



2025 Sustainability Report

MEMO

A Letter from Joseph Palladino, CEO

At Xeed Acquisitions Group we believe in placing sustainability at the core of our operations and future direction than treating it as a project or goalpost target point, in our journey towards lasting economic growth and positive contributions, to both society and the environment.

As we focus on what lies ahead, Xeed is taking advantage of this time to bring about significant changes in the worldwide food system. With our "Take Action" campaign, we are putting in place actions to tackle issues and promote impactful improvements.

We are broadening our dedication to farming practices throughout our activities, with the goal of improving soil quality and promoting biodiversity while also capturing carbon to develop a more sustainable and eco conscious food production system.

To lessen the amount of food wasted after harvesting crops in areas with cold storage facilities for preserving produce effectively, we are working on advanced methods for processing and conserving food products. These advancements are intended to prolong the time that food can be stored safely, reduce unnecessary wastage, and guarantee that a greater amount of food is accessible to those who require it.

Understanding that making changes requires teamwork from everyone involved in the process is key for us; therefore, we are enhancing our partnerships with organizations and nonprofit groups as well as working closely with governments to bring about positive change together. We are actively engaging in collaborations between the private sectors to actively contribute to policy dialogues and projects focused on developing fair and environmentally friendly food systems.

With the introduction of AGRIPLEX at the forefront of Xeed's operational protocol, we will not only revolutionize global farming practices, but sharing access to its data-rich environment will provide real-time solutions for subscribers throughout the entire supply chain, providing up-to-the-second decision management, allowing for proactive management of potential disruptions in the supply chain, supporting a more resilient and sustainable agricultural ecosystem.

The skilled individuals on our leadership team in agriculture and technology are committed to turning these ideas into actions, at Xeed. with a well-defined goal and the right team members onboarded effectively, make it possible for Xeed to take the forefront in establishing a globally sustainable and fair food system.

We welcome our investors and partners to come along with us in this journey of transformation! Lets work together to create a future where achieving business success and advancing society go hand in hand as priorities.

Joseph Palladino, Chief Executive Officer
Xeed Acquisitions Group, Inc.

About Xeed Acquisitions Group, Inc.

Xeed Acquisitions Group, Inc. is a purpose-built platform dedicated to acquiring, scaling, and optimizing high-growth companies within the food, logistics, and supply chain sectors. Our operational model is grounded in the belief that operational excellence and environmental stewardship are pivotal drivers of sustainable, long-term value creation. By Q4 2025, Xeed will have a presence in 12 U.S. states and a workforce exceeding 4,000 employees, strategically positioning Xeed to deliver high-quality products and services to 90% of the United States, all while enhancing performance, expanding market share, and generating resilient returns for stakeholders.

Strategic Sustainability Focus Areas

- **Climate Action & Energy Management:** Implementing renewable energy solutions across operations to reduce carbon footprint and enhance energy resilience.
- **Ethical Supply Chain:** Ensuring responsible sourcing and transparency throughout our supply chain to uphold human rights and environmental standards.
- **Workforce Development:** Investing in employee growth and leadership programs to foster a diverse and inclusive workplace.
- **Governance Transparency:** Establishing robust governance structures to ensure accountability and ethical decision-making.
- **Community Resilience:** Engaging with local communities to support education, workforce development, and social initiatives.

Environmental Stewardship Initiatives

- **Renewable Energy Transition:** We are actively advancing plans to equip all operational facilities with alternative energy solutions, including solar and wind technologies. Our goal is to achieve at least 50% renewable energy usage across operations by 2027, with several facilities targeted for full transition ahead of schedule.
- **Zero-Waste Certification:** Aiming to attain zero-waste certification at all major company-owned facilities by 2026, setting a new industry benchmark for operational sustainability.
- **Water Stewardship:** Committed to reducing company-wide water usage by 9% while increasing production by 12%, demonstrating efficient resource management.

Social Responsibility Commitments

- **Diversity, Equity, and Inclusion (DEI):** Striving to achieve 30% diverse representation across leadership roles and launching the "Pathways to Leadership" program to support underrepresented employees' professional development.
- **Community Engagement:** Partnering with global food organizations and U.S. nonprofits to support educational and workforce development programs, as well as donation initiatives.

Governance and Ethics Enhancements

- **Board Oversight of ESG:** Establishing a Sustainability and Risk Committee at the Board level to integrate ESG considerations into strategic decision-making.
- **Executive Accountability:** Incorporating ESG performance metrics into executive compensation structures to align leadership incentives with sustainability goals.
- **Ethics and Compliance:** Ensuring 100% employee completion of ethics training and mandating adherence to a Supplier Code of Conduct that upholds human rights and environmental standards.

Looking Ahead: 2025 and Beyond

- **Net Zero Emissions:** Committed to achieving net-zero operational emissions by 2040, aligning with global climate goals.
- **Ethical Sourcing Certification:** Targeting 100% ethical sourcing certification for all major suppliers by 2028 to ensure responsible procurement practices.

Xeeds' sustainability practices are more than a strategic initiative—we see it as fundamental responsibility we must embrace for the well-being of future generations. Our mission is to lead transformative change in the global food system by integrating innovative technologies, fostering strategic partnerships, and upholding the highest ethical standards.

Our commitment extends beyond operational excellence; it's about making a lasting, positive impact on communities and the environment. By aligning our business objectives with sustainable practices, we strive to set new benchmarks in responsible growth and innovation.