



# Environmental, Social and Governance Tear Sheet

2022



# TEAM, Inc. Environmental, Social and Governance Tear Sheet

The following tear sheets contain disclosure of relevant metrics to TEAM, Inc.'s business, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Engineering and Construction Services industry. We also identify where our practices and efforts align with and help advance the United Nations Sustainable Development Goals (UN SDGs).

This document covers ESG disclosures for TEAM, Inc. and subsidiaries (the "Company," "TEAM," "our," "we," or "us") for the period Jan. 1, 2022 through Dec. 31, 2022, unless otherwise noted.

## About Us

TEAM, Inc. is a global, leading provider of specialty industrial services offering customers access to a full suite of conventional, specialized, and proprietary mechanical, heat-treating, and inspection services. We deploy conventional to highly specialized inspection, condition assessment, maintenance and repair services that result in greater safety, reliability, and operational and economic efficiency for our client's most critical assets. A professional team of experienced engineers, technicians, and client support personnel backs each service armed with the best on-the job safety and service training, equipment, and technical support in the industry. We unite the delivery of technological innovation with nearly a century of progressive, yet proven integrity and reliability management expertise to fuel a better tomorrow.

# TEAM's ESG Program Objectives

In 2019, we initiated our ESG Program to continue to increase our commitment to environmental, social and governance principles. As a Company, we recognize that the way in which we conduct business influences the results we seek to achieve. Accordingly, we strive to promote and support business practices that are environmentally sustainable, socially conscious, and aligned with strong corporate governance practices. Social consciousness at the Company is evidenced by our commitment towards good corporate citizenship by focusing on improving the quality of people's lives – from employees, to clients, and the communities in which we operate.

## Business Summary

Revenue	\$840M
Employees	Approximately 5,200
Locations	More than 150 locations across 20 countries
Industries Served	More than 20
Service Lines	25 services across 2 business segments

# Environmental Awareness



## Global Environmental Progress

### Environmental Compliance and Stewardship

#### SASB IF-EN-160a.1

It is part of our [Health, Safety, Environmental and Security Policy](#) (HSE&S Policy) that all business operations must be conducted in compliance with all applicable environmental laws and regulations, both domestic and foreign, and in compliance with TEAM's and our clients' environmental policies and standards. These laws, regulations, policies, and standards are designed to protect the environment in which we live and work, human health, wildlife, and natural resources. Compliance strengthens our business and community relationships and is consistent with our Core Values and ethical business practices.

### Discussion of processes to assess and manage environmental risks associated with project design

We are committed to conducting our business in a manner that protects the environment and the health and safety of our employees, our clients, our suppliers and contractors, and the general public. To ensure we properly manage environmental risks, we maintain management systems, such as ISO 14001:2015 (Environmental Management Systems) and ISO 9001:2015 (Quality Management Systems).

**2022 ESG Report, pg. 7:** [Health, Safety, Environmental & Security Commitment](#)

TEAM is committed to comply with all the applicable laws in the countries in which we operate as outlined in our [Health, Safety, Environmental and Security Policy](#)

## Global Environmental Progress

### Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification

#### IF-EN-410a.1

At this time, TEAM does not have any projects that are certified to a third-party sustainability standard.

### Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design

#### IF-EN-410a.2

As a service company, the vast majority of our operations take place at our clients' facilities. Therefore, we have a relatively small operational footprint and minimal water and energy usage at our facilities. However, we continue to explore opportunities to reduce our environmental footprint even further.

# Safety, Quality & Training

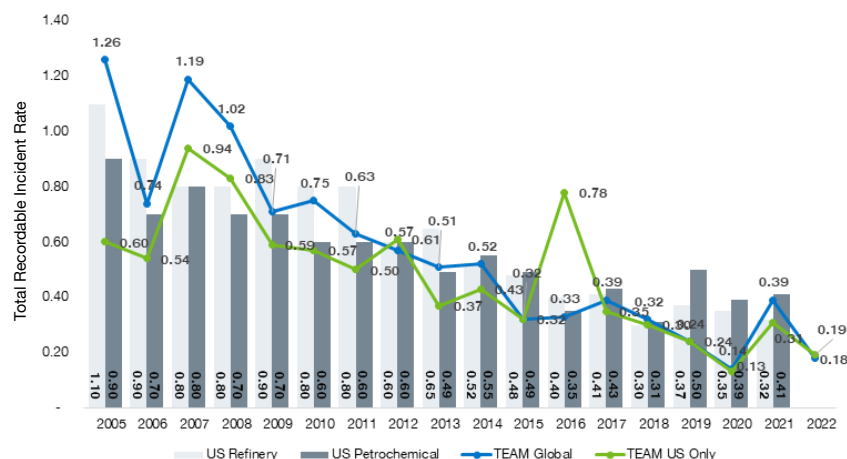


## Workforce Health and Safety

(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees

IF-EN-320a.1

In 2022, TEAM had a top quartile safety record within the industry with zero fatalities over the last 5 years.



Source: American Fuel & Petrochemical Manufacturers (AFPM)

Description of health and safety programs implemented across the company

Our #1 Core Value at TEAM is the safety of our employees, clients, and other contractors. We are committed to safety excellence and strive daily for zero injuries and incidents. To meet this commitment, TEAM maintains management systems designed to ensure compliance with all applicable laws, regulations and internal requirements, as well as to facilitate the continuous improvement of our processes, products, and personnel. TEAM intends to set an example of leadership in the field of health, safety and environmental management, and will promote resource conservation, the reduction of waste, and pollution prevention. For more information see our [Health, Safety, Environmental and Security \(HSE&S\) Policy](#).

2022 ESG Report, pg. 19: [Safety, Quality & Training](#)

## Structural and Integrity Safety

Amount of defect- and safety-related rework costs

IF-EN-250a.1

At this time, TEAM does not report these metrics.

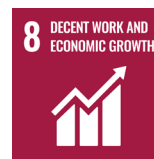
Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents

IF-EN-250a.2

TEAM discloses all material legal proceedings in our Annual Report on [Form 10-K](#).



# Our People



## Diversity and Inclusion

### Gender Diversity-2022

	Female	Male
<b>Global Workforce</b>	<b>12%</b>	<b>88%</b>
<b>Job Category</b>		
Corporate Leadership	8%	92%
General & Administrative	58%	42%

The Corporate Leadership team is 8% female. Additionally, TEAM's general and administrative (G&A) population is comprised of approximately 58% female employees. While we continue to focus on maintaining or improving the gender diversity among the Corporate Leadership and G&A populations, TEAM is also committed to improving our gender diversity amongst our technician population, which comprises more than 75% of our overall employees.

### Compensation and Benefits

Across the globe TEAM provides its employees with competitive wages, salaries and benefits based upon employee skills, experience, and job levels. Additionally, we provide employees with a comprehensive set of benefits, including health and welfare benefits, wellness benefits, employee assistance plans, defined contribution and defined benefit retirement benefits, paid time off, educational support, and a variety of other ancillary employee benefits.

### Diversity and Inclusion Initiatives

We are proud that a diverse group of people from all backgrounds, religions, nationalities, gender orientations and races are employed at TEAM, and it continues to be our goal to eliminate barriers and bias wherever it exists through strategic employee-engaged diversity and inclusion initiatives.

2022 ESG Report, pg. 33: [Diversity and Inclusion](#)

## Employee Engagement, Recruitment and Retention

### Employee engagement survey and program

In April 2022, we launched the Idea Generation and Transformation initiative, allowing employees to easily share ideas by simply scanning a QR code and completing a simple form. In one month, over 200 ideas were submitted, and TEAM continues to encourage employees to share their thoughts and ideas as we move forward together to positively shape our collective future.

2022 ESG Report, pg. 30: [Employee Engagement](#)

Talent recruitment and retention efforts

We recognize the importance of providing training to continually support career growth and development. Our talent management and professional development programs empower and inspire our team members to personalize their career journeys by building critical job skills, gaining hands-on experience, providing ongoing access to world class training, assigning relevant career mentors and paving the way toward career paths that provide long-term advancement within TEAM.

- 2022 ESG Report, pg. 31: [Talent Management and Professional Development](#)
- 2022 ESG Report, pg. 32: [TEAM Apprenticeship Program](#)
- 2022 ESG Report, pg. 36: [Compensation and Benefits](#)

Our Community

Community Engagement

Philanthropic Initiatives

With such a sizable workforce, we understand that our greatest asset for driving change is the commitment of our employees to providing positive impacts in their communities. We sponsor and support numerous charitable organizations around the globe and encourage our employees to donate their time and financially support them as well. These contributions enable the work of nonprofit organizations of all sizes, working in areas such as disability services and support, disaster response and humanitarian assistance, hunger prevention, and sustainable development around the globe.

2022 ESG Report, pg. 37: [Our Community](#)

Governance & Ethics



Policies

Code of Business Conduct and Ethics

- |  |   |
|--|---|
| ■ Reporting Free from Retaliation/ Ethics Hot Line | ■ Conflict Minerals                           |
| ■ Human Rights                                     | ■ Complying with International Trade Controls |
| ■ Privacy  | ■ Public Policy Participation                 |
| ■ Anti-Bribery & Anti-Corruption                   | ■ Protecting Data                             |

[Health, Safety, Environmental and Security \(HSE&S\) Policy](#)

[Environmental, Social and Governance \(ESG\) Policy](#)

## Anti-Bribery and Corruption

**(1) Number of active projects; and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index**

In 2022, TEAM had no presence or operations in those countries.

### IF-EN-510a.1

**Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption; and (2) anti-competitive practices**

In 2022, TEAM had \$0 in monetary losses in connection with such proceedings. For more information please reference our [Form 10-K](#).

### IF-EN-510a.2

**Description of policies and practices for prevention of (1) bribery and corruption; and (2) anti-competitive behavior in the project bidding processes**

See [Code of Business Conduct and Ethics](#). Additionally, our anti-corruption policies require TEAM to maintain (i) an adequate system of internal accounting controls to assure management's control over our assets; and (ii) books, records, and accounts that accurately and fairly, and in reasonable detail, reflect all its commercial transactions.

### IF-EN-510a.3

TEAM employees, particularly those with international responsibility or bookkeeping responsibility, are required to complete regular, specific anti-corruption training. Prior to retention of third parties, including agents, licensees, customs/shipping vendors and finance professionals, we conduct pre-screening due diligence and require contractual commitments to compliance with anti-corruption laws and compliance certifications. TEAM also audits our processes for foreign transactions outside of the U.S. for compliance risks. All TEAM employees receive basic training on anti-corruption law compliance as part of their Code of Business Conduct and Ethics training.

## Governance Practices\*

Board Independence	100%
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Average Tenure	2 years
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Energy & Energy Services Experience	83%
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\*As of 2022 Proxy

## Best Practices

Board Oversight of ESG

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Board Oversight of Corporate Strategy and Risk

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Shareholder Engagement Program

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Director Overboarding Limits

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Stock Ownership Guidelines for Directors & Executive Officers

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New Director Orientation / Continuing Education for Directors

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Board Refreshment

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Board Commitment to Seek Diverse Director Candidates

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Succession Planning

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## Independence

Director Independence

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Independent Chairman of the Board and CEO

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Independent Board and Committee Members

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Regular Director Executive Sessions

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## Accountability

Majority Voting

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Annual Board and Committee Self-Evaluation

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Annual Evaluation of CEO by Independent Directors

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Executive Compensation Clawback Policy

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Director Resignation Policy

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Anti-Hedging / Pledging / Speculative Investments Policy

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## Shareholder Rights

Shareholder Right to Call Special Meeting

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Shareholder Right to Act by Written Consent

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One-Share, One-Vote



13131 Dairy Ashford Rd  
Sugar Land, Texas 77478  
800-662-8326

[teaminc.com](http://teaminc.com)

Certain forward-looking information contained herein is being provided in accordance with the provisions of the Private Securities Litigation Reform Act of 1995. We have made reasonable efforts to ensure that the information, assumptions, and beliefs upon which this forward-looking information is based are current, reasonable, and complete. However, such forward-looking statements involve estimates, assumptions, judgments, and uncertainties. They include but are not limited to statements regarding the Company's financial prospects and the implementation of cost saving measures. There are known and unknown factors that could cause actual results or outcomes to differ materially from those addressed in the forward-looking information. Although it is not possible to identify all of these factors, they include, among others, the duration and magnitude of accidents, extreme weather, natural disasters, and pandemics (such as COVID-19) and related economic effects, the Company's liquidity and ability to obtain additional financing, the Company's ability to continue as a going concern, the Company's ability to execute on its cost management actions, the impact of new or changes to existing governmental laws and regulations and their application, including tariffs; the outcome of tax examinations, changes in tax laws, and other tax matters; foreign currency exchange rate and interest rate fluctuations; the Company's ability to successfully divest assets on terms that are favorable to the Company; our ability to repay, refinance or restructure our debt and the debt of certain of our subsidiaries; anticipated or expected purchases or sales of assets; the Company's continued listing on the New York Stock Exchange, and such known factors as are detailed in the Company's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and Current Reports on Form 8-K, each as filed with the Securities and Exchange Commission, and in other reports filed by the Company with the Securities and Exchange Commission from time to time. Accordingly, there can be no assurance that the forward-looking information contained herein, including statement regarding the Company's financial prospects and the implementation of cost saving measures, will occur or that objectives will be achieved. We assume no obligation to publicly update or revise any forward-looking statements made today or any other forward-looking statements made by the Company, whether as a result of new information, future events or otherwise, except as may be required by law.