

## Team, Inc. Environmental, Social, and Governance Policy

At TEAM, we believe our Environmental, Social and Governance (ESG) Policy integrates environmental stewardship, social engagement, and strong corporate governance concerns with the objective of improving the sustainability of our operations and the quality of life for our employees, customers and communities in which we live and work. In developing our ESG Policy, we are led by our “Core Values”, which guide all of our actions:

**Safety First / Quality Always** - In everything we do

**Integrity** - Uncompromising standards of integrity and ethical conduct

**Service Leadership** - Leading service quality, professionalism and responsiveness

**Innovation** - Supports continuous growth and improvement

**Pride and Respect** - For our clients, for each other and for all our stakeholders

**Teamwork** - Global teamwork and collaboration

We believe in the importance of integrating our business core values and operations to meet the expectations of our customers, employees, partners, investors, and the communities in which we operate. As we look ahead to the future, we will continue to be transparent and remain focused on expanding our sustainability efforts.

**Environmental Sustainability:** We are committed to operating in an environmentally responsible manner to reduce our and our clients’ impact on climate change, conserve natural resources, and operate in compliance with environmental regulations. Furthermore, we pledge to continue to invest in developing methods and technologies that inspect for and reduce greenhouse gas emissions and other environmentally hazardous leaks.

**Social Responsibility:** We are committed to providing and maintaining a clean, healthy, and safe working environment for our employees, customers, and the communities we serve by:

- Delivering the best possible solutions to our clients through our services;
- Training our employees to deliver continuous improvement internally and for our clients; and
- Striving to reduce any negative environmental impact of our business operations by meeting or exceeding the requirements of environmental laws and regulations.

**Corporate Governance:** We are committed to upholding the values of honesty, partnership, and fairness in our relationship with our various stakeholders. We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. We believe strong corporate governance is the foundation to delivering on our commitments. We expect our directors and all employees, including senior management, to conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Code of Business Conduct and Ethics. We have an open-door policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.