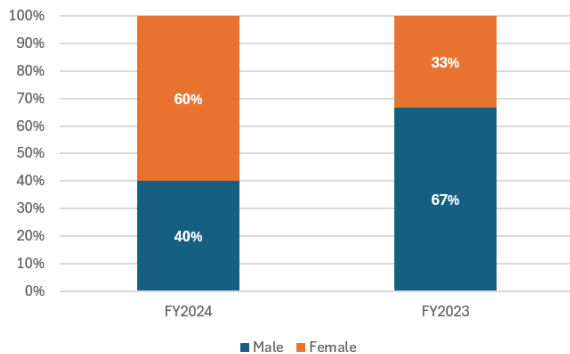


In FY2024, there were a total of 5 leavers. This number has increased the employee turnover rate from 4.8% in FY2023 to 8.62%, in which the Group did not meet the FY2024 target of keeping the employee turnover rate at 5% or below. Moving forward, the Group remains committed to fostering a supportive and inclusive workplace where employees feel confident and comfortable, helping us to maintain a low employee turnover rate in the subsequent year.

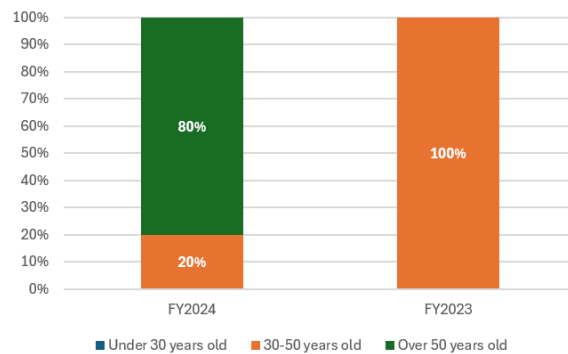
Employee Turnover Rate



Leavers by Gender



Leavers by Age Group



The Group has zero tolerance for any form of racial, sexual, or workplace harassment and takes its responsibility to eliminate unlawful discrimination seriously. We are committed to equality and mutual

respect across our workforce. There were no incidents of discrimination recorded in FY2024, and we aim to uphold this standard of zero incidents in the subsequent financial year.

Employee Training and Development

The Group believes that long-term success hinges on the strength, depth and capabilities of our employees, which we aim to empower our employees through continuous learning. We provide on-the-job training to employees tailored to individual needs and offer exposure to challenging projects and assignments where they strive in their roles and responsibilities. We also encourage and send our employees to attend external courses relevant to the Group's business and occupations. For instance, in FY2024, the senior management participated in the Sustainability Reporting Learning and Scope 3 Emissions Accounting training by the SGX Group. Non-management have attended the trade practical examination course and CERT First Aider course.

Employee Training Metrics	FY2024
Total number of training hours conducted	97
Total number of employees attended training	7

Workplace Health and Safety

The Group prioritises employee health and safety, and we are committed to providing and maintaining a healthy, safe working environment to minimize risks and hazards. Abundance has robust workplace safety policies addressing the control environment, risk assessment, communication, control activities, and monitoring of core business processes. We continuously improve these policies, procedures, and safety measures to foster a safety culture where injuries are prevented prior.

Singapore operations established an occupational health and safety management system covering 100% of Singapore employees and factory workers. These workers handle print-related services, such as slitting and rewinding paper rolls. Employees in China and Japan adhere to the safety management system implemented by the respective building authorities where their leased offices are located.

The management system implementation is mandated under Singapore's Fire Safety Act, which requires the following:

- i. To establish a Company Emergency Response Team ("**CERT**");
- ii. To develop an Emergency Response Plan¹ ("**ERP**");
- iii. To appoint a Fire Safety Manager ("**FSM**"); and
- iv. To conduct annual fire and evacuation drills.

Abundance involves both employees and professional vendors, such as the fire safety officer, fire maintenance vendor, operations manager and managing director, when we develop and review the on-site occupational health and safety management system. The CERT consists of 1 site main controller, 1 site incident controller, 4 Emergency Response Team ("**ERT**") members, all of whom are Abundance's employees, and 1 fire safety manager, who is Abundance's vendor. CERT members undergo regular safety education and training to ensure they are well-equipped with the necessary skills to respond effectively to

¹ More information about ERP implementation guidelines can be found at <https://www.scdf.gov.sg/home/fire-safety/erp>.

emergencies and uphold workplace safety standards. The table below describes the responsibilities of each CERT member and the training attended by our employees:

CERT	Responsibilities	Education and trainings
Site Main Controller	<ul style="list-style-type: none"> Key decision maker Point of contact with government agencies Authorise operation shutdown & evacuation 	<ul style="list-style-type: none"> Workforce Skills Qualifications (“WSQ”) Implement Incident Management Processes (2018)
Site Incident Controller	<ul style="list-style-type: none"> Response Team leader Link between the site main controller and the response team and a fire safety manager 	<ul style="list-style-type: none"> WSQ Implement Incident Management Processes (2018) WSQ Respond to Fire (2018)
ERT Members	<ul style="list-style-type: none"> Provide emergency response Conduct evacuation Implement In-Place Protection Provide first aid 	<ul style="list-style-type: none"> WSQ Respond to Fire Incident in Workplaces (Between 2018 to 2024) CERT first aider course (Between 2018 to 2024)
Fire Safety Manager	<ul style="list-style-type: none"> Ensure and enhance the fire safety standard within building 	

The CERT has undergone an audit by the Singapore Civil Defence Force (“SCDF”) and no breaches were noted.

While separate formal workplace health and safety policies have not yet been established, with implementation targeted by 2026 – except for the ERP for hazard identification – we encourage our workers to report unsafe working conditions to management. Workers have the right to stop performing a task or leave a dangerous area immediately if it poses a health and safety risk and must inform the operations manager accordingly. The operations manager, also an expert in print-related operations, oversees workers in the Singapore factory. He performs scene inspections, checks CCTV records, interviews witnesses and reports to the managing director to develop appropriate actions.

Furthermore, the Group engages a third-party fire safety officer to conduct monthly fire safety inspections. The officer highlights the observations and provides recommendations in a report for the company's action, and a follow-up review is conducted the following month. The fire safety officer conducts an annual fire drill exercise and briefs on fire safety practices (e.g., using portable fire extinguisher and fire hose reel) to employees and occupants of the Singapore factory. We have also engaged a professionally qualified vendor for fire protection maintenance to ensure that the fire alarm system, fire hose reel set, portable fire extinguishers, dry riser system, and fire hydrant system are in good order. Abundance also provides insurance coverage for workplace injuries under the Work Injury Compensation Act 2019.

In FY2024, no major workplace accidents occurred, maintaining both recordable work-related injury rate and work-related ill health rates of zero. We aim to maintain below five recordable² incidences of health and safety issues moving forward.

² The Group defines ‘recordable’ according to the definition provided by the GRI Standards, referring to any work-related injury or ill health that results in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, loss of consciousness, or cases diagnosed as significant by a physician or a licensed healthcare professional.

Targets and Performance

● Met ● Partially Met ● Not Met

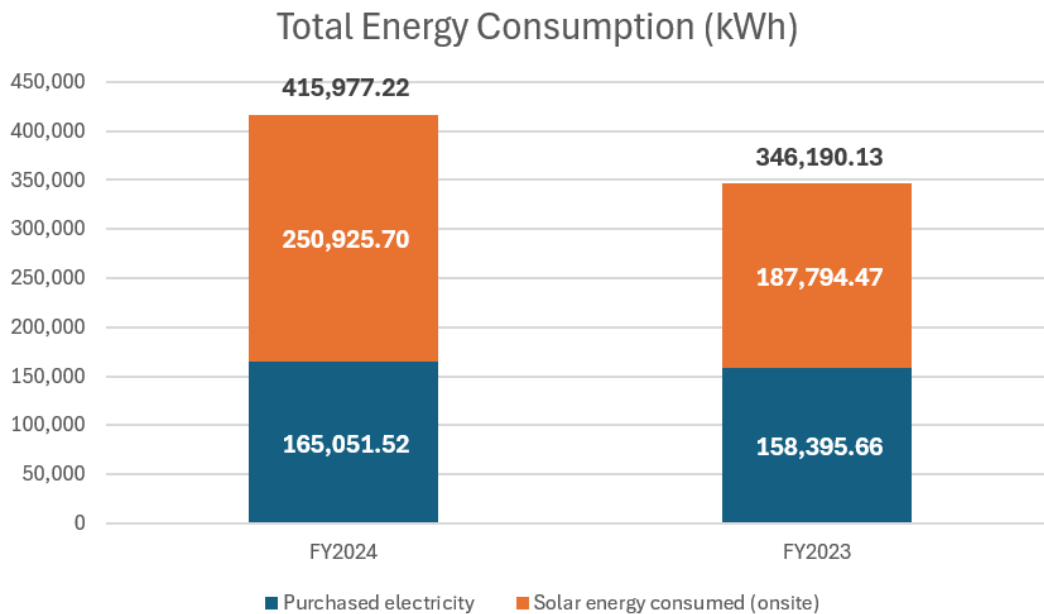
Targets	Time Period	FY2024 Status
<5% employee turnover rate	Perpetual	●
Zero reported incidents of discrimination	Perpetual	●
Below five recordable workplace safety accidents (work-related injury and work-related ill health)	Perpetual	●

Focus 3: Environment

Energy and Emissions

The principal source of the energy consumed by the Group is solar energy. In FY2022, the Group installed solar panels at the Singapore factory building for on-site energy generation and consumption. This effort is to reduce our reliance on purchased electricity and to reduce GHG emissions. The Group then sells the remaining unconsumed solar energy to SP Services Ltd.

Energy Consumption	Unit	FY2024	FY2023
Purchased electricity	kWh	165,051.52	158,395.66
Solar energy			
Total generated	kWh	781,957.00	790,249.00
Sold to SP Services Ltd	kWh	(531,031.30)	(602,454.53)
Consumed onsite	kWh	250,925.70	187,794.47
Total energy consumption	kWh	415,977.22	346,190.13
Energy intensity	kWh/headcount	7,172.02	5,687.63³

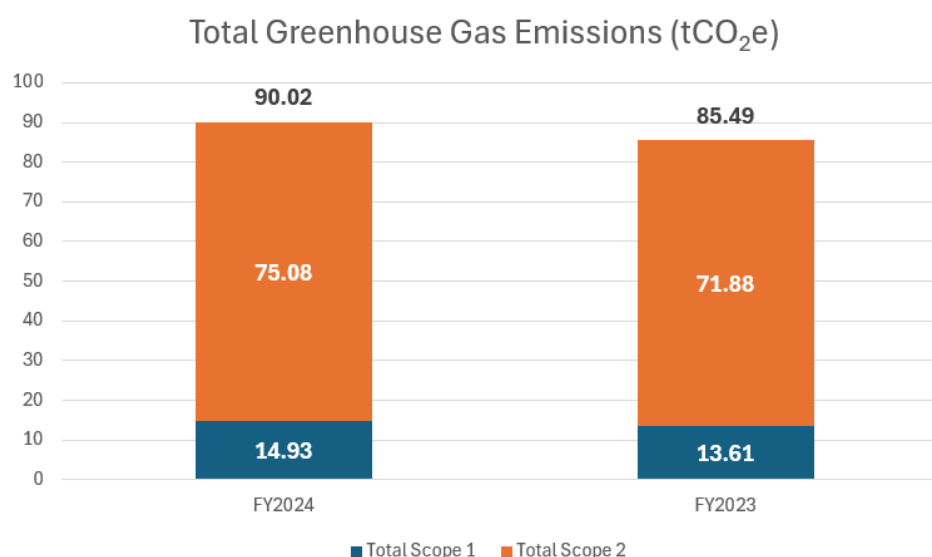


The Group's GHG emissions accounting follows the Greenhouse Gas Protocol (2004) and uses the operational control approach. Sources for Scope 1 emissions include mobile emissions: diesel consumption for forklifts in Singapore. Scope 2 emission refers to purchased electricity consumption in Singapore, China and Japan.

³ The denominator for energy intensity ratio has changed to headcount from floor area. The Group believes that this ratio will be a better representation of the Group's usage and performance tracking. As such, the energy intensity in FY2023, 35.5 kWh/floor area (sqm), is revised to 5,687.63 kWh/headcount.

The Group does not disclose Scope 3 emissions in this Report due to implementation barriers, including difficulties in collecting the data from external parties (i.e., suppliers) and developing an appropriate internal control method to manage the data. The Group will assess the necessity of Scope 3 emissions accounting for upcoming Reports.

Carbon Emissions Metrics	Unit	FY2024	FY2023
Total Direct (Scope 1) ⁴	tCO ₂ e	14.93	13.61 ⁵
Total Indirect (Scope 2) ⁶	tCO ₂ e	75.08	71.88 ⁷
Total GHG Emissions (Scope 1 + 2)	tCO ₂ e	90.02 ⁸	85.49 ⁹
Scope 1 and 2 Emission Intensity (tCO ₂ e/headcount) ¹⁰	tCO ₂ e	1.55	1.45



Our total energy consumption has risen by 20% since FY2023, in which the Group did not meet the target of limiting the increase in energy intensity to less than 10% of the FY2023 level. This value has also led to an increase in the Group's Scope 2 emissions.

⁴ Scope 1 emissions were derived by multiplying activity data from diesel consumption in litres by the relevant emission factors, sourced from the Singapore Emission Factors Registry ("SEFR").

⁵ The recalculated Scope 1 emissions for FY2023 is 99.90% lower than the Scope 1 emissions reported in the FY2023 sustainability report. The reporting units for Scope 1 emissions has changed from kgCO₂e to tCO₂e, and the source of the emission factors used changed to the SEFR from the UK Department for Environment, Food and Rural Affairs ("DEFRA"), for greater accuracy and relevance to the Group/Company's emission, following the guidelines of the GHG Protocol.

⁶ Scope 2 emissions were derived by multiplying activity data from purchased electricity consumption in kilowatt-hour in each country of operations by the respective emission factors from the Energy Market Authority ("EMA") for Singapore, Ember Energy ("EMBER") for China and Third Generation Environmentalism ("E3G") for Japan.

⁷ The recalculated Scope 2 emissions for FY2023 is 99.95% lower than the Scope 2 emissions reported in the FY2023 sustainability report. The reporting units for Scope 2 emissions has changed from kgCO₂e to tCO₂e, and the energy consumed through self-generation with solar panels is not calculated as Scope 2 emission, in which the respective value is removed.

⁸ The total GHG emissions reported are higher than the individually disclosed Scope 1 and Scope 2 emissions due to truncation errors.

⁹ The recalculated total GHG emissions for FY2023 is 99.95% lower than the total GHG emissions reported in the FY2023 sustainability report. This is due to the recalculated value of each Scope 1 and 2 emissions.

¹⁰ The recalculated Scope 1 and 2 emission intensity for FY2023 was 91.38% lower than the Scope 1 and 2 emission intensity reported in the FY2023 sustainability report. This is due to the recalculated value of each Scope 1 and 2 emissions.

While the Group successfully increased the share of solar energy to 60% of total energy consumption, the purchased electricity consumption has also increased due to an increase in tenant occupancy at our Singapore factory building, from 6 in FY2023 to 15 in FY2024. Our energy-saving practices, such as turning off lights and electronics in an office and a factory building when not in use, are regularly communicated to users through emails and conversations. The Group has also been exploring other energy-saving initiatives, and we aim to complete the installation of LED lighting at the Singapore factory by FY2026. These new measures will help us to enhance our energy efficiency and work toward meeting our energy intensity target in the coming years.

Water Consumption and Management

With water consumption intensity being doubled in FY2024, the Group did not manage to keep the water intensity increase below 10% of the water intensity of FY2023. A few incidents of water leakage were reported at various locations in Singapore between November 2023 and August 2024, leading to water consumption intensification. In March 2024, a water pipe burst caused operational disruptions and heightened water consumption. Comprehensive investigations and repair works concluded in August 2024 after ensuring the complete restoration of plumbing systems and back in operation.

	Unit	FY2024	FY2023
Water consumption	ML	4.85	2.20 ¹¹
Water consumption intensity	ML/headcount	0.08	0.04 ¹²

We inspect water fittings regularly to address leaks immediately and use water-efficient fittings where applicable. In addition, our employees are encouraged to consume water responsibly and report any faulty fittings to the building management. The Group will explore additional initiatives to reduce water consumption and thus maintain sustainable and efficient water management practices across the Group, which will assist the Group in keeping the water consumption intensity increase by less than 10% in the subsequent year.

Waste Generation and Management

The main types of waste generated across the Group are general waste, scrap paper and plastics. General waste generated in Singapore operations is managed by a third-party vendor, who collects the waste bin for disposal twice a month. The building management office oversees the waste collection for our offices in China and Japan.

The Group acknowledged the significance of the amount of scrap papers generated from its paper management business as waste from paper sheeting, slitting and rewinding services. As such, we have been selling scrap paper and plastics to recycling companies. To reduce the amount of scrap paper generated, the Group has set up cloud storage in Singapore to file documents electronically and thus reduce the frequency of printing documents.

¹¹ The recalculated water consumption for FY2023 is 99.90% lower than the water consumption reported in the FY2023 sustainability report after changing the reporting units for water consumption from m³ to ML.

¹² The denominator for water intensity ratio has changed to headcount from floor area. The Group believes that this ratio will be a better representation of the Group's usage and performance tracking. As such, the water intensity in FY2023, 0.2 m³/floor area (sqm), is revised to 0.04 ML/headcount.

In FY2024, there were no incidences of non-compliance with environmental laws and/or regulations, which resulted in significant fines and sanctions.

Targets and Performance

● Met ● Partially Met ● Not Met

Targets	Time Period	FY2024 Status
To complete installation of LED lighting at the Singapore factory	Short-term (by FY2026)	●
Energy intensity cap as < 10% of the energy intensity of the previous financial year	Perpetual	●
Water intensity cap as < 10% of the water intensity of the previous financial year	Perpetual	●
Zero incidences of non-compliance with environmental laws and/or regulations	Perpetual	●




Focus 4: Climate Resilience


Today, the Group is focused on the chemical trading business, while continuing the paper management service and looking out for opportunities to expand chemical-related investments. With these main business activities, the Group aims to secure long-term sustainable profitability, for ensuring shareholder values and employee income. For economic value generated and distributed in FY2024, such as the revenue per geographical location and business activity and operation costs spend, please refer to the FY2024 Annual Report.






Due to transnational business activities and diversified revenue streams, the Group is aware of the various effects climate change could have. As such, the rising frequency and intensity of climate-related events alerted the need to acknowledge the impact of climate change on the Group's business operations, strategies and stakeholders.



Following the TCFD Recommendations, the Group has examined the qualitative impacts of climate change on the Group's business operations and developed responses to mitigate climate-related risks. The Group is entitled to regularly review climate-related risks that the Group is facing and take relevant actions, while also being kept updated with climate-related opportunities for financial stabilities.

 Met  In Progress

TCFD Recommended Disclosures	FY2024 Status	Abundance's Approach
Governance		
a) Describe the Board's oversight of climate-related risks and opportunities		<p>The Board considers sustainability issues, such as environmental and social factors, as part of its strategic formulation of the Group's future business directions and operations.</p> <p>The Board oversees all sustainability matters of the Company, as part of its corporate governance and risk management functions.</p> <p>The Board is assisted by the senior management and sustainability working teams in carrying out its sustainability responsibilities.</p>
b) Describe management's role in assessing and managing climate-related risks and opportunities		<p>The strategic management of material sustainability matters is driven by the senior management of the Company.</p> <p>The senior management guides its sustainability working team, which comprises a representative of each subsidiary that handle data and information and reports all relevant matters to the Board for deliberation. The senior management prepares annual sustainability report for Board review and approval.</p>
Strategy		
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long-term		<p>To identify climate-related risks and opportunities, the Group conducted a climate scenario analysis with the assistance of external ESG consultants. The Group defines:</p> <ul style="list-style-type: none"> • Time horizon: short-term (≤ 3 years), medium-term (≤ 7 years) and long-term (≥ 10 years). • Occurrence likelihood: highly likely, likely and unlikely.

		<p>The climate scenario analysis was based on two selected scenarios from the Network for Greening the Financial System (“NGFS”), each representing different warming pathways, assessed across short-, medium- and long-term timeframes. The table below provides underlying assumptions and justification of each scenario:</p> <table border="1" data-bbox="711 407 1421 1423"> <thead> <tr> <th data-bbox="711 407 894 436">Scenario</th> <th data-bbox="894 407 1175 436">Assumptions</th> <th data-bbox="1175 407 1421 436">Justification</th> </tr> </thead> <tbody> <tr> <td data-bbox="711 436 894 926"> NGFS Orderly Net Zero by 2050: Limit temperature rise to 1.5°C. </td> <td data-bbox="894 436 1175 926"> <ul style="list-style-type: none"> • Earlier adoption of climate policies, with gradual tightening. • Reach net-zero emission by 2050. • Low physical risk but high transition risk. </td> <td data-bbox="1175 436 1421 926"> <ul style="list-style-type: none"> • Aligned with the latest international climate agreement (Paris Agreement) and national commitments, such as net-zero targets and Nationally Determined Contributions (“NDCs”). </td> </tr> <tr> <td data-bbox="711 926 894 1423"> NGFS Hot house world Current Policies: Temperature rise exceeding 3°C. </td> <td data-bbox="894 926 1175 1423"> <ul style="list-style-type: none"> • Preserve currently implemented policies without additional climate policies. • Variations in climate policies across different jurisdictions. • Emissions increasing until 2080. • High physical risk but low transition risk. </td> <td data-bbox="1175 926 1421 1423"> <ul style="list-style-type: none"> • Unfavourable outcome. • Conservative approach. </td> </tr> </tbody> </table> <p>For detailed explanations on identified climate-related risks and opportunities under each time horizon, please refer to the section “Climate-related Risks and Opportunities.”</p>	Scenario	Assumptions	Justification	NGFS Orderly Net Zero by 2050: Limit temperature rise to 1.5°C.	<ul style="list-style-type: none"> • Earlier adoption of climate policies, with gradual tightening. • Reach net-zero emission by 2050. • Low physical risk but high transition risk. 	<ul style="list-style-type: none"> • Aligned with the latest international climate agreement (Paris Agreement) and national commitments, such as net-zero targets and Nationally Determined Contributions (“NDCs”). 	NGFS Hot house world Current Policies: Temperature rise exceeding 3°C.	<ul style="list-style-type: none"> • Preserve currently implemented policies without additional climate policies. • Variations in climate policies across different jurisdictions. • Emissions increasing until 2080. • High physical risk but low transition risk. 	<ul style="list-style-type: none"> • Unfavourable outcome. • Conservative approach.
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<p>b) Describe the impact of climate-related risks and opportunities on the organisation’s business, strategy and financial planning</p>		<p>To assess the financial impact on the Group’s business and strategies by climate-related risks and opportunities, the Group has considered the following factors:</p> <ul style="list-style-type: none"> • Possible disruption in the supply chain and the Group’s business activities; • Additional operating costs due to mitigation and adaptation efforts; • Potential impacts on the value of the Group’s assets; and 									

		<ul style="list-style-type: none"> Investment opportunities arising from technological development. <p>For more details on identified financial impacts of climate-related issues, please refer to the section “Climate-related Risks and Opportunities.”</p>
c) Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		The Group aims to reevaluate identified climate risks whenever required to understand the resiliency of the Group’s strategy and assess the necessity of strengthening them. This thorough understanding of climate resiliency will assist the Group in minimising the impact of climate risks and maximising the opportunities. For more information on climate resiliency, please refer to the “ Climate-related Risks and Opportunities ” section below.
Risk management		
a) Describe the organisation’s processes for identifying and assessing climate-related risks		<p>Climate risk screening and scenario analysis are conducted to evaluate climate-related risks. The Group engages with internal and external stakeholders, as well as ESG consultants to identify most pertinent climate risks to the specific financial accounts. We regularly review the Group’s business and operational activities to identify areas of significant risks.</p> <p>The identified risks are assessed and prioritised for developing mitigation actions based on:</p> <ul style="list-style-type: none"> The impact on the Group’s business; and The likelihood of the event occurring.
b) Describe the organisation’s processes for managing climate-related risks		The Group continuously monitors risks to ensure they remain within acceptable levels. The Board and senior management will periodically review the climate-related risks and implement additional safeguards where necessary.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation’s overall risk management		<p>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.</p> <p>The Group aims to review the risk management measures regularly to ensure all relevant risks are identified, communicated and addressed in a timely manner. There were no major findings identified in internal audits in FY2024. Please refer to the “Report on Corporate Governance” section of our FY2024 Annual Report for more details.</p>
Metrics and targets		
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process		The Group measures water and energy consumption to manage climate-related risks and opportunities, and these metrics are incorporated as the Group’s strategy to mitigate climate-related risks and capture climate-related opportunities, which are identified through climate scenario analysis. The Group’s remuneration policies are based on climate-related metrics: water and electricity consumption reduction. Please refer to the “ Climate-related Risks and Opportunities ” section.

<p>b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (“GHG”) emissions, and the related risks</p>		<p>Please refer to the “Energy and Emissions” section under “Focus 3: Environment” for Scope 1 and Scope 2 GHG emissions in FY2024, which are calculated in line with the GHG Protocol methodology.</p> <p>With the IFRS S2 standard becoming effective from FY2025, SGX introduced a transitional relief on Scope 3 emissions reporting. While further details on the criteria for Scope 3 emissions reporting are still pending, we will assess the necessity of quantifying and tracking Scope 3 emissions in upcoming Reports.</p>
<p>c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets</p>		<p>The Group has set perpetual intensity-based target based on the Group’s energy consumption and water consumption. Please refer to the “Targets and Performance” section under “Focus 3: Environment” for more information.</p>

Climate-related Risks and Opportunities

Climate-related Risks

Aligned with the TCFD recommendations, the Group has identified and assessed climate-related risks, which include:

- **Physical risks**, which stem from the physical impacts of climate change. These are further classified into acute risks, referring to impacts from an increase in extreme weather events (e.g., flooding, hurricanes), and chronic risks, referring to impacts from long-term shifts in climate patterns (e.g., sea-level rise, temperature increases); and
- **Transition risks**, which arise from changes in policies and strengthened legal obligations, technological innovations, shifts in consumer preferences, and changing stakeholder expectations.

The table below presents the most significant and relevant risks to Abundance’s business operations and strategies, as identified through the climate scenario analysis. The Group is committed to regularly reviewing these risks and implementing additional responses as necessary.

	Description	Financial Impact	Mitigation Response
Physical risks			
<p>Acute</p> <p>Floods</p>	<p>Extreme and unpredictable rainfall is increasing the occurrence of flash floods.</p>	<p>Damage to the warehouse, printing related equipment and buildings may lead to increased capital costs for repairs. If stored chemical products are damaged, operating costs will increase to replace affected inventories. Business disruptions from these events will likely reduce revenues until recovery. If the building location becomes increasingly</p>	<ul style="list-style-type: none"> • Adequate insurance coverage in-place. • Store of chemical products with reputable warehouse providers at multiple locations.
	<p>Countries affected: Singapore and China</p>		
	<p>Time horizon: Short and Medium</p>		
	<p>Likelihood: Likely</p>		

		<p>prone to flash floods, asset values may decrease.</p> <p><u>Qualitative financial impacts:</u></p> <ul style="list-style-type: none"> • Additional capital costs for repairs; • Increased operating costs; • Reduced revenue or delayed revenue recognition; and • Decreased value of property pledged to the bank. 	
<p>Chronic</p> <p>Rising mean temperatures</p>	<p>Rising mean temperature are leading to more frequent and intense extreme temperature events, such as prolonged heatwaves and wildfires.</p>	<p>Extreme temperatures may reduce productivity by causing heat stress, which decreases operational efficiency. The increased cooling needs for all facilities, including offices and warehouse, will lead to higher energy consumption. Additionally, an increase in wildfire occurrences disrupts the supply of raw materials, such as paper, indirectly impacting the printing related business.</p> <p><u>Qualitative financial impacts:</u></p> <ul style="list-style-type: none"> • Increased operating costs. 	<ul style="list-style-type: none"> • Installed solar panels on Singapore’s factory rooftops to lower dependence on grid power. • Allow remote work options for office staff, to reduce the need for cooling during extreme temperatures and alleviate the burden on on-site facilities. • Explore expanding service offerings to lessen dependence on the printing related business.
	<p>Countries affected: Singapore</p>		
	<p>Time horizon: Medium and Long</p> <p>Likelihood: Likely</p>		
Transition risks			
<p>Policy and Legal</p> <p>Climate-related disclosure regulations</p>	<p>Countries where Abundance operates are introducing new regulations for climate-related disclosures, covering GHG emissions, energy use and water consumption.</p>	<p>In Singapore, mandatory climate-related disclosure will begin from FY2025 for listed companies, while Japan will adopt a multi-stage approach, and China also plans to mandate disclosures.</p> <p>With stricter regulations expected in the coming years, operating cost are likely to rise due to increased compliance requirements across various countries. Non-compliance may result in reputational damage, loss of stakeholder trust and a long-term revenue decline.</p> <p><u>Qualitative financial impacts:</u></p>	<ul style="list-style-type: none"> • Regularly update the sustainability team members with trainings to stay abreast of new compliance requirements. • Actively engage with ESG specialist to understand upcoming regulatory shifts and advocate for reasonable compliance standards.
	<p>Countries affected: Singapore, China and Japan</p>		
	<p>Time horizon: Short, Medium and Long</p> <p>Likelihood: Highly Likely</p>		

		<ul style="list-style-type: none"> Increased operating costs due to higher compliance costs; and Reduced profit from non-compliance. 	
Technology Transition to lower emission technology	With net-zero targets in place, Singapore, China and Japan have set NDCs outlining actions for emission reduction and decarbonisation by 2030.	Stakeholders, including consumers and investors, are increasingly focused on alignment with these national green initiatives. The installation of low-carbon technologies may lead to higher day-to-day operating costs. As progress is made towards alignment with the emission reduction targets, the value of buildings may decrease if they do not meet NDCs initiatives. <u>Qualitative financial impacts:</u> <ul style="list-style-type: none"> Higher operating costs due to the adoption of more expensive green technologies; and Decreased asset values if not aligned with NDC initiatives. 	<ul style="list-style-type: none"> Invested in on-site renewable energy source, solar panels, on our Singapore factory. Exploring the upgrade of energy-efficient products, such as LED lighting.
	Countries affected: Singapore, China and Japan		
	Time horizon: Medium and Long		
	Likelihood: Likely		
Market Changes in consumer preferences	Increased awareness on product sustainability has led to a shift in consumer purchasing behaviour.	There is a potential reduction in demand for traditional chemical products that the Group is traded in. Additionally, a noticeable shift towards digital technologies is leading to a decline in paper-based printing. <u>Qualitative financial impacts:</u> <ul style="list-style-type: none"> Decreased revenue due to reduced demand for traditional chemical products and paper-based printing in the printing related business. 	<ul style="list-style-type: none"> Explore new chemical products to meet customer demand. Explore expanding service offerings to lessen dependence on the printing related business.
	Countries affected: Singapore, China and Japan		
	Time horizon: Medium and Long		
	Likelihood: Highly likely		

Climate-related Opportunities

Climate-related opportunities emerge from actions taken to mitigate climate-related risks and adapt to the impacts of climate change. The Group has identified several pathways to capture these opportunities that will enable improvements in financial impacts, as outlined below:

	Description	Financial Impact	Action
Energy Source Resilience	Increasing investment in renewable energy sources, such as solar panels, can reduce the reliance on grid power. Deploying energy-efficient technologies, such as LED lighting, may reduce energy consumption and enhance the company's resilience to climate-related disruptions, such as fluctuations in electricity prices.	<ul style="list-style-type: none"> Reduced operational costs through electricity savings and enhanced resilience to electricity price fluctuations. 	<ul style="list-style-type: none"> Installed solar panels on our Singapore factory rooftop in August 2022. To install LED lighting in Singapore factory by FY2026.
	Time horizon: Short, Medium and Long		
Products and Services	Diversifying into trading of sustainable chemical products could strengthen the Group's position in the chemical trading market.	<ul style="list-style-type: none"> Boost revenue by capitalising on shifting consumer preferences. 	<ul style="list-style-type: none"> Explore new chemical products to meet customer demand.
	Time horizon: Medium and Long		
Financing	Green loans are used to finance projects that support the transition to a low-carbon economy. The company can increase its access to green financing by implementing sustainable and green initiatives.	<ul style="list-style-type: none"> Increased access to capital due to heightened investor interest in the company's sustainability commitments. 	<ul style="list-style-type: none"> Explore the option of green loans whenever possible, considering the associated costs and benefits.
	Time horizon: Short, Medium and Long		

Appendix I

SGX Six Primary Components Index

	Primary Components	Section Reference
1	Material environmental, social and governance factors	<ul style="list-style-type: none">• Stakeholder Engagement
2	Climate-related disclosures	<ul style="list-style-type: none">• Focus 4: Climate Resilience
3	Policies, practices and performance	<ul style="list-style-type: none">• Sustainability Strategy Overview• Focus 1: Governance and Ethics• Focus 2: Human Capital• Focus 3: Environment• Focus 4: Climate Resilience
4	Targets	<ul style="list-style-type: none">• Focus 1: Governance and Ethics• Focus 2: Human Capital• Focus 3: Environment• Focus 4: Climate Resilience
5	Sustainability reporting framework	<ul style="list-style-type: none">• About This Report
6	Board statement and associated governance structure for sustainability practices	<ul style="list-style-type: none">• Focus 1: Governance and Ethics• Focus 4: Climate Resilience

Appendix II

GRI Content Index

Statement of use	Abundance International Limited has reported with reference to the GRI Standards 2021 for the period from 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable.

GRI Standards	Disclosure Content	Section Reference/ Reason for Omission
GRI 2: General Disclosures 2021	2-1 Organizational details	About Abundance
	2-2 Entities included in the organization's sustainability reporting	About This Report <ul style="list-style-type: none"> Reporting Scope
	2-3 Reporting period, frequency and contact point	About This Report <ul style="list-style-type: none"> Reporting Framework Availability and Feedback
	2-4 Restatements of information	About This Report <ul style="list-style-type: none"> Restatements
	2-5 External assurance	About This Report <ul style="list-style-type: none"> Assurance
	2-6 Activities, value chain and other business relationships	About Abundance
	2-7 Employees	Focus 2: Human Capital <ul style="list-style-type: none"> Employee Diversity and Equal Opportunities
	2-8 Workers who are not employees	Not disclosed; not material.
	2-9 Governance structure and composition	Focus 1: Governance and Ethics <ul style="list-style-type: none"> Sustainability Governance Structure
	2-10 Nomination and selection of the highest governance body	FY2024 Corporate Governance Report
	2-11 Chair of the highest governance body	FY2024 Corporate Governance Report
	2-12 Role of the highest governance body in overseeing the management of impacts	FY2024 Corporate Governance Report
	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance and Ethics Focus 5: Climate Resilience
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance and Ethics <ul style="list-style-type: none"> Sustainability Governance Structure
	2-15 Conflicts of interest	FY2024 Corporate Governance Report FY2024 Annual Report
	2-16 Communication of critical concerns	Focus 1: Governance and Ethics <ul style="list-style-type: none"> Whistle-blowing Policy
	2-17 Collective knowledge of the highest governance body	Focus 1: Governance and Ethics <ul style="list-style-type: none"> Sustainability Governance Structure
	2-18 Evaluation of the performance of the highest governance body	FY2024 Corporate Governance Report
	2-19 Remuneration policies	FY2024 Corporate Governance Report
	2-20 Process to determine remuneration	FY2024 Corporate Governance Report
	2-21 Annual total compensation ratio	Not disclosed; confidentiality constraints.

	2-22 Statement on sustainable development strategy	Message from the Managing Director
	2-23 Policy commitments	Focus 1: Governance and Ethics Focus 2: Human Capital
	2-24 Embedding policy commitments	Focus 1: Governance and Ethics Focus 2: Human Capital
	2-25 Processes to remediate negative impacts	Focus 1: Governance and Ethics • Risk Management Process
	2-26 Mechanisms for seeking advice and raising concerns	Focus 1: Governance and Ethics • Whistle-blowing Policy
	2-27 Compliance with laws and regulations	Focus 1: Governance and Ethics • Regulatory Compliance
	2-28 Membership associations	About Abundance
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Not disclosed; not applicable.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
Focus 1: Governance and Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics
GRI 205: Anti- Corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Governance and Ethics
	205-2 Communication and training about anti-corruption policies and procedures	Focus 1: Governance and Ethics • Anti-corruption Policy
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Governance and Ethics • Anti-corruption Policy
Focus 2: Human Capital		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Human Capital
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 2: Human Capital • Employee Diversity and Equal Opportunities
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 2: Human Capital • Workplace Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Focus 2: Human Capital • Workplace Health and Safety
	403-3 Occupational health services	Focus 2: Human Capital • Workplace Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focus 2: Human Capital • Workplace Health and Safety
	403-5 Worker training on occupational health and safety	Focus 2: Human Capital • Workplace Health and Safety
	403-6 Promotion of worker health	Not disclosed; not applicable.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focus 2: Human Capital • Workplace Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Focus 2: Human Capital • Workplace Health and Safety
	403-9 Work-related injuries	Focus 2: Human Capital

		<ul style="list-style-type: none"> Workplace Health and Safety
	403-10 Work-related ill health	Focus 2: Human Capital <ul style="list-style-type: none"> Workplace Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 2: Human Capital <ul style="list-style-type: none"> Employee Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 2: Human Capital <ul style="list-style-type: none"> Employee Training and Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 2: Human Capital <ul style="list-style-type: none"> Employee Diversity and Equal Opportunities
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Focus 2: Human Capital <ul style="list-style-type: none"> Employee Diversity and Equal Opportunities
Focus 3: Environment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Environment
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Focus 3: Environment <ul style="list-style-type: none"> Energy and Emissions
	302-3 Energy intensity	Focus 3: Environment <ul style="list-style-type: none"> Energy and Emissions
GRI 303: Water and Effluents 2018	303-5 Water consumption	Focus 3: Environment <ul style="list-style-type: none"> Water Consumption and Management Data collection constraints for subsidiaries in China and Japan as a leased office.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Focus 3: Environment <ul style="list-style-type: none"> Energy and Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Focus 3: Environment <ul style="list-style-type: none"> Energy and Emissions
	305-4 GHG emissions intensity	Focus 3: Environment <ul style="list-style-type: none"> Energy and Emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Focus 3: Environment <ul style="list-style-type: none"> Waste Generation and Management
	306-2 Management of significant waste-related impacts	Focus 3: Environment <ul style="list-style-type: none"> Waste Generation and Management
Focus 4: Climate Resilience		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 4: Climate Resilience
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	FY2024 Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	Focus 4: Climate Resilience <ul style="list-style-type: none"> Climate-related Risks and Opportunities