



## Our Commitment

Xeed Acquisitions Group, Inc. and our portfolio of companies purposefully embed environmental stewardship, social advancement, and principled governance into the core of every portfolio company, strategic initiative, and operational decision. Our vision is unambiguous: to set a new standard of operational excellence that drives enduring, measurable impact across industries and communities.

## Our ESG Vision

The company champions environmental stewardship, social progress, and ethical governance across every portfolio company, initiative, and strategic engagement. Our vision is clear: operational excellence that delivers lasting, positive impact.

## Environmental Responsibility

The company believes climate action is a strategic imperative. We establish and pursue science-based targets to reduce greenhouse gas emissions and transition all acquired facilities to energy-efficient technologies and renewable energy sources. To address residual emissions, we utilize accredited carbon offset programs and publish transparent annual reports disclosing our progress.

Resource efficiency is embedded into all operations. We prioritize waste reduction, recycling, and material reuse while advancing circular economy practices and sourcing sustainable, recycled, and ethically produced materials. Water conservation programs are implemented across the portfolio, reinforcing our commitment to resource stewardship.

Our environmental management approach is proactive and global. We operate under internationally recognized environmental management standards, conduct regular risk assessments, define measurable targets for continual improvement, and strive to exceed baseline compliance wherever feasible to maximize positive environmental impact.

## Social Responsibility

Our employees are at the heart of our success; as such, we foster a diverse, equitable, and inclusive workplace culture, offer competitive compensation and benefits, and maintain safe, supportive work environments. We are committed to professional development and career advancement opportunities, while promoting work-life balance through flexible working arrangements.

Our human rights commitment is unwavering. Across all operations and supply chains, we uphold a global zero-tolerance policy for forced labor, child labor, and human trafficking, and we provide accessible, transparent grievance mechanisms to support our workforce and communities.

We view community engagement as a strategic responsibility. We invest in local programs through philanthropy and strategic partnerships, maintain open dialogue with stakeholders, and measure and publicly report our social impact to drive continuous improvement.

In serving our customers, we commit to delivering products and services that meet the highest standards of quality and safety. We safeguard customer data privacy rigorously and engage in transparent communications that foster continuous improvement through feedback.

## **Governance Excellence**

All ESG initiatives and performance are overseen directly at the Board level. Our Board composition emphasizes diversity, subject matter expertise, and active accountability, while executive compensation structures are tied directly to ESG outcomes.

Ethical business conduct is central to our identity. We adhere to a comprehensive Code of Ethics and Business Conduct, maintain robust anti-corruption and anti-bribery safeguards, protect whistleblowers, and foster a transparent reporting environment.

We maintain a culture of transparency and disclosure, reporting our ESG performance annually under recognized frameworks such as GRI, SASB, and TCFD, and seeking independent third-party verification where appropriate. Material ESG risks and opportunities are disclosed openly in our financial reports.

In every investment, we apply ESG evaluation protocols and require all portfolio companies to meet minimum ESG performance standards. We actively engage our portfolio companies to drive continuous improvement and enhanced ESG outcomes across the platform.

## **Implementation and Accountability**

The Board of Directors retains ultimate oversight of ESG strategy and disclosure. A dedicated ESG Committee manages the execution of our initiatives, while department heads integrate ESG commitments into daily operational practices. Every employee at the company is expected to embody and advance our ESG commitments.

We define clear ESG targets supported by rigorous key performance indicators (KPIs) and maintain robust systems for collecting and reporting ESG data. Regular internal audits ensure accountability, and comprehensive ESG reports are published annually.

Recognizing that ESG leadership requires continuous evolution, we regularly review and update our ESG policies, benchmark against industry leaders, solicit stakeholder feedback, and invest in innovation to meet emerging environmental and social challenges.

## **Equity, Inclusion, and Systemic Change**

The company recognizes that securing a sustainable and food-secure future demands systemic change. We are committed to cultivating a workforce and a portfolio of companies that reflect diversity in background, experience, and perspective.

We understand that food insecurity, climate vulnerability, and resource inequality disproportionately impact BIPOC (Black, Indigenous, and People of Color) and other marginalized communities. As part of our mission, we commit to ongoing education, introspection, and concrete action to dismantle systemic barriers both within our organization and across the communities we serve.

Our vision of a zero-waste, zero-hunger future is inseparable from our commitment to social justice. We are not merely optimizing operations; we are building a more equitable and accessible system for all.

## **Closing Commitment**

At Xeed Acquisition Group, company sustainability is not an adjunct to our business — it is its strategic core. Environmental stewardship, social responsibility, and strong governance are not optional; they are fundamental to enduring value creation, operational resilience, and societal impact.

We measure success not only by financial returns but by the positive, lasting changes we deliver to our stakeholders, communities, and the world. We are not just building businesses — we are engineering a future defined by resilience, equity, and sustainability.

Every investment we make, every partnership we forge, and every decision we take is designed to move us closer to a vision where business is a catalyst for systemic, meaningful change. At XEED, we are leading with purpose, operating with integrity, and creating value that will stand the test of time — and we are only just getting started.