



2025 CORPORATE RESPONSIBILITY REPORT



*Building a Sustainable Future:
Our Commitment to Environmental,
Social, and Governance Excellence*



A MESSAGE FROM LEADERSHIP

CEO MICAH RICKE

I'm pleased to share TEAM Industries' Corporate Responsibility Report for 2025. This year's report reflects the meaningful progress we've made toward operating more sustainably, strengthening our culture, and supporting the communities we serve.

At TEAM, corporate responsibility isn't a box to check. It's part of how we make decisions, manage our facilities, and build a resilient company for the long term. Over the past year, our teams have continued to reduce environmental impact through smarter processes, improved technology, and disciplined performance tracking. These gains are the result of consistent, day-to-day work across our operations.

Our people remain at the center of everything we do. A safe, engaging workplace and a strong culture are essential to TEAM's success. I'm grateful for the commitment and professionalism our TEAM Members bring every day in support of our customers, our values, and one another.

We also continue to strengthen governance and accountability. Our Corporate Responsibility Committee plays an important role in guiding priorities, monitoring progress, and ensuring transparency across environmental, social, and governance areas. Their work helps keep our efforts focused and aligned with the long-term interests of the company and its stakeholders.

Finally, we are working more closely with suppliers to promote responsible sourcing and environmental practices throughout our supply chain. These partnerships reinforce the standards we expect of ourselves and support our customers' expectations as well.

Thank you, TEAM Members, customers and partners for your continued trust and support. Together, we are building a company grounded in responsibility, operational excellence, and long-term sustainability.



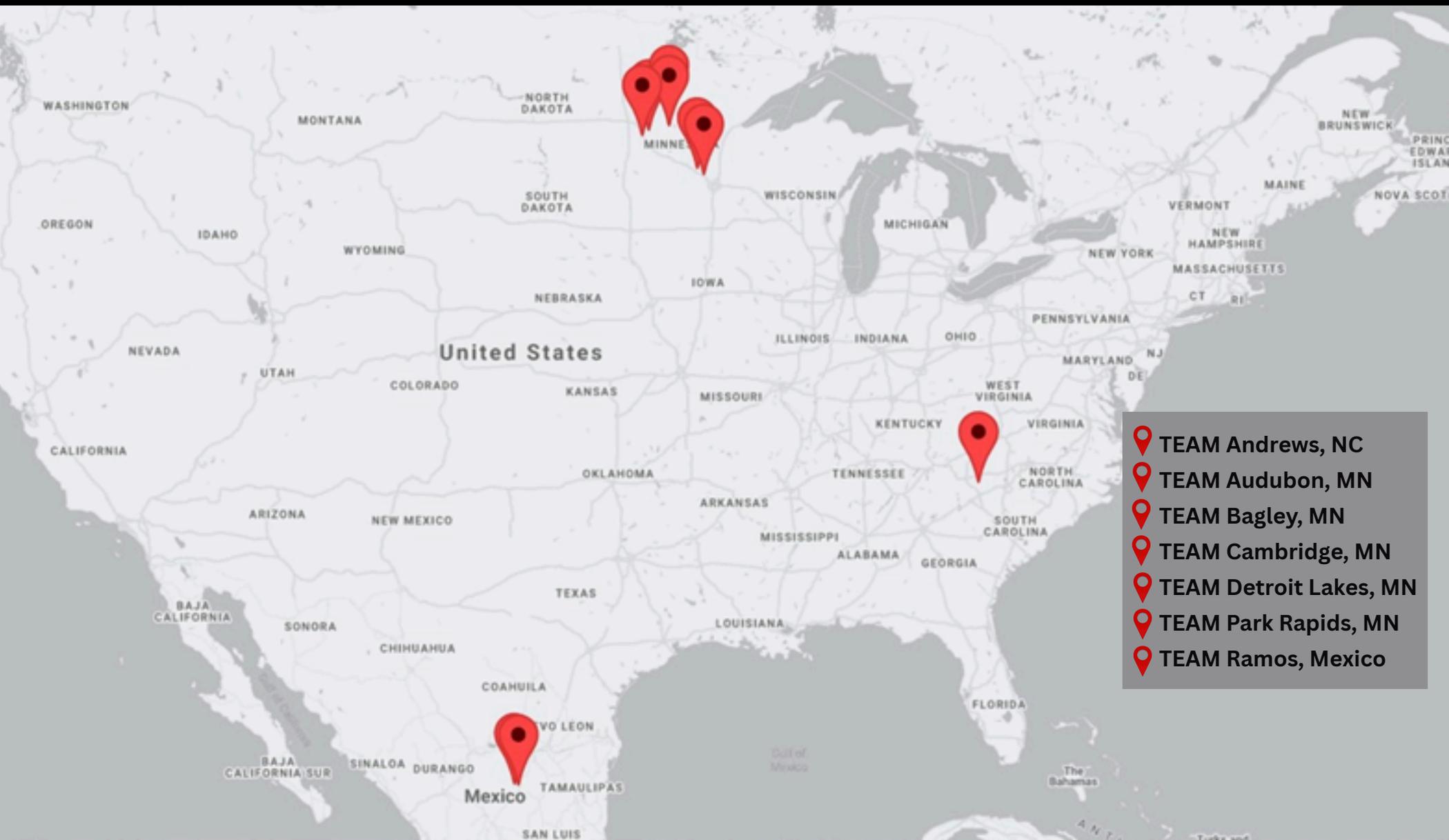
With Sincere Appreciation,

A handwritten signature in black ink that reads "Micah Ricke".

Micah Ricke CEO, TEAM Industries

Built to Serve, Wherever You Are

TEAM LOCATIONS



HOW TEAM DEFINES CORPORATE RESPONSIBILITY

At TEAM Industries, Corporate Responsibility means operating with integrity, protecting our people and communities, and strengthening the long-term sustainability of our business. It is the framework that guides how we make decisions, manage risk, support our TEAM Members, and uphold the trust placed in us by customers, suppliers, and the communities where we work and live.

Environmental Stewardship

Corporate responsibility begins with minimizing our environmental impact. This includes reducing emissions, managing resources efficiently, improving waste and chemical management practices, and maintaining strong compliance with regulatory requirements. TEAM's focus on air permitting, reporting readiness, and reduction initiatives demonstrates our ongoing commitment to doing what's right for the environment.

Employee Health, Safety & Well-Being

Safety is foundational. We invest in programs, training, and systems that protect TEAM Members and strengthen a proactive safety culture.

Ethical & Sustainable Partnerships

Our responsibility extends throughout our supply chain. We work with partners who share our commitment to ethics, quality, and sustainable practices, ensuring that our values are reflected in every product and relationship.

Community Impact

We give back where we live and work, supporting education, outreach, and local initiatives that strengthen our communities.

Governance & Accountability

Corporate Responsibility also means maintaining clear oversight, transparent reporting, and disciplined execution. TEAM's governance structure helps ensure progress across environmental, safety, and social initiatives while keeping us aligned with customer expectations and regulatory requirements. The planning and coordination led through the Corporate Responsibility Committee support this alignment and provide structure for continuous improvement across the organization.

2030 ENVIRONMENTAL GOALS



Reducing Impact & Driving Compliance

- Implement an environmental stewardship program at 100% of our facilities.
- Reduce Scope 1 and Scope 2 emissions by 20%.
- Actively participate in EPA and state environmental programs.
- Achieve 10% usage of recycled or sustainable raw materials

TEAM focused its energy reduction efforts on our heaviest manufacturing processes, where improvements deliver the greatest impact.

In 2025, TEAM Detroit Lakes reduced electricity usage by 17.2%, demonstrating that targeted investments and process improvements can drive meaningful reductions even in energy-intensive operations. At TEAM Ramos, the team effectively reduced overall natural gas consumption while continuing to operate above and beyond Mexican regulatory requirements, including compliance with SEMARNAT (Secretaría de Medio Ambiente y Recursos Naturales), applicable NOM environmental standards, and oversight by PROFEPA.

These efforts reflect a proactive approach that goes beyond minimum compliance and reinforces TEAM's commitment to responsible operations across the globe.

2025 Energy Usage

TEAM Facility	Natural Gas Usage (lbs)	Electricity Usage (kW)
Andrews	284,044	7,638,214
Audubon	332,689	7,248,549
Bagley	57,101	5,523,002
Cambridge	62,262	5,600,954
Detroit Lakes	2,960,370	5,060,700
Park Rapids	18,860	4,078,756
Ramos	499,689	10,575,399

REDUCE
REUSE
RECYCLE



In 2025, TEAM expanded its environmental efforts by focusing on practical actions to reduce waste, reuse materials, and improve recycling across our facilities. This work emphasized simple, consistent practices that deliver real environmental impact.

By improving how materials are managed day to day, TEAM reduced waste sent to landfills and strengthened our approach to responsible manufacturing and environmental stewardship.

RESOURCE EFFICIENCY & RECYCLING

TEAM has worked to simplify and consolidate how chemicals and fluids are stored across our facilities. By reducing duplicate storage and centralizing materials, we've improved organization, spill control, and day-to-day handling.

We've also increased coolant recovery and recycling within our processes, allowing usable fluid to be cleaned and reused instead of discarded. This has helped cut down on waste, reduce the need for new material purchases, and keep equipment running consistently.

Overall, these improvements have lowered operating costs while reducing environmental impact, and they support our ongoing focus on using resources more efficiently in our manufacturing operations.

FLUID RECYCLING & STORAGE



Responsible Packaging and Circular Action Alliance Participation

TEAM took the initiative to join the Circular Action Alliance (CAA) as part of our commitment as a manufacturer to responsible packaging practices. While meeting customer packaging requirements remains critical, TEAM is equally focused on ensuring packaging solutions are sustainable and designed to limit environmental impact.

As part of this effort, TEAM has begun tracking required packaging and materials data at our Minnesota operations and is actively building the internal processes needed to support compliance and long-term reporting. These initial steps position TEAM to meet evolving customer expectations while supporting broader circular economy goals.

This work reflects TEAM's proactive approach to sustainability by engaging early, building the right systems, and aligning packaging practices with both customer needs and environmental responsibility.



ENVIRONMENTAL INVESTMENTS & COST AVOIDANCE

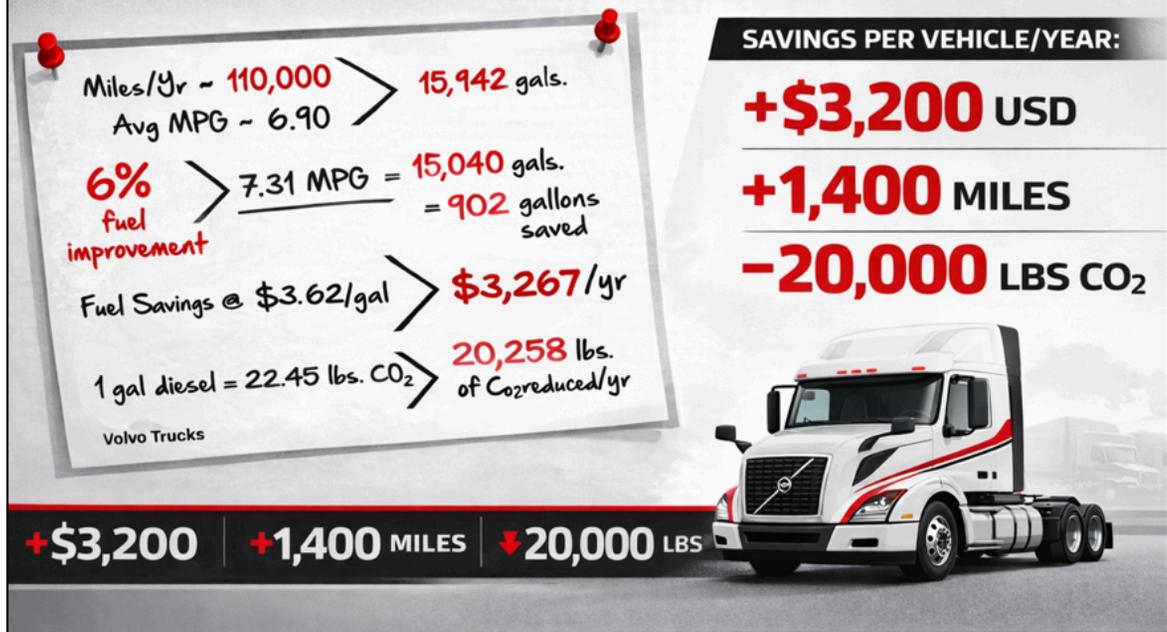
In 2025, TEAM added a new truck to our fleet as part of our ongoing effort to reduce environmental impact and make smart long-term investments. Fuel efficiency, emissions reduction, and durability were key factors in the decision.

We also looked closely at how the truck and its components were sourced. Suppliers were asked to explain how they approach reducing waste, reusing materials, extending product life, and supporting recycling and circular practices. Environmental impact was considered alongside performance and reliability throughout the purchasing process.

This investment reflects how TEAM thinks about sustainability. Practical decisions, responsible suppliers, and equipment that supports efficient, dependable operations for the long run.



REPLACING 1 VEHICLE WITH A MORE FUEL-EFFICIENT DAY CAB»



EMISSION REDUCTIONS AND FLEET UPGRADES



ULTRA VENTS

TEAM has made a significant capital investment in Ultra Vent systems at our U.S. and Mexico operations to better control emissions from our most demanding manufacturing processes. These systems are installed at the areas with the highest potential environmental impact, where controls matter most.

By focusing investment on our heaviest production processes and using industry-standard ventilation technology, TEAM has reduced its largest potential source of air emissions while improving overall process control.

This investment reflects a practical approach to environmental responsibility: targeting the biggest risks first and putting proven systems in place to minimize impact.

Add a little bit of body text

Owning Compliance and Protecting Our Communities

TEAM worked alongside the MPCA in 2025 to identify and address legacy gaps associated with historical operations. TEAM viewed this as an opportunity to take full ownership, strengthen our processes, and raise the bar on how environmental compliance is managed.

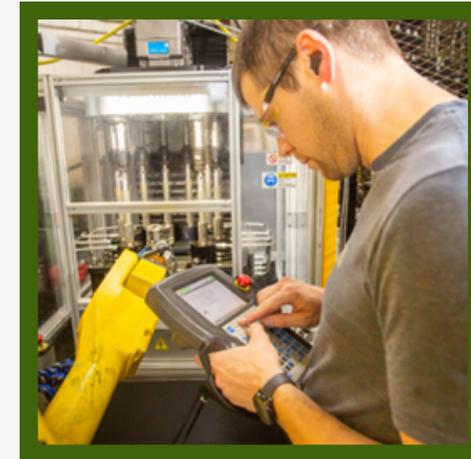
TEAM is proud to work closely with state and federal environmental agencies, and we continue to collaborate openly to address findings, implement improvements, and ensure long-term compliance. These efforts are guided by a commitment to protecting the communities where we live, work, and operate.

Through improved procedures, increased oversight, and ongoing agency engagement, TEAM is reinforcing its role as a responsible environmental steward and a trusted community partner.



Protecting Our TEAM at the Point of Risk

TEAM took a deep look at our manufacturing processes with a clear focus on where TEAM Members interact directly with equipment and automation. Rather than relying only on procedures or PPE, we partnered closely with Engineering to address risks at the source.



This effort focused on eliminating hazards where people and robots meet, through improved guarding, automation design, interlocks, and process layout changes. By designing safety into the process, TEAM reduced exposure, improved consistency, and strengthened protection for TEAM Members performing critical work every day.

Protecting our people is not a separate initiative. It is built into how we design, operate, and improve our processes.



Improving Quality and Confidence for Our Customers

TEAM has invested in die casting X-ray inspection technology to strengthen product quality and provide our customers with greater confidence in critical components. By using non-destructive X-ray inspection, TEAM can identify internal defects that are not visible through traditional inspection methods.

This technology allows issues to be identified earlier in the process, reducing scrap, rework, and the risk of defects reaching the customer. The result is a more consistent product, improved reliability, and tighter control of quality standards.

To support this investment, TEAM implemented a formal radiological safety program, including SIRA training, individual monitoring badges for affected TEAM Members, and routine monitoring to ensure safe operation. This approach ensures advanced inspection capability while maintaining a strong focus on TEAM Member safety.

This investment reflects TEAM's commitment to quality, safety, and continuous improvement, delivering better products while protecting our people and meeting customer expectations.





Bringing Best Practices Back to TEAM



WORKPLACE SAFETY

TEAM also brought a cross-functional group to the 2025 NSC Safety Congress & Expo, bringing together operations, EHS, and leadership perspectives. We coordinated directly with our Risk Control Consultant from our insurance partner to identify practical safety improvements and emerging best practices.

This collaboration helps ensure TEAM is not just meeting expectations but actively identifying and applying safety opportunities that protect our TEAM Members and strengthen how safety is built into our day-to-day operations.

Our Work Recognized with a Governor's Safety Award

TEAM was recognized by the State with a Governor's Safety Award for our continued focus on protecting our people and maintaining strong EHS performance across our operations. This recognition reflects the systems, accountability, and culture our customers expect from a trusted manufacturing partner.



Capital Investment for EHS

In 2025, TEAM invested in capital projects that improved EHS across our facilities. One example was adding permanent rooftop fall protection where roof access was required. These upgrades helped protect our people and reduce risk while supporting compliance with Minnesota and North Carolina OSHA requirements. They also reflect TEAM's ongoing commitment to building safety into our facilities and operations.



Global Corporate EHS Audits Completed Across All TEAM Locations

TEAM conducted corporate EHS audits across all global locations using cross functional audit teams that included EHS Coordinators from different TEAM facilities and members of our Risk Control consulting partners. This approach strengthened consistency, shared best practices, and ensured objective, high quality audit results across all operations.



SOCIAL IMPACTS AND HIGHLIGHTS

TEAM Industries remains committed to supporting strong, vibrant communities and creating opportunities that extend beyond our facilities. Our social impact efforts focus on meaningful engagement, educational partnerships, and outreach initiatives that strengthen the regions where our TEAM Members live and work.

Education Partnerships

Developing future talent is a priority across TEAM. We partner with schools, technical programs, and higher-education institutions to inspire the next generation of skilled professionals. Through classroom engagement, facility tours, career exploration, and hands-on learning opportunities, we help students gain awareness of manufacturing careers and build skills that support long-term workforce development.



SOCIAL IMPACTS AND HIGHLIGHTS

Community Support

We continue to invest in local programs, events, and organizations that contribute to the well-being of our communities. From supporting local service groups to volunteering in neighborhood initiatives, our TEAM Members play an active role in making a positive difference. These efforts reflect our belief that strong communities create strong workplaces.



Outreach and Engagement

Outreach remains a cornerstone of our social responsibility strategy. Whether participating in community events, providing support for youth programs, or collaborating with local organizations, TEAM Members demonstrate a shared commitment to giving back. These activities reinforce our values and strengthen connections across the communities we serve.



Together, these efforts reflect TEAM's ongoing commitment to being a responsible employer, an active community partner, and a positive force for future generations.

COMMUNITY ENGAGEMENT & TEAM FOUNDATION



GIVING BACK WHERE WE LIVE AND WORK

TEAM Foundation's mission is to **enhance the quality of life through charitable giving**. Guided by this commitment, the Foundation focuses on three key areas where it can make a meaningful and lasting difference.

Healthcare:

The Foundation supports local healthcare by providing hospitals and clinics with updated technology and essential equipment, helping ensure that small and rural communities have the resources they need to care for their residents.

Education:

The Foundation invests in the future by supporting youth programs that encourage learning, growth, and opportunity. This includes funding for STEAM and robotics programs, advanced technology education, sports programs, and early childhood development across elementary and secondary schools.

Community:

The Foundation helps communities thrive by supporting local fire, police, and sheriff departments, as well as sponsoring food shelves, senior nutrition programs, and community youth initiatives that strengthen families and build resilient communities.

A significant portion of the Foundation's funding comes from its annual golf tournament, a highly anticipated event that brings together TEAM employees, suppliers, and customers for a day of fun and fundraising. The tournament has become a highlight of the year and reflects the generosity, teamwork, and shared commitment that drive the Foundation's mission. Through these efforts, the TEAM Foundation continues to make a positive and lasting impact in the communities it serves.



Accelerating Productivity & Security Through AI

TEAM IT continues to lead the charge in modernizing our digital workplace rolling out cutting-edge AI tools, strengthening our cybersecurity posture, and enabling TEAM Members to work smarter, faster, and more securely than ever before.



Copilot Rollout: AI for Everyone

Over the past year, TEAM IT has been steadily deploying Microsoft 365 Copilot, offering TEAM Members a powerful new assistant embedded directly into the tools they already use. Copilot helps users draft documents, summarize meetings, generate insights, automate tasks, and streamline daily workflows all while keeping TEAM's data securely within our Microsoft environment.

TEAM has also expanded adoption of Copilot in the browser, enabling quick, conversational assistance at any time, and is actively evaluating use cases to ensure licenses are provided where they deliver real value.

For development teams, GitHub Copilot is now being used across automation, scripting, and engineering workflows—speeding up coding tasks and reducing manual rework.

ChatGPT vs. Copilot: The Right Tool for the Job

TEAM IT has also been exploring when ChatGPT may be the better option particularly for legal research, external-facing tasks, and coding support requiring broader web knowledge.

Strengthening Protection with Proofpoint Enhancements

Security remains a top IT priority. TEAM's email defense has recently received major upgrades through new Proofpoint features including URL Isolation, Enhanced Email Warning Tags, and advanced fraud and DMARC protections.

Microsoft-Led 4-Day AI Workshop

To support TEAM's growing AI adoption, Microsoft will host a four-day AI workshop for TEAM Industries. This event will help leaders and technical teams build strategy, strengthen governance, and learn practical workflows for automation and transformation.

SUPPLY CHAIN RESPONSIBILITY



Our Mission

At TEAM Industries, our mission is to build a resilient and responsible supply chain that champions sustainable sourcing, upholds the highest ethical standards, and promotes environmental stewardship. We maintain a strict Supplier Code of Conduct, which all partners are expected to follow. Non-compliance that remains unresolved may result in termination of business relationships.

Core Principles

- **Sustainable Sourcing:** Develop material sourcing strategies and value-added activities that prioritize environmental and social responsibility throughout the movement of goods.
- **Ethical Practices:** TEAM and its suppliers adhere to rigorous ethical standards covering health and safety, child and forced labor, wages and hours, non-discrimination, freedom of association, and restrictions on gifts and gratuities, as outlined in TEAM's Code of Conduct.
- **Environmental Impact:** Reduce carbon footprint through efficient logistics and sustainable practices across the value chain.
- **Transparency:** Maintain open communication with stakeholders regarding supply chain practices, vision, and progress.

Our commitment extends beyond compliance, we aim to enhance sustainability across the entire value chain, from raw materials to customer delivery. Through long term vision and continuous improvement, we strive to create a positive impact on society and the environment.

Building a Responsible Global Supply Chain

Sustainable sourcing is not just a business practice; it's a pledge to ethical responsibility and environmental care. TEAM's supply chain spans multiple countries, and we actively manage these relationships to ensure alignment with our values and global standards.

Reliable, Ethical, and Sustainable Partnerships

Global Sourcing Overview (2025 Fiscal Year)

- United States: 65.8%
- China: 16.4%
- Mexico: 12.1%
- Republic of Korea: 2.6%
- Italy: 1.7%
- Taiwan: 1.1%
- Austria: 0.16%
- Canada: 0.13%
- United Kingdom: 0.10%

While most sourcing occurs in the U.S., our diverse global network supports innovation and resilience. Components are sourced both directly and through trusted distribution partners.

Supplier Selection Process

Our rigorous supplier selection process ensures alignment with TEAM's standards for quality, ethics, and sustainability. Key steps include:

- Supplier Policy Manual: Defines compliance expectations for labor, environmental, and ethical standards.
- Quality Audits: Regular assessments to verify adherence to specifications and responsible practices.
- Contract Negotiations: Formal agreements reinforcing accountability and transparency.

Country of manufacture is also evaluated as part of risk management, prioritizing suppliers with strong compliance to international labor laws.

Commitment to Human Rights

TEAM supports U.S. regulations aimed at eliminating forced and child labor from global supply chains, including compliance with the Tariff Act of 1930 and the Trafficking Victims Protection Act. *Our goal is to ensure every product is sourced responsibly and ethically.*

Financing Sustainability and Investing with Purpose

At TEAM Industries Finance, our role is to oversee the responsible deployment of capital and the measurement of company performance toward achieving our goals. As part of TEAM's sustainability efforts, ESG investment requests are evaluated and prioritized through our annual capital planning process, aligning strategic and financial objectives while supporting the five SASB sustainability dimensions:



- Environmental: Capital deployed toward emissions and energy reduction, as well as environmental controls
- Social Capital: Funding initiatives that protect TEAM's employees, communities, and customers
- Human Capital: Financial governance that supports long-term workforce stability
- Business Model & Innovation: Investing into Research & Development activities surrounding product design and life cycle management
- Leadership & Governance: Providing resources to reduce exposure to critical incident/systemic risks and maintaining legal and regulatory compliance

These efforts play a critical role in translating TEAM's sustainability commitments into specific actions and measurables geared towards disciplined investments that align with our corporate strategies to ultimately deliver long-term value to our employees, customers, suppliers, and communities.

2026 - 2027 Goals and Continuous Improvement

As TEAM Industries continues to strengthen our performance, our focus for 2026–2027 is centered on disciplined execution, data-driven improvements, and responsible growth. The path ahead builds on the foundation established over the past two years and reflects our commitment to long-term sustainability, operational excellence, and the well-being of our TEAM Members and communities.

In the coming years, we will advance initiatives that reduce our environmental footprint and enhance compliance readiness. This includes continued investment in emissions management, waste reduction, resource efficiency, and the environmental permit and reporting systems referenced throughout our operational work. These improvements support both regulatory expectations and our commitment to minimizing environmental impact.

Safety remains our top priority. Guided by insights from recent EHS reviews and our strengthened safety management structure, we aim to improve proactive hazard prevention, expand training and auditing programs, and support a consistent, world-class safety culture across all facilities.

Our focus on governance will continue with enhancements to our Corporate Responsibility Committee processes, improved data transparency, and expanded collaboration across departments. Strong oversight ensures we maintain alignment with customer expectations, regulatory changes, and TEAM's strategic direction.

Building on the work already underway, we will continue improving responsible sourcing, supplier transparency, and alignment with emerging industry standards. Strengthening partnerships with suppliers helps us deliver high-quality products while upholding ethical and sustainable practices.

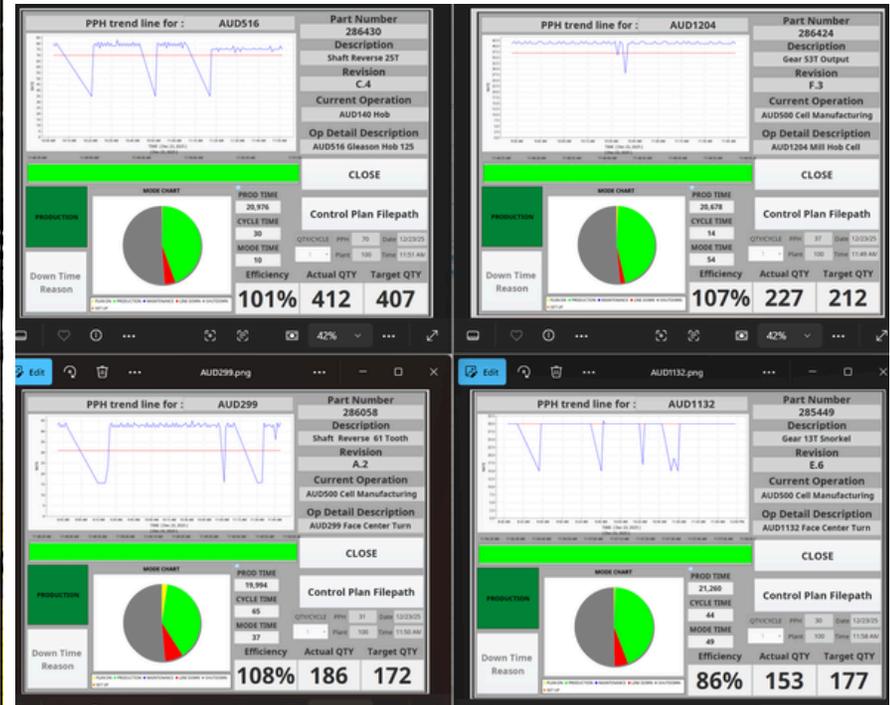
Across all areas, the next two years will emphasize continuous improvement—bringing Lean thinking, operational discipline, and daily focus to every site. As reflected in TEAM communications, success comes from consistent execution and steady progress toward shared goals. Each step forward strengthens our foundation and positions TEAM for long-term resilience and growth.

PRODUCTION & MANUFACTURING EXCELLENCE

INNOVATION ON THE PLANT FLOOR



AUTOMATION AND ADVANCED MANUFACTURING



Investing in the Future

Currently, 30% of production operations are managed through industrial automation, with this percentage continuing to increase. TEAM also employs custom tools for OEE (Overall Equipment Effectiveness) monitoring & reporting.

Meeting Customer ESG Expectations Through Action

In 2025, TEAM Industries leveraged its Corporate Responsibility Reporting (CRR) Committee to accurately gather data and clearly communicate the importance of sustainability initiatives from the top down. Leadership engagement ensured consistency, accountability, and alignment across the organization.



TEAM also conducted training for TEAM Members at all levels, focused on environmental requirements, compliance expectations, and opportunities for education and career growth in sustainability-related fields. This approach reinforced that sustainability is not limited to reporting but is embedded in how TEAM operates and develops its people.

As customer interest in ESG surveys and disclosures continues to grow, TEAM has taken proactive steps to engage with EcoVadis and EIQ, ensuring our programs, data, and communication align with evolving customer expectations. TEAM's mission prioritizes our customers, and these efforts support transparency, credibility, and long-term partnerships.

OUR COMMITMENT

TEAM is committed to our customers, our people, and the communities we call home. With strong rural roots and a proud American foundation, we serve customers locally and internationally with a focus on quality, integrity, and long-term relationships.



TEAM Disclaimer

All data, figures, and information presented in TEAM Industries' 2025 Corporate Responsibility Report are provided to the best of our knowledge and based on the most accurate internal records available at the time of publication. This report is intended to reflect TEAM Industries' commitment to transparency and continuous improvement in our environmental, social, and corporate governance practices. While care has been taken in compiling the data and summarizing our performance, this report is not intended to serve as a legally binding document or to meet the standards of accuracy required for legal or regulator proceedings. TEAM Industries does not warrant the absolute completeness or precision of the information and shall not be held liable for any unintended errors, misstatements, or omissions that may be identified.

Readers and Customers are encouraged to contact TEAM Industries directly for clarification regarding specific figures or initiatives discussed within this report.

For Questions, contact: Carri Pickett; Director of Human Resources