



2024

SUSTAINABILITY PROFILE

This document covers sustainability disclosures for TEAM, Inc., and subsidiaries (the "Company," "TEAM," "our," "we," or "us") for the period January 1, 2024, through December 31, 2024, unless otherwise noted.

TEAM®

A LETTER FROM OUR CHIEF EXECUTIVE OFFICER

At TEAM, we are focused on closely collaborating with and solving our clients' problems and I have the utmost confidence in our ability to sustainably operate our business for the benefit of our many stakeholders. I am proud of our track record and commitment to being a great service provider and partner to our clients. With an outstanding group of experienced and talented colleagues around the world, we consistently offer safe, effective, and high-quality service that has earned the trust and the confidence of our business partners. We have a passionate commitment to our clients and our ongoing focus on responsibly and profitably growing TEAM through continuous innovation and investments ensures a sustainable future for our Company.

This report updates our stakeholders on our sustainability activities, initiatives, and efforts. Environmental stewardship, sound corporate governance, and positive contributions to our workforce and communities remain at the core of what we do and are integral to our culture. To ensure we continue to make progress toward our corporate sustainability and social responsibility efforts, our Board, through our Corporate Governance and Nominating Committee ("Committee") maintains oversight over the development of appropriate environmental, social and corporate governance principles, policies, and practices for TEAM, including our public reporting on corporate responsibility and sustainability.

Our uncompromising commitment to safety is reflected in everything we do. We believe that the health and safety of our most important asset – our workforce – is paramount to our success and our passion for safety extends to our customers, business partners, and the members of the communities that we serve.

We remain squarely focused on maintaining and improving our safety performance with a goal of achieving zero recordable injuries and incidents. Training our workforce through a variety of techniques and processes is one of the most important investments that we make and is key to our ability to ensure ongoing improvement in our safety results. Safety is a mindset and an integral part of our culture, and it starts before we set foot on any client site. In collaboration with our clients and regulatory agencies, we are continually evaluating the safety of our operations and regularly adopting best practices related to our safety systems, processes, and technologies.

As we look to the future, we remain dedicated to maintaining the same high ethical and operational standards that have helped guide us for the past 100 years. We know there is a strong link between corporate responsibility and our ability to deliver exceptional value to the industries we serve. To meet our responsibilities and the high expectations of our clients, we demand the best of ourselves in all we do. TEAM delivers superior quality product and service offerings to our clients because of an unwavering belief in core values that are rooted in sustainability and we will continue to do so for many years to come.

Sincerely,



KEITH TUCKER
CHIEF EXECUTIVE OFFICER

A handwritten signature in dark ink, appearing to read "Keith Tucker", written in a cursive style.



TEAM, Inc. Sustainability Profile

The following contains disclosures 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 dedicated 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 sustainability 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 Sustainability Program Objectives

TEAM initiated our Sustainability Program in 2018 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



\$852M

Revenue



~5,400

Employees



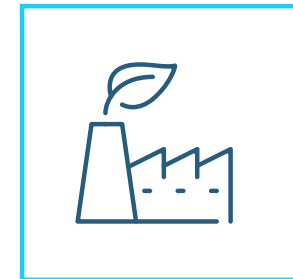
>138

Locations
Across 13 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.



SAFETY, QUALITY & TRAINING

SAFETY, QUALITY & TRAINING

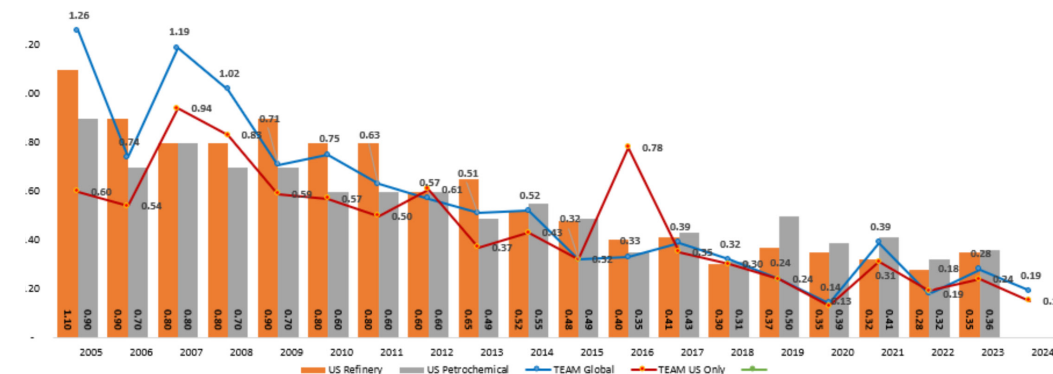
(IF-EN-320a.1)

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

In 2024, TEAM had a top quartile safety record within the industry with zero fatalities over the last 5 years and TRIR performance 50% below BLS average.

Total Recordable Injury Rate (TRIR)

AFPM Comparison



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, regulations, and internal requirements as detailed in our [Health, Safety, Environmental and Security Policy](#) (HSE&S Policy). These management systems apply to processes, products, and all personnel.

We also would like to share the below list of 2024 Recognition Awards:



2024 AFPM Award

- ✓ IHT Valero Three Rivers
- ✓ IHT Valero Corpus Christi
- ✓ IHT CP Chem Cedar Bayou



OSHA VPP Star of Excellence

- ✓ IHT Valero Three Rivers
- ✓ IHT Valero Corpus Christi
- ✓ IHT CP Chem Cedar Bayou



SAFETY, QUALITY & TRAINING

(IF-EN-250a.1)

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

2024 ESG Case Studies

SmartStop - Isolation of Natural Gas Liquid System

In support of regulatory compliance and operational safety, TEAM provided a critical isolation solution for a midstream client conducting downstream regulatory repairs at a Y-Grade natural gas liquids (NGL) compressor station in New Mexico. Given the volatile nature of the pipeline's contents, the client required a double block and bleed isolation to mitigate risks during maintenance. TEAM deployed its SmartStop® technology to ensure a leak-free isolation for three days while site personnel safely completed the necessary repairs. Throughout the project, TEAM's technicians actively monitored the interspace between primary and secondary seals, safeguarding the integrity of the isolation. This solution not only enabled the client to resume operations safely and maintain regulatory compliance but also eliminated the need to de-inventory 40 miles of pipeline, reducing resource consumption, operational downtime, and environmental impact. By providing innovative and sustainable intervention solutions, TEAM reinforces its ongoing commitment to safety, regulatory adherence, and environmental responsibility in the energy sector.

(IF-EN-250a.2)

TEAM discloses the total amount of monetary losses, if any, as a result of legal proceedings associated with defect- and safety-related incidents in our Annual Report on [Form 10-K](#).

SmartStop - Isolation of High-Pressure Ethylene System

As part of a major midstream infrastructure project, TEAM played a critical role in enabling the safe and efficient relocation of seven miles of pipeline carrying high-pressure liquid ethylene. To minimize environmental and operational risks, TEAM deployed its SmartStop® technology, which created a double block and bleed isolation on a 10" 900# pipeline operating at 1800 psi. This advanced isolation method ensured a leak-free seal for eight days, allowing the client to complete the relocation without emissions, spills, or unnecessary downtime. By preventing leaks and ensuring the integrity of high-pressure pipelines, TEAM demonstrated its ongoing commitment to environmental stewardship, operational safety, and sustainable energy infrastructure. This project underscores how innovative engineering solutions can enhance both safety and sustainability in the energy sector.



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



OUR PEOPLE





OUR PEOPLE

Gender Diversity



11%
Female

89%
Male



13%
Female

87%
Male



56%
Female

44%
Male

Training and TEAM Technical School

TEAM provides training in specific work areas as part of preparation for certification. TEAM also has a Technical School with four state of the art training classrooms and a 50,000 square foot equipment center housing the training labs for Non-Destructive Examination and Testing, Heat Treating and a range of Mechanical Services.

Training Resources

- Mechanical Services Training/Certification Programs
- NDE/NDT Training/Certification Programs
- Heat Treating Training/Certification Programs
- Third-Party Certifications
- TEAM technicians hold a variety of certifications through the AWS, API, NEMA, DOT, NACE, ASNT and CGSB

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 2024, TEAM had no presence or operations in respective countries resulting in zero active projects; and zero backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.

(IF-EN-510a.2)

In 2024, 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

4
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
- 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



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 Company's ability to generate sufficient cash from operations, access its credit facility, or maintain its compliance with covenants under its credit facility and debt agreement, the duration and magnitude of accidents, extreme weather, natural disasters, and pandemics and related global economic effects and inflationary pressures; 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 statements 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.

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