



# Environmental, Social and Governance Profile

2023



This document covers ESG disclosures for TEAM, Inc., and subsidiaries (the "Company," "TEAM," "our," "we," or "us") for the period January 1, 2023, through December 31, 2023, unless otherwise noted.

# TEAM, Inc. Environmental, Social and Governance Profile

The following contains disclosure of relevant metrics to TEAM, Inc.'s business. This includes disclosures in the Sustainability Accounting Standards Board (SASB) standards for the Engineering and Construction Services industry. Also identified are our practices and efforts as they relate to advancing the United Nations Sustainable Development Goals (UN SDGs).

## Who We Are

TEAM, Inc., is a worldwide integrated asset performance solutions provider offering inspection, maintenance, repair services and manufacturing. Our services optimize critical asset functionality, safety, and reliability across several industries. With a diverse workforce of engineers, technicians, and client support professionals, we deliver a comprehensive suite of services in vital sectors including those that further the efforts of green energy.

We champion ESG excellence by leveraging asset integrity, minimizing environmental impact, and mitigating risks through proactive maintenance practices.

Our mission is to ensure the integrity and longevity of critical assets, contributing to a sustainable and responsible future.



## TEAM's ESG Program Objectives

Five years ago, we initiated our ESG Program to further our commitment to environmental, social and governance principles. We promote and support business practices that are environmentally sustainable, socially conscious, and aligned with strong corporate governance practices.

Social consciousness is evidenced by our commitment towards good corporate citizenship and a focus on improving the quality of people's lives – including employees, clients and the communities where we operate.



## Business Summary



**\$862M**

Revenue



**~5,400**

Employees



**>140**

Locations  
Across 15 Countries



**>20**

Industries Served  
Green Industries:  
Renewable Energy



**25**

Service Lines Across  
2 Business Segments

# Environmental Awareness



# ENVIRONMENTAL AWARENESS

(SASB IF-EN-160a.1)

## Environmental Compliance and Stewardship

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 **Health, Safety, Environmental and Security Policy** (HSE&S Policy) and our clients' environmental policies and standards. These laws, regulations, policies, and standards protect the communities where we live and work, human health, wildlife, and natural resources.

## Processes to Assess and Manage Environmental Risks

To ensure we properly manage environmental risks, we maintain management systems, such as ISO 14001:2015 (Environmental Management Systems), ISO 45001:2018 (Occupational Health and Safety Management Systems and ISO 9001:2015 (Quality Management Systems).



(IF-EN-410a.1)

At this time, TEAM does not have any projects that are commissioned projects certified to a third-party multi-attribute sustainability standard or active projects seeking such certification.

(IF-EN-410a.2)

## Process to incorporate operational-phase energy and water efficiency considerations into project planning and design

Most of our operations take place at our clients' facilities minimizing our own facilities' operational footprint and water and energy usage. We continue to explore opportunities that would further reduce our environmental footprint such as utilizing drones, robotics and remote monitoring technology to reduce unnecessary travel and carbon emissions.

An aerial view of an industrial facility, likely an oil or gas processing plant, situated on a coastal island. The facility features several large blue storage tanks, a complex network of white pipes and metal structures, and a tall distillation column. In the foreground, a worker wearing a blue hard hat, safety glasses, and a high-visibility vest is looking out over the site. The background shows a large body of water and distant mountains under a clear sky. A white hexagonal grid pattern is overlaid in the top right corner.

SAFETY, QUALITY & TRAINING

# SAFETY, QUALITY & TRAINING

(IF-EN-320a.1)

## Total recordable incident rate (TRIR) and fatality rate for direct employees and contract employees

Safety and quality are our primary core values, and we strive to achieve zero recordable injuries. Our training program enables employees to stay updated on industry best practices for safe operations. In 2023 our technicians completed over 64,000 hours of training. In 2023, we lowered our lost time case rate from our 2022 rate by 43%. In 2023, our TRIR global rate was 0.28 and our TRIR U.S. only rate was 0.24. Since June of 2020, TEAM has driven approximately 144 million miles and have not sustained a recordable injury from a vehicle accident.

## Company Health and Safety Programs

Safety of our employees, clients, and contractors is our #1 Core Value. We maintain management systems designed to exceed compliance with applicable laws and regulations as detailed in our **Health, Safety, Environmental and Security Policy** (HSE&S Policy). These management systems apply to processes, products, and all personnel.

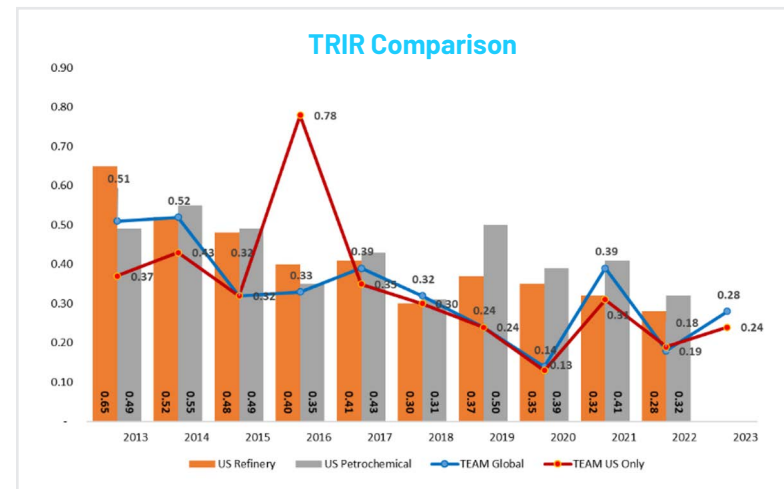


(IF-EN-250a.1)

At this time, TEAM does not report metrics relating to the amount of defect-and-safety related work costs.

(IF-EN-250a.2)

TEAM discloses material monetary losses as a result of legal proceedings associated with defect- and safety- related incidents in our Annual Report on **Form 10-K**.



This TRIR Comparison graph will be updated with 2023 comparative data in August 2024.



OUR PEOPLE



# OUR PEOPLE

## Gender Diversity

Through targeted recruiting efforts, with a strong focus on veterans, women, and candidates from other minority groups, alongside efforts to diversify our board of directors, we remain committed to enhancing diversity throughout the company.



### Global Workforce

**11%** Female  
**89%** Male



### Corporate Leadership

**13%** Female  
**87%** Male



### General and Administrative

**56%** Female  
**44%** Male

## Talent Recruitment and Retention Efforts

Our talent management and professional development programs, such as the TEAM Apprenticeship Program, empower team members to personalize their career journeys by building critical job skills, gaining hands-on experience, providing ongoing access to world class training, career mentoring and pave the way toward career paths that provide long-term advancement.



## Community Engagement and Philanthropic Initiatives

We sponsor and support numerous charitable organizations including Easter Seals, American Cancer Society and United Way. 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.



# GOVERNANCE & ETHICS

# GOVERNANCE & ETHICS

## Policies

### 1. Code of Business Conduct and Ethics

- Reporting Free from Retaliation/Ethics Hotline
- Insider Trading Policy
- Corporate Governance Principles

### 2. Health, Safety, Environmental and Security Policy

### 3. Environmental, Social and Governance (ESG) Policy

#### (IF-EN-510a.1)

In 2023, we did not have any active projects or backlog in countries that are within the 20 lowest rankings in Transparency International's Corruption Perception Index.

#### (IF-EN-510a.2)

In 2023, TEAM had \$0 losses in connection with such proceedings resulting in \$0 monetary losses as a result of legal proceedings associated with charges of bribery or corruption; and anti-competitive practices. Read more in our [Form 10-K](#).

#### (IF-EN-510a.3)

Description of policies and practices for prevention of bribery and corruption; and anti-competitive behavior in the project bidding processes.

Our anti-corruption policies require TEAM to maintain an adequate system of internal accounting controls to assure management's control over our assets; and books, records, and accounts that accurately and fairly, and in reasonable detail, reflect all its commercial transactions.

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\*

**86%**  
Board  
Independence

**3**  
Average Years  
of Tenure

**86%**  
Energy and  
Energy Service  
Experience

## Best Practices

- Board Oversight of ESG
- Board Oversight of Corporate Strategy and Risk
- Shareholder Engagement Program
- Director Overboarding Limits
- Stock Ownership Guidelines for Directors and Executive Officers
- New Director Orientation/Continuing Education for Directors
- Board Refreshment
- Board Commitment to Seek Diverse Director Candidates
- Succession Planning

## Independence

- Director Independence
- Lead Independent Director, Executive Chairman of the Board and CEO
- Independent Board and Committee Members
- Regular Independent Director Executive Sessions

## Accountability

- Majority Voting
- Annual Board and Committee Self-Evaluation
- Annual Evaluation of CEO by Independent Directors
- Executive Compensation Clawback Policy
- Director Resignation Policy
- Anti-Hedging/Pledging/Speculative Investments Policy
- Stakeholder Right to Call Special Meeting
- Shareholder Right to Act by Written Consent
- One-Share, One-Vote

\*As provided in our 2024 Definitive Proxy Statement

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.

The logo for TEAM, consisting of the letters 'TEAM' in a bold, sans-serif font, enclosed in a white rectangular box with a registered trademark symbol (®) to the upper right.

13131 Dairy Ashford Rd.  
Sugar Land, Texas 77478  
800-662-8326  
[teaminc.com](http://teaminc.com)

