MEETING THE MOMENT FOR OUR CLIENTS AND OUR PLANET.

2025

SUSTAINABILITY PROFILE

This document covers sustainability disclosures for TEAM, Inc., and subsidiaries (the "Company," "TEAM," "our," "we," or "us") for the period January 1, 2025, through December 31, 2025, unless otherwise noted.

TEAM®

A LETTER FROM OUR CHIEF EXECUTIVE OFFICER

At TEAM, our mission is clear: partner closely with our clients to solve complex challenges and deliver measurable value. As I step into this role, I am confident in our ability to operate responsibly, grow sustainably, and create long-term value for all of our stakeholders. Our history speaks to the strength of our service culture, and I am proud to now lead an organization recognized as a trusted partner across the industries we serve.

Our success is driven by the expertise, dedication, and integrity of our talented colleagues around the world. Together, we deliver safe, reliable, and high-quality solutions that earn the confidence of our clients and business partners every day. We remain committed to disciplined, profitable growth — fueled by innovation, strategic investment, and an unwavering focus on operational excellence — to ensure a resilient and sustainable future for TEAM.

This report provides an update on our sustainability priorities, initiatives, and performance. Environmental responsibility, strong corporate governance, and meaningful contributions to our workforce and communities are foundational to how we operate. Oversight of our environmental, social, and governance efforts remains a priority of our Board of Directors, with the Corporate Governance and Nominating Committee guiding the continued development of policies, practices, and transparent reporting that support accountability and progress.

Safety is, and will always be, our highest priority. Protecting the health and well-being of our workforce — our most valuable asset — is fundamental to our success. Our commitment to safety extends beyond our employees to our customers, partners, and the communities in which we operate. We are focused on continually improving our safety performance, with the ultimate goal of zero recordable injuries and incidents. Ongoing training, proactive risk assessment, and collaboration with clients and regulatory authorities strengthen our safety culture and reinforce our commitment to continuous improvement. At TEAM, safety is not simply a program — it is a mindset embedded in everything we do.

As we look ahead, we remain guided by the strong ethical foundation and operational discipline that have defined TEAM for more than a century. Corporate responsibility and long-term value creation are inseparable. By holding ourselves to the highest standards, we will continue delivering exceptional quality and service to our clients while building a stronger, more sustainable company for the future.

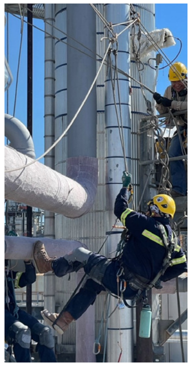
GARY HILL
CHIEF EXECUTIVE OFFICER

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 sustainable 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.



The following presents key performance metrics relevant to TEAM, Inc.'s business operations. These disclosures align with the Sustainability Accounting Standards Board (SASB) standards for the Engineering and Construction Services industry. In addition, this section outlines our practices and initiatives in support of the United Nations Sustainable Development Goals (UN SDGs), highlighting our commitment to sustainable and responsible business practices.

TEAM's Sustainability Program Objectives

Six years ago, we initiated our Sustainability 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

$896M	+5,300	>139	26
Revenue	Employees	Locations Across 13 Countries	Service Lines Across 2 Business Segments

We market our services to companies in a diverse array of heavy industries which include: **Energy** (refining, power, renewable, nuclear, offshore oil and gas and liquefied natural gas), **Manufacturing & Process** (chemical, petrochemical, pulp & paper, automotive and mining), **Midstream** (valves, terminals & storage and pipelines), **Infrastructure** (construction & buildings, roads, dams, amusement parks, bridges, ports & railways) and **Aerospace and Defense**.

Environmental **Awareness**

7 AFFORDABLE AND CLEAN ENERGY

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

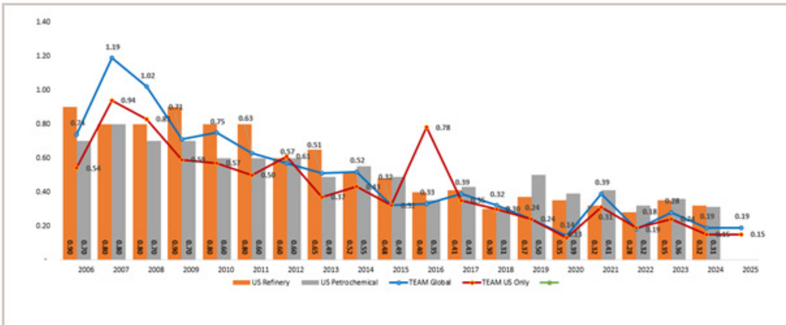
SAFETY, QUALITY & TRAINING

(IF-EN-320a.1)

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

In 2025, TEAM had a top quartile safety record within the industry with zero fatalities over the last 5 years and TRIR performance 60% below BLS average.

Total Recordable Injury Comparison 2005-2025



TEAM / Industry TRIR 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 2025 Recognition Awards:

2025 OSHA VPP Star of Excellence

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

TEAM®

SAFETY, QUALITY & TRAINING

(IF-EN-250a.1)

TEAM Quality has implemented a new program to evaluate the Cost of Poor Quality. The programs intent is to determine costs that are associated with quality misses and rework costs. Although the program is in the initial stages, process improvements have been identified and implemented.

2025 ESG Case Studies

SmartStop - Critical Natural Gas Supply Isolation

TEAM, Inc. supported a major natural gas transmission operator requiring positive isolation on a critical 24" pipeline supplying the New York City market. When an existing inline valve failed to fully seat, a conventional shutdown would have interrupted service to downstream customers and required a major transmission asset to be taken out of operation. TEAM engineered and deployed two 24" 600# SmartStop® systems incorporating a full-size internal bypass, providing a leak-free dual double block and bleed isolation while maintaining 100% pipeline throughput. Approximately 425 MMSCFD of natural gas continued flowing for five days while a new pig trap was safely installed. The project was completed with zero incidents, injuries, product releases, or interruptions to gas delivery. This project demonstrates how innovative pipeline intervention technology can protect the environment, maintain essential energy supplies, and improve the safety and resilience of critical infrastructure.

(IF-EN-250a.2)

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

Inflatable Line Stop - Nuclear Condenser Cooling Water Isolation

TEAM, Inc. supported an aging U.S. nuclear facility with the replacement of several valves in its safety-related Condenser Cooling Water System. Conventional isolation would have required shutting down all three Low Pressure Service Water pumps, resulting in a complete facility shutdown. TEAM developed a bi-directional isolation solution using Inflatable Line Stop technology, allowing the valves to be safely replaced while addressing a stringent regulatory schedule, limited workspace, and strict foreign-material exclusion requirements. Following years of planning and two high-fidelity mock-ups, TEAM's hot tap and technical bolting crews completed the project ahead of schedule, with foreign-material removal exceeding the client's expectations. Through disciplined planning, regulatory compliance, quality control, and cross-functional collaboration, TEAM helped protect a safety-critical nuclear system while improving operational reliability and reducing the risks associated with a facility outage.

SAFETY, QUALITY & TRAINING

2025 ESG Case Studies

LDAR - Unified LDAR Program Case Study

TEAM consolidated Leak Detection and Repair services across two adjacent California refineries into a single, coordinated program. Previously, each facility operated under separate contractors and different data management systems, creating potential inconsistencies in monitoring and reporting. The unified approach established one set of procedures, one supervisory structure, and a single data management platform for both sites. Monitoring data from both facilities is now subject to the same quality assurance protocols before permanent recording. This consistency strengthens the reliability of Method 21 inspection results used to identify fugitive emission sources. Standardized practices help ensure continuous coverage and timely follow-up on detected leaks. By aligning emissions monitoring across the two facilities, the program reduces the risk of undetected releases of volatile organic compounds and other regulated pollutants. Overall, the initiative supports more consistent fugitive emissions control and improved long-term environmental performance.

Methane Reduction Solutions - Permian Basin Case Study

TEAM supported a major upstream operator in the Permian Basin by deploying Optical Gas Imaging to detect and quantify methane leaks across production assets. Certified technicians then completed on-site repairs of leaking valves, pressure safety devices, and hatches, directly reducing uncontrolled methane releases. A structured preventive maintenance program was established for 20,000 components over five years to minimize the risk of future emissions. Continuous monitoring and documentation helped ensure sustained control of fugitive methane sources. The work supported compliance with federal emissions standards designed to limit methane and volatile organic compound releases. By addressing leaks promptly and maintaining equipment integrity, the program reduced atmospheric methane contributions from the operator's facilities. Capturing product that would otherwise have been lost further limited greenhouse gas emissions. Overall, the initiative advanced measurable progress in methane mitigation and long-term environmental performance.

Our People


TEAM
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

OUR PEOPLE

Global Workforce	11% Female	89% Male
Corporate Leadership	14% Female	86% Male
General & Administrative	56% Female	44% Male

Training & 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.

+ 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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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 2025, TEAM had no presence or operations in the countries ranked among the 20 lowest in Transparency International's Corruption Perceptions Index, resulting in zero active projects and no backlog in those jurisdictions.

(IF-EN-510a.2)

TEAM incurred no monetary losses related to legal proceedings involving allegations of bribery, corruption, or anticompetitive practices, resulting in $0 in associated financial impact.

For additional details, please refer to our Form 10-K.

(IF-EN-250a.2)

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

TEAM's anti-corruption policy translated in multiple languages ensures the integrity of our operations by maintaining a robust system of internal accounting controls. These controls safeguard our assets and ensure that our books, records, and accounts accurately and fairly reflect all commercial transactions in reasonable detail.

Employees with international or financial responsibilities complete specialized, ongoing anti-corruption training. Before engaging third parties — including agents, licensees, customs/shipping vendors, and finance professionals — we perform thorough due diligence and require contractual commitments to comply with anti-corruption laws, including formal compliance certifications. Additionally, TEAM audits foreign transactions to identify and mitigate potential compliance risks.

All TEAM employees receive foundational anti-corruption training through our Code of Business Conduct and Ethics, reinforcing a culture of integrity and accountability throughout the organization.

Governance Practices

83%
Board Independence

4
Average Years of Tenure

83%
Energy and Energy Service Experience

Best Practices

- Board Oversight of ESG
- Board Oversight of Corporate Strategy and Risk
- Shareholder Engagement
- Director Overboarding Limits
- Stock Ownership Guidelines for Directors and Executive Officers
- Board Refreshment
- Succession Planning

Independence

- Lead Independent Director
- Separation of Chairman of the Board and CEO positions
- 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
- Anti-Hedging/Pledging Policy
- Stakeholder Right to Call Special Meeting
- 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 and growth prospects and strategy, including 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 facilities, or maintain its compliance with covenants under its credit agreements , 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 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 repay, refinance or restructure its debt and the debt of certain of its 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 and growth prospects and strategy, including 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.

TEAM®