TeamViewer

Non-financial Report 2023

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Non-financial Report

The Non-financial Report is an excerpt from the Annual Report 2023.

1 Fundamentals of the Non-financial Report

TeamViewer prepares a separate Group non-financial report in accordance with §§ 315b to 315c HGB. This is published on the TeamViewer website at https://ir.teamviewer.com/financialresults no later than four months after the reporting date of the consolidated financial statements.

In this separate Group non-financial report, TeamViewer provides information about the aspects of environmental concerns, employee concerns, social concerns, combating corruption and bribery as well as respect for human rights and the facts to be reported within the framework of the EU Taxonomy Regulation for the 2023 fiscal year. If further relevant non-financial aspects can be derived from the economic performance of the Company, these are listed in accordance with § 289 c (2) HGB.

In preparing the separate Group non-financial report, the reporting principles set out by the Global Reporting Initiative (GRI) were taken into account in determining the content and quality of the report. Where useful for comparability and comprehensibility, some chapters also include data from the previous year in order to show changes over time. An overview of the GRI references can be found in Chapter E (Further Information) in the Annual Report 2023.

The aim of the separate Group non-financial report is to transparently meet the relevant information needs and requirements of TeamViewer's stakeholders, including shareholders, customers, partners, employees, suppliers, rating agencies, vulnerable groups, local communities, non-governmental organisations and other civil society organisations, and to communicate material and relevant non-financial aspects with integrity.

The topic of security and data protection is material for TeamViewer, along with the sub-aspects of infrastructure and product security, which can be found as a separate chapter in the combined management report (Chapter B_1.6 "Security and data protection"). Non-financial performance indicators as defined by § 289 (3) of the German Commercial Code (HGB) on the aspects of employees and the environment are also listed in the combined management report and dealt with in greater detail in the Company's separate non-financial report.

The separate Group non-financial report is to be reviewed and approved by the Supervisory Board of TeamViewer SE in accordance with § 171 (1) AktG.

2 Sustainability at TeamViewer

As a global technology company, TeamViewer offers a cloud-based platform to connect computers, machines and industrial equipment and digitally supports work processes along the entire value chain in both the industrial and service sectors. Through the products and services of its core business, the Company makes a valuable contribution to a more sustainable world:

- TeamViewer connects people who help others with private applications worldwide – millions of times every day, free of charge.
- TeamViewer helps businesses and their workforces employ flexible work models to achieve a better work-life balance.
- TeamViewer's solutions enable millions of corporate customers and free users to maintain or increase their productivity despite physical distance.
- TeamViewer enables users to avoid travel, thereby reducing climate-damaging greenhouse gas emissions.

A detailed description of TeamViewer's business model can be found in Chapter B_1.1 "Group fundamentals" in the combined management report.

Protecting the environment, achieving the climate international goals and fully respecting human rights are at the centre of our sustainable business practices. These fundamental principles form the foundation of our sustainability efforts and reflect our commitment to environmental and social responsibility. By pursuing a coherent and effective environmental strategy, we are actively reducing our ecological footprint and working to conserve natural resources. We also take our responsibility towards human rights seriously and are committed to a fair and inclusive work culture. These endeavours are complemented by good corporate governance and respect for social responsibility. Our aim is not only to be successful as a company, but also to make a positive contribution to a sustainable and equitable world.

Our customers' trust in the security of their personal data and critical information, as well as the reliability and availability of our software solutions and services, are the foundations for our business growth. We consider it our greatest responsibility to guarantee these requirements at all times. We describe how we fulfil this responsibility in Chapter B_1.6 "Security and data protection" contained in the combined management report.

As a signatory to the UN Global Compact, TeamViewer supports the ten principles of the UN Global Compact and the Sustainable Development Goals (SDGs[1]) of the United Nations. The SDGs are a central conceptual framework for our materiality analysis and our sustainability goals and form important guidelines for the Group's sustainability strategy.

TeamViewer is moreover committed to the UN Women's Empowerment Principles (UN-WEP) and is a signatory of the Diversity Charter and the #positvarbeiten initiative of the German Aids Association.

Double materiality analysis

In preparation for the EU Corporate Sustainability Reporting Directive (CSRD), TeamViewer evolved its materiality analysis into a double materiality analysis (DWA) in the 2023 fiscal year. The DWA is used to identify and prioritise the sustainability issues material to TeamViewer. Double materiality is distinguished by the fact that it takes both an "inside-out" perspective (which determines the positive and negative effects of TeamViewer's actions on the environment and society) and an "outside-in" perspective (financial materiality). This analyses the opportunities and risks resulting from sustainability aspects that may impact the corporate strategy and, in turn, the Company's future viability.

[1] https://sdgs.un.org/goals

A preliminary selection of all potentially material sustainability topics for TeamViewer was made based on the material topics to date and an internal market analysis. This resulted in the identification of the following topics:

- **Access to the information society**
  Promotion of greater access and inclusivity in the digital world.
- **Biodiversity and ecosystems**
  Identification and monitoring of negative and positive impacts on biodiversity in TeamViewer's value chain.
- **Mitigation and adaptation to the impacts of climate change**
  Mitigation: Process of reducing greenhouse gas emissions to limit the increase in global average temperature to 1.5 °C.
  Adaptation: Process of preparing for actual and expected climate change and its impacts.
- **Societal impact**
  Social responsibility includes the protection of economic, social and cultural interests, and the rights of minorities in particular.
- **Diversity, equality & inclusion**
  Equal treatment and equal opportunities for all, including gender equality and equal pay for work of equal value.
- **Employee engagement**
  Degree of emotional engagement, dedication, and enthusiasm employees have for their work and their organisation.
- **Good corporate governance**
  Compliance with global regulations and standards, disclosure obligations, whistleblower protection, political engagement, anti-corruption and bribery, fair competition, and fair tax practices.
- **Pollution**
  Air pollution (e.g. CO_2 emissions), water pollution, soil pollution, microplastics or chemicals of concern.
- **Data privacy**
  Protection of personal and all data from loss or misuse.
- **Responsible use of technology**
  Impact of technology on sustainability, including ethical issues around artificial intelligence and technological solutions to societal challenges.
- **Product, data and IT security**
  Security of products and data, and readiness to combat fraud and cybercrime.
- **Sustainable use of resources**
  Responsible and balanced use of natural resources.
- **Sustainable supply chain**
  Integration of sustainability aspects into the entire supply chain, specifically labour conditions and human rights.
- **Working conditions**
  Above all, workplace amenities, remote work and flexibility, work hours and project deadlines, compensation and benefits, job security and stability, career development and advancement, innovation and creativity, team dynamics and collaboration, workload and stress management, (mental) health and safety.

As part of a survey, internal and external stakeholders had the opportunity to add further topics and identify positive or negative impacts and evaluate the financial opportunities and risks for each of the 14 topics. The identified impacts, opportunities and risks were then assessed by internal experts based on the probability of occurrence and the extent of the impact on the environment, society and human rights. Once the assessment process was completed, the results were validated by internal and external stakeholders and finally approved by the Management Board (CEO, CFO, CCO, CPTO).

The following non-financial topics were identified as material in relation to at least one of the two perspectives (outside-in/inside-out):

Sustainability topic	Definition	Impact materiality (inside-out)	Financial materiality (outside-in)
Climate change mitigation and adaption	Reduction of greenhouse gas emissions & preparation for impact of climate change.	✓	✓
Diversity, equality & inclusion	1. Diversity: Recognition and respect for the diverse individual differences of employees, including differences in ethnicity, gender, age, sexual orientation, physical ability, socioeconomic status, religious beliefs and cultural backgrounds. 2. Equality: Assurance of fairness and impartiality in the treatment of all employees, while recognising that different people may need different resources or support to reach their full potential. 3. Inclusion: Creating a work environment in which every employee feels valued and respected and is able to bring their unique perspectives to the table. It's not just about representation, but also about fostering a sense of belonging.	✓	✓
Employee engagement	Employee engagement refers to employees' level of emotional engagement, dedication and enthusiasm towards their work and organisation. Engaged employees are not only satisfied with their work, they also feel deeply connected to it, have a sense of purpose and pride in their contribution, and are motivated to go above and beyond to help the organisation achieve its goals.	✓	✓
Good corporate governance	Good corporate governance seeks to harmonise the interests of all Company stakeholders, increase the long-term value of the Company, and ensure that the Company acts ethically and responsibly.	✓	✓
Air pollution	Air pollution refers to the air pollution caused by CO_2 emissions.	✓	✓
Data privacy	Data privacy, also known as information security, refers to the protection of personal information and data from unauthorised access, use, disclosure, alteration or destruction.	✓	✓
Product, data and IT security	Product, data and IT security refer to the wide-ranging measures and practices used to protect IT systems, software products and data from unauthorised access, breaches, fraud and other security threats. These areas are critical to protecting the confidentiality, integrity and availability of digital data and ensuring that sensitive information is handled securely.	✓	✓
Responsible use of technology	Responsible use of technology refers to the ethical and conscientious application of technological tools, systems and innovations with the aim of minimising negative impacts on individuals, society and the environment. It is about considering the broader implications and consequences of technological advances and making decisions that prioritise ethical considerations, human well-being and sustainability. The key principles and aspects include ethical considerations, sustainability, openness and transparency, human-centred design, regulatory compliance, and ongoing assessment.	✓	✓

Based on the double materiality analysis, resources such as time, effort and budget are allocated to the material non-financial topics in order to achieve further progress on the relevant topics in the future. They therefore characterise the sustainability strategy and our reporting. This separate Group non-financial report also reports on non-financial topics that are not classified by the materiality analysis as relevant, as TeamViewer feels particularly committed to these issues.

Sustainability targets

The 2030 Agenda for Sustainable Development, adopted by all United Nations member states in 2015, is an action plan for people, planet and prosperity. TeamViewer is committed to the Sustainable Development Goals (SDGs) and recognises the importance of all 17 goals. TeamViewer believes that potential technological innovation is fundamental to leading our society to a more sustainable way of working and living.

To optimally deploy its energies and resources, TeamViewer has defined the following eight SDGs where the Company can make a significant contribution:

1. Quality Education (SDG #4)
2. Gender Equality (SDG #5)
3. Decent Work and Economic Growth (SDG #8)
4. Industry, Innovation and Infrastructure (SDG #9)
5. Reduced Inequalities (SDG #10)
6. Responsible Consumption and Production (SDG #12)
7. Climate Action (SDG #13)
8. Partnerships for the Goals (SDG #17)

Based on the eight focus SDGs, TeamViewer is working to achieve the following key sustainability targets with concrete measures and, in some cases, a binding timeframe:

- Removing carbon dioxide (CO_2) from the atmosphere from 2023 onwards
- Reducing own CO_2 emissions by 90 % by 2040 compared to 2021 and removal of remaining emissions from the atmosphere (net zero emissions)
- Promoting women in management positions (target ratio of 35 % by 31 December 2027)
- Improving access to technology and education
- Supporting our customers in achieving their climate protection goals through the use of our technologies

Sustainability management

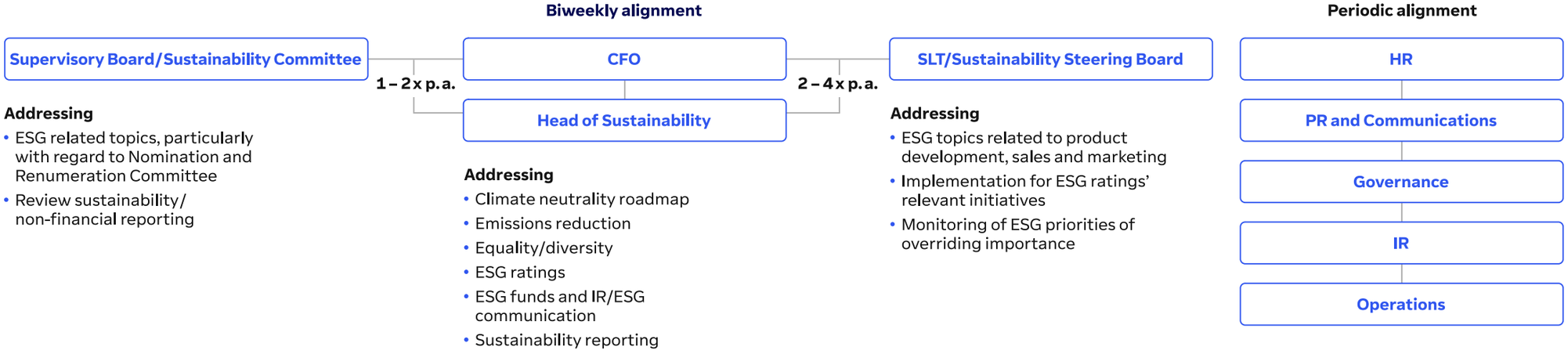
TeamViewer considers corporate responsibility as fundamental to all aspects of sustainability, particularly climate protection and equal opportunities. The deep integration of these topics into TeamViewer's sustainability management is guaranteed through targeted measures and a dedicated budget for Group-wide sustainability activities. The measures already implemented include the c-a-r-e sustainability programme, the monitoring of sustainability management in the Supervisory Board, participation in the UN-WEPs programme and the UN Global Compact, as well as the introduction of emissions reduction targets approved by the Science Based Targets Initiative (SBTi), which envisages net zero emissions by 2040. To achieve this target, a designated budget for managing our greenhouse gas emissions has been established to provide the financial means for implementing greenhouse gas management measures.

TeamViewer's Sustainability department reports directly to the Chief Financial Officer (CFO) and reports half-yearly to the Supervisory Board and Sustainability Committee. The direct reporting line to TeamViewer's two highest corporate bodies underscores the priority the Group assigns to the topic of sustainability. Regular written reports to the Management Board and the Supervisory Board on the progress and planning surrounding the main sustainability topics allow to promptly address the set priorities. The Sustainability department acts as an interface and coordinates the non-financial topics; submits analyses, decision papers and recommendations; facilitates strategic and operational development; and ensures sustainability reporting in cross-functional dialogue. It is also the point of contact for ESG rating agencies.

To strategically manage sustainability topics, the Group-wide Senior Leadership Team, consisting of the Management Board and the first management level below the Management Board, assumes the function of a Sustainability Steering Board. The Audit Committee of the Supervisory Board also functions as a sustainability committee and is responsible for approving the relevant key indicators.

As part of our ongoing commitment to sustainability and environmental protection, we are planning to have our sustainability management externally certified and are seeking ISO 14001 certification. This process will ensure that our sustainability practices meet the highest international standards. This initiative is another milestone in our endeavour to build a sustainable future and demonstrates our firm commitment to environmental stewardship and responsible corporate governance. We are confident that this certification will create sustainable value for our stakeholders and the environment as a whole.

ESG governance facilitates sound decision-making accompanied by the Audit Committee acting as a sustainability committee



Sustainability programme c-a-r-e

TeamViewer's sustainability programme c-a-r-e is designed to communicate the Group-wide sustainability priorities in a targeted, easy-to-understand and consistent manner, linked to clear commitments, targets and measures.

The word c-a-r-e is an acronym for the terms

- c – Collaboration (We want to master global sustainability challenges together.)
- a – Access (We empower people to help others through technology).
- r – Reduction (We reduce our carbon footprint and enable our customers to avoid emissions).
- e – Equity (We promote a diverse and inclusive work environment without discrimination).

c-a-r-e combines TeamViewer's vision of contributing to a more efficient and sustainable world with a corporate culture shaped by a sense of responsibility and sustainable thinking and action.

Following the launch of our c-a-r-e sustainability programme in 2020, we made revisions to the programme in the 2023 fiscal year and adapted it to the current sustainability challenges. As part of this process, we communicated the following specific measures and targets:

- C – Collaboration:
    1. By 2025, TeamViewer will have established a supplier engagement plan and begun engaging at least 30 % of its supplier base in achieving the sustainability targets.
    2. By 2026, TeamViewer will engage at least 67 % of its supplier base in achieving sustainability targets.
    3. By 2028, TeamViewer will require its suppliers to set scope 1-3 targets directed at achieving a net zero pathway by 2050, as well as to disclose emissions and ensure equivalent systematic emission reductions.
- A – Access
    1. Free use of TeamViewer solutions for private and socially beneficial purposes.
    2. Increased access to education and technology.
- R – Reduction
    1. Help customers avoid emissions.
    2. 100 % use of renewable energy to provide products.
    3. Net zero CO_2 emissions by 2040.
- E – Equity (Equality)
    1. Increase the representation of women at all management levels.
    2. Recognition of cultural diversity with a zero-tolerance policy towards discrimination.

In internal company workshops, TeamViewer employees get actively involved in developing and implementing sustainability measures to achieve the targets. In this process, all material sustainability topics are covered by the following working groups:

- Female Empowerment (promotion of women)
- Climate Action (climate protection)
- LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, inter, asexual, +)
- Parents@TeamViewer (parents at TeamViewer)
- Cultural Diversity (launched in 2023)
- Accessibility@TeamViewer (barrier-free access – launched in 2023)

Four of these groups were active in the 2023 fiscal year: Female Empowerment, Climate Action, LGBTQIA+, Parents @TeamViewer. The groups are open to all TeamViewer employees and are led by at least two volunteer "ambassadors". Participation in the groups is at the employees' own initiative and takes place alongside the respective main job at TeamViewer, but may also be integrated into regular working hours. A total of 390 employees worldwide took part in the first meetings of these groups. The following is a brief overview of the four groups, including their agenda and activities:

Female Empowerment (promotion of women)

This Female Empowerment group is dedicated to the visibility and targeted promotion and networking of women at TeamViewer. The group's offers and activities are not just aimed at women but all genders and are primarily intended to raise awareness. The group focuses on promoting women to fill management positions and dissolving role models at various levels in everyday work life.

Through its "She Leads" initiative, the group increases the internal and external visibility of women at the Company and offers information on a variety of career paths. It also raises the awareness of the problem of unconscious bias, organises local and global networking events and offers a mentoring programme in collaboration with other working groups.

Climate Action (climate protection)

The focus of the Climate Action group is to raise awareness of climate protection issues and the question of how each employee and TeamViewer as a company can behave (more) sustainably. The group conducts awareness campaigns on the topics of saving energy, recycling, and the use of resources. It also regularly organises waste clean-ups in collaboration with local NGOs, where employees collect waste and rubbish around the offices and dispose of it properly. Also in 2023, the employees at our Ioannina site in Greece planted over 60 trees in a local recreation area.

LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, inter, asexual, +)

The LGBTQIA+ group aims to promote an inclusive workplace for employees from the LGBTQIA+ community. In June 2022, the group launched an internal and external visibility campaign in honour of Pride Month (traditionally celebrated in the LGBTQIA+ community with campaigns, marches, celebrations, among others, to honour the LGBTQIA+ movement). In 2023, the Group commissioned UHLALA Group, an external service provider, to evaluate the current status of various LGBTQIA+ issues at TeamViewer. In the evaluation, TeamViewer achieved an overall score of up to 90 % or 4.5 out of 5 points in the Pride Index 2023, making it an LGBTQIA+ friendly employer. The group also organised various local events and presented TeamViewer as an LGBTQIA+-friendly company at Christopher Street Day 2023 in Stuttgart. For LGBTQIA+ community employees with any doubts or questions, the group also acts as a point of contact. This service was what prompted the idea of establishing a mentoring programme in collaboration with the Female Empowerment group.

Parents@TeamViewer

The Parents@TeamViewer group is primarily concerned with the issue of work-life balance. The group identifies initiatives that improve the work environment for parents and contribute to greater flexibility. The group is deliberately aimed at fathers and mothers, which separates it in terms of content from the Female Empowerment group. The focus of the Parents@TeamViewer group is on supporting parents in finding childcare options, effective onboarding after parental leave, and providing information on all aspects of parenthood.

Sustainability opportunities and risks

The opportunities and risk assessment associated with sustainability topics at TeamViewer are derived from the Company-wide opportunity and risk management as well as the materiality analysis of non-financial topics.

Chapter B_6 "Opportunity and risk report" in the combined management report lists only material risks. This non-financial report supplements that chapter with the addition of all non-financial topics. The risk quantification follows the same assessment logic used to recognise and assess financial risks.

Climate change

Risks from climate change will affect our lives and the economy even more in the future. The impact on the business environment and products of TeamViewer is currently rated as "medium". By taking climate protection measures, such as the commitment to the SBTi goals, TeamViewer is assuming an active role in keeping the impacts of climate change as low as possible. At the same time, opportunities arise when TeamViewer actively invests in climate protection, as this makes the "TeamViewer" brand more attractive to employees and customers alike.

Net zero CO_2 emissions

Net zero CO_2 emissions means that the carbon emissions generated by an activity are reduced to the unavoidable minimum, and the remainder is offset by carbon-absorbing activities. The risk that TeamViewer will not achieve its net zero targets within the target timeframe is assessed as "low". Failure to achieve these targets could lead to a loss of reputation. Many other companies have their own net zero strategy, which presents TeamViewer with an opportunity to help its partners and customers achieve their own net zero goals.

Diversity and anti-discrimination

With its "Diversity, Inclusion & Non-Discrimination Policy", TeamViewer has set its own standards leading to an open and inclusive corporate culture. The positive effects of this can be observed in the daily interaction between employees, as well as with partners and customers. This is accompanied by the risk of not fulfilling the Company's own policy. This risk is rated as "medium". Regular training of employees reduces this risk.

Unethical behaviour

Our corporate culture is underpinned by our corporate values and the Company-wide Code of Conduct and an important element in our engagement with employees. Unethical behaviour that ignores our values and violates our Code of Conduct represents a "medium" risk. Regular training of our employees reduces this risk.

Disclosure of confidential information

The disclosure of confidential information and the associated possible competitive disadvantages is classified as a risk and rated as "medium". This risk is mitigated by employing high security standards and providing regular training for employees.

Regulatory framework

Particularly within the realm of sustainability reporting, the regulatory framework is in a constant process of change. Especially in the global context, this requires continuous monitoring of the relevant regulations and amending the Company's own disclosures. The risk of not meeting the revised standards is rated as "medium". Continuous internal training and the inclusion of external expertise reduce this risk.

Social responsibility

TeamViewer is aware of its social responsibility and is involved in numerous projects (see Chapter D_7 "Social Responsibility" of the 2023 Annual Report). The risk of a loss of reputation due to insufficient social commitment is rated "low".

No high or significant non-financial risks with a potential impact on our business, revenue and cost base were identified in the risk analysis we conducted in the 2023 fiscal year. The definition of the risk classes can be found in the risk report.

Risk assessments

Non-financial risks	Group risk assessment (gross risk)	Trend[1] (net risk)
Climate change	Medium	→
Net zero CO_2 emissions	Low	↘
Diversity and anti-discrimination	Medium	→
Unethical behaviour	Medium	→
Disclosure of confidential information	Medium	→
Official regulations	Medium	→
Social responsibility	Low	→

[1] Trend: Net risk level compared to the previous year.

Legend:
Decreased net risk ↘
Unchanged net risk →
Increased net risk ↗

EU Taxonomy

In view of advancing climate change, the European Union (EU) has committed itself to strengthen climate protection and a sustainable growth strategy through the European Green Deal. The EU Sustainable Finance Taxonomy (EU Taxonomy) aims to guide investment flows into environmentally sustainable economic activities and, as such, represents an EU-wide classification system for sustainable economic activities.

The first step is an examination of **Taxonomy eligibility** by analysing whether a company's economic activity is listed in the delegated act of the EU Taxonomy. If this is the case and the Company's business activity contributes to the potential achievement of at least one of the following six environmental objectives defined in the EU Taxonomy, the economic activity can be considered Taxonomy-eligible. The following are the environmental objectives as defined by the EU Taxonomy:

- Climate change mitigation (CCM)
- Climate change adaptation (CCA)
- Water and marine resources (WTR)
- Circular economy (CE)
- Pollution prevention and control (PPC)
- Biodiversity and ecosystems (BIO)

The second step is to assess **Taxonomy alignment**. An economic activity is considered Taxonomy-aligned if the following three conditions are met:

- Substantial contribution to at least one of six environmental targets through alignment with the defined technical evaluation criteria for the respective economic activity (e.g. CO_2 emissions saved for the environmental target of climate protection).
- Significant harm to the other five environmental objectives is excluded by complying with the Do No Significant Harm (DNSH) criteria of the EU Taxonomy.
- A minimum level of protection (Minimum Safeguards) of human and consumer rights, anti-corruption, taxation and fair competition is observed.

Taxonomy-eligible activities

We have examined all of the TeamViewer Group's business activities and assessed whether they are taxonomy-eligible within the meaning of the EU Taxonomy. We analysed the Delegated Climate Regulation (Delegated Regulation 2021/2139, Delegated Regulation 2022/1214 and Delegated Regulation 2023/2485) and the Delegated Environmental Regulation (Delegated Regulation 2023/2486). In 2023, we broadened our perspective on taxonomy-eligible activities. Previously, we had analysed this from a turnover perspective and included CapEx and OpEx for turnover-related activities. Starting in 2023, we no longer distinguish between core and non-core economic or business activities. As a result, a total of four activities were added for the 2023 reporting year in comparison to the previous reporting year.

For TeamViewer as a provider of data-based remote connectivity solutions, a total of five economic activities listed in the EU Taxonomy are considered relevant in terms of turnover, OpEx and CapEx:

- Data-based solutions to reduce greenhouse gas emissions
  (CCM 8.2. in Annex I of Delegated Regulation (EU) 2021/2139)
- Data processing, hosting and related activities
  (CCM 8.1 in Annex I of Delegated Regulation (EU) 2021/2139)
- Acquisition and ownership of buildings
  (CCM 7.7 in Annex I of Delegated Regulation (EU) 2021/2139)
- Electricity generation from hydropower
  (CCM 4.5 in Annex I of Delegated Regulation (EU) 2021/2139)
- Manufacture of electrical and electronic equipment
  (CE 1.2 in Annex II of Delegated Regulation (EU) 2023/2486)

In the case of TeamViewer's solutions, the economic activity "CCM 8.2 – Data-based solutions to reduce greenhouse gas emissions" covers remote access, remote control and remote maintenance that works with almost all desktop and mobile platforms, including Windows, macOS, iOS and Android. TeamViewer's solutions enable computers, mobile devices and equipment – in other words, technical devices that have a data connection to the Internet – to be remotely controlled and used anywhere in the world. This activity is "Taxonomy-eligible" given its potential to reduce travel and the associated greenhouse gas emissions, provided these economic activities are primarily intended to provide data and analyses to reduce greenhouse gas emissions. The avoidance of climate-damaging CO_2 emissions is an important ESG indicator for TeamViewer ("emissions avoided" per year). We have been collecting this data

since 2020 and began having it verified by external experts in 2023. It measures how many (business) trips are actually avoided and calculates the CO_2 emissions saved.

- Economic activity CCM 8.1 Data processing, hosting and related activities is relevant because TeamViewer incurs expenses for hosting to provide our data-based solutions.
- Economic activity CCM 7.7 Acquisition and ownership of buildings is relevant as TeamViewer incurs expenses for renting office space.
- Economic activity CCM 4.5 Generation of electricity from hydropower is relevant as TeamViewer has concluded ongoing power purchase agreements (PPAs) for electricity from hydropower for the Göppingen, Berlin and Bremen sites.
- Economic activity CE 1.2 Manufacture of electrical and electronic equipment refers to the electronic equipment used by TeamViewer, such as laptops and monitors.

We allocate the turnover (as defined by EU Taxonomy), operating expenses (OpEx as defined by EU Taxonomy), and investments (Taxonomy-aligned CapEx) associated with our products and solutions to the environmental goal of "climate protection" and "circular economy: CE" as defined by EU Taxonomy.

TeamViewer has no non-taxonomy-compliant economic activities in the area of nuclear energy or fossil gas.

Taxonomy eligibility of economic activities

	Turnover	OpEx as defined by EU Taxonomy	CapEx as defined by EU Taxonomy
CCM 8.2 Data-based solutions to reduce greenhouse gas emissions (in EUR m)	603.5	34.4	
CCM 8.1 Data processing, hosting and related activities		24.8	3.0
CCM 7.7 Acquisition and ownership of buildings		0.9	3.2
CCM 4.5 Electricity generation from hydropower		0.2	
CE 1.2 Manufacture of electrical and electronic equipment		0.7	2.4
Taxonomy-non-eligible activities (in EUR m)	23.2	305.1	2.9
(in EUR m)	626.7	366.2	11.5
Share of Taxonomy-eligible activities (in %)	**96.3 %**	**16.7 %**	**75.1 %**

The EU Taxonomy Regulation and the related delegated act comprise formulations and terms that are still subject to considerable interpretation uncertainties. For the allocation of activities and the respective calculation of the KPIs, other evaluations may arise in subsequent years as a result of interpretation decisions.

Taxonomy-aligned activities

The following analysis relates to the activity "Data-based solutions to reduce greenhouse gas emissions" (CCM 8.2). All newly identified Taxonomy-eligible activities this year have not yet been assessed for alignment, as CCM 8.2 was given priority due to its relevance to turnover. The assessment of new activities will be completed next year.

Significant contribution to climate protection

In accordance with EU Taxonomy, an assessment must be made as to whether the information and communication technology solution is used primarily to reduce greenhouse gas emissions and what significant greenhouse gas emission savings can be achieved through the use of TeamViewer solutions compared to the "best performing alternative solution". The key contribution criteria of activity CCM 8.2 were not met in the 2023 fiscal year because the data availability was insufficient to allow for a comparison with the "best performing alternative solution". TeamViewer began conducting a GHG life cycle assessment in 2023 and will continue to work on providing evidence of the reduction in greenhouse gas emissions as part of a peer-group comparison in 2024.

Do No Significant Harm (DNSH) and minimum safeguards

As the contribution criteria for climate protection of activity CCM 8.2 were not met in the 2023 fiscal year, no further examination of the DNSH criteria and "minimum safeguards" was carried out. The economic activity is therefore classified as Taxonomy-eligible but not Taxonomy-aligned.

KPIs according to the EU Taxonomy Regulation

The EU Taxonomy defines turnover, OpEx and CapEx as the KPIs required for reporting. Mandatory disclosures on Taxonomy eligibility and alignment are to be made for the 2023 fiscal year. The financial data relevant for TeamViewer are derived from its consolidated financial statements for the 2023 fiscal year.

Turnover in the 2023 fiscal year

Turnover is determined based on the Group's turnover according to IFRS of EUR 626.7 million, as reported in the consolidated financial statements of TeamViewer (Chapter_1 – "Consolidated statement of profit and loss and other comprehensive income"); details of the accounting policies relating to net turnover might be found in Note 5.3 "Significant accounting policies". TeamViewer develops and distributes software for remote access to/remote connectivity of devices to digitise industrial work processes, increase process efficiency on the customer side and help to avoid travel and GHG emissions. However, some of our solutions focus primarily on increasing efficiency and quality assurance rather than avoiding travel (e.g. in the context of workflow optimisation in logistics). As a result, only the use cases for remote access, remote control, and remote management solutions were classified as Taxonomy-eligible. These account for around 96.3 % of total Group turnover (see table: "Taxonomy eligibility of economic activities").

Operating expenses (OpEx) in the 2023 fiscal year

The consolidated financial statements according to IFRS are the basis for determining operating expenses (OpEx) as defined by EU Taxonomy. Operating expenses largely consist of the following:

- All direct, non-capitalised research and development costs.
- Non-capitalised lease expenses for short-term leases in accordance with IFRS 16.
- Maintenance and repair costs and other direct expenses relating to the day-to-day servicing of property, plant and equipment, determined on the basis of our internal cost centres.

At 94 %, direct, non-capitalised research and development costs of EUR 49 million accounted for the largest share of operating expenses for the economic activity CCM 8.2 Data-based Solutions to reduce greenhouse gas emissions as defined by the EU Taxonomy. Of this, around 83 % was attributable to personnel expenses. About 36 % of the employees (measured in full-time equivalents) in the Research & Development department focus on developing solutions that do not substantially contribute to a reduction in greenhouse gas emissions. As a result, TeamViewer only determined 64 % (EUR 31.4 million) of the operating expenses of around EUR 49 million as Taxonomy-eligible. This results in a total of EUR 34.4 million in operating expenses within the meaning of the EU Taxonomy (see the table: "Taxonomy eligibility of economic activities").

Capital expenditures (CapEx) in the 2023 fiscal year

Capital expenditure (CapEx), as defined by the EU Taxonomy, is determined based on the consolidated financial statements according to IFRS. In particular, this includes additions to intangible assets and property, plant and equipment. This data can be found in Chapter C_3 "Consolidated statement of cash flows" of the 2023 Annual Report.

In the 2023 fiscal year, additions totalled EUR 11.5 million. This comprises the reported investments in property, plant and equipment and intangible assets of EUR 2.3 million, supplemented by the capitalised rights of use in accordance with IFRS 16 of EUR 5.9 million. The breakdown of additions to intangible assets and property, plant and equipment is as follows:

- EUR 2.3 million additions to intangible assets
- EUR 9.2 million additions to property, plant and equipment

Further details on our accounting policies for additions under IAS 16, IAS 38 and IFRS 16 are described in Note *5.3 "Significant accounting policies"* in the notes to the consolidated financial statements.

Further details on our economic activities can be found in the following reporting tables for turnover, operating expenditure (OpEx) and capital expenditure (CapEx) as defined by the EU Taxonomy.

Legend:
- Y - Yes, taxonomy-eligible activity that is taxonomy-compliant with the relevant environmental objective;
- N - No, taxonomy-eligible activity, but not taxonomy-compliant with the relevant environmental objective;
- N/EL - 'not eligible', activity not taxonomy-compliant for the relevant environmental objective

Turnover 2023

Economic activities (1)	Code(s) (2)	Turnover 2023 (3)	Proportion of Turnover 2023 (4)	Substantial contribution criteria: Climate Change Mitigation (5)	Substantial contribution criteria: Climate Change Adaption (6)	Substantial contribution criteria: Water (7)	Substantial contribution criteria: Pollution (8)	Substantial contribution criteria: Circular Economy (9)	Substantial contribution criteria: Biodiversity (10)	DNSH criteria (Do No Significant Harm): Climate Change Mitigation (11)	DNSH criteria (Do No Significant Harm): Climate Change Adaption (12)	DNSH criteria (Do No Significant Harm): Water (13)	DNSH criteria (Do No Significant Harm): Pollution (14)	DNSH criteria (Do No Significant Harm): Circular Economy (15)	DNSH criteria (Do No Significant Harm): Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover 2023 (18)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover 2022 (19)	Category enabling activity (20)	Category transitional activity (21)
		In EUR m	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)		0	0 %														0 %	0 %		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %																	
Of which enabling		0	0 %																	
Of which transitional		0	0 %																	
A.2. Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		603.5	96.3 %	0 %													0 %	0 %		
Data-based solutions to reduce greenhouse gas emissions	CCM 8.2	603.5	96.3 %	N																
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		603.5	96.3 %	0 %													0 %	0 %		
Turnover of Taxonomy-eligible activities (A.1+A.2) (A)																				
B. TAXONOMY- NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities (B)		23.2	3.7 %																	
Total (A + B)		626.7	100 %																	

Operating expenditures (OpEx)

Economic activities (1)	Code(s) (2)	OpEx 2023 (3)	Proportion of OpEx 2023 (4)	Substantial contribution criteria: Climate Change Mitigation (5)	Substantial contribution criteria: Climate Change Adaption (6)	Substantial contribution criteria: Water (7)	Substantial contribution criteria: Pollution (8)	Substantial contribution criteria: Circular Economy (9)	Substantial contribution criteria: Biodiversity (10)	DNSH criteria (Do No Significant Harm): Climate Change Mitigation (11)	DNSH criteria (Do No Significant Harm): Climate Change Adaption (12)	DNSH criteria (Do No Significant Harm): Water (13)	DNSH criteria (Do No Significant Harm): Pollution (14)	DNSH criteria (Do No Significant Harm): Circular Economy (15)	DNSH criteria (Do No Significant Harm): Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx 2023 (18)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx 2022 (19)	Category enabling activity (20)	Category transitional activity (21)
		In EUR m	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)		0	0 %														0 %	0 %		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %																	
Of which enabling		0	0 %																	
Of which transitional		0	0 %																	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		61.1	16.7 %	0%													0 %	0 %		
Data-based solutions to reduce greenhouse gas emissions	CCM 8.2	34.4	9.4 %	N																
Data processing, hosting and related activities	CCM 8.1	24.9	6.8 %	N																
Acquisition and ownership of buildings	CCM 7.7	0.9	0.2 %	N																
Electricity generation from hydropower	CCM 4.5	0.2	0.1 %	N																
Manufacture of electrical and electronic devices	CE 1.2	0.7	0.2 %	N																
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		61.1	16.7 %	0%													0 %	0 %		
OpEx of Taxonomy-eligible activities(A.1+A.2) (A)																				
B. TAXONOMY- NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities (B)		305.1	83.3 %																	
Total (A + B)		366.2	100%																	

Capital expenditures (CapEx) 2023

Economic activities (1)	Code(s) (2)	CapEx 2023 (3)	Proportion of CapEx 2023 (4)	Substantial contribution criteria: Climate Change Mitigation (5)	Substantial contribution criteria: Climate Change Adaption (6)	Substantial contribution criteria: Water (7)	Substantial contribution criteria: Pollution (8)	Substantial contribution criteria: Circular Economy (9)	Substantial contribution criteria: Biodiversity (10)	DNSH criteria (Do No Significant Harm): Climate Change Mitigation (11)	DNSH criteria (Do No Significant Harm): Climate Change Adaption (12)	DNSH criteria (Do No Significant Harm): Water (13)	DNSH criteria (Do No Significant Harm): Pollution (14)	DNSH criteria (Do No Significant Harm): Circular Economy (15)	DNSH criteria (Do No Significant Harm): Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx 2023 (18)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx 2022 (19)	Category enabling activity (20)	Category transitional activity (21)
		In EUR m	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y /N	Y /N	Y /N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)		0	0 %														0 %	0 %		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %																	
Of which enabling		0	0 %																	
Of which transitional		0	0 %																	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		8.6	75.1 %														0 %	0 %		
Data processing, hosting and related activities	CCM 7.7	3.2	28.0 %																	
Acquisition and ownership of buildings	CCM 8.1	3.0	25.9 %																	
Manufacture of electrical and electronic devices	CE 1.2	2.4	21.2 %																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		8.6	75.1 %														0 %	0 %		
CapEx of Taxonomy-eligible activities (A.1+A.2)																				
B. TAXONOMY- NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		2.9	24.9 %																	
Total (A + B)		11.5	100 %																	

Sustainability ratings

TeamViewer uses ESG ratings and the annual feedback process as part of the review and revision of the rating results to comprehensively assess and optimise its own sustainability efforts. The Company critically evaluates the independent rating analyses and derives measures for improvement based on this evaluation. In 2023, TeamViewer's performance in the areas of environmental, social and governance (ESG), among others, was rated by the following ESG rating agencies:

- **MSCI:** TeamViewer was able to reaffirm the excellent ESG rating it received in the prior year from the global analysis institute MSCI. For 2023, TeamViewer again received a AAA rating (2022: AAA), keeping it in the highest category. With this rating, TeamViewer is among the top 11 % of companies in the software and services industry worldwide. The rating analyses companies' business practices with respect to "Environmental", "Social" and "Governance" aspects and rates each of these pillars with a score from 0 to 10. For 2023, TeamViewer received a score of 6.4 for its environmental activities, 6.0 for social aspects and 7.5 for its governance practices.

- **Sustainalytics:** TeamViewer improved its ESG risk rating again in the 2023 fiscal year awarded by Morningstar Sustainalytics, an independent ESG market research and rating company. Sustainalytics' ESG risk rating assesses a company's exposure to material industry-specific ESG topics and evaluates how well the company manages the identified risks. With this multi-dimensional measurement, Sustainalytics arrives at an overall ESG risk score that is comparable across all industries. Companies are classified in five different risk categories, ranging from negligible (0 to 10), low (10 to 20), medium (20 to 30) and high (30 to 40) to severe (40+). In 2023, Sustainalytics awarded TeamViewer an ESG risk rating of 8.6 points (2022: 9.9 points; 2021: 12.8). This rating reflects Sustainalytics' assessment that the risk of TeamViewer facing material adverse financial effects from ESG factors is negligible. With this rating, TeamViewer is now the leader among 431 companies rated within the industry "Enterprise & Infrastructure Software".

- **ISS ESG:** In 2021, TeamViewer was awarded "Prime" status under the ISS ESG Corporate Rating and has since maintained this rating. The rating is expected to be updated in 2024.

- **CDP:** The Carbon Disclosure Project (CDP) is an independent, non-profit organisation that encourages companies and governments to disclose their environmental impact, particularly regarding greenhouse gas emissions, climate change risks and environmental protection measures. Climate protection and climate stewardship play a central role in TeamViewer's ESG endeavours. The CDP rating increases the transparency and comparability of companies' climate data and targets worldwide. TeamViewer was rated B in the 2023 fiscal year. TeamViewer thus maintains its rating in the global climate ranking (2022: B, 2021: B-), which is above the industry average and underlines the importance of effective climate protection for the Company.

- **EcoVadis:** The EcoVadis ESG rating focuses on the upstream and downstream supply chains of companies and analyses their transparency. In 2023, TeamViewer achieved an overall score of 42/100. For the update in 2024, TeamViewer aims to improve this score, for example, by collecting additional data points.

3 Governance and Integrity

Good corporate governance

At TeamViewer, we believe it is our responsibility to maintain and deepen the trust of our shareholders, customers and employees in line with our high standards of corporate governance and responsibility. This trust is an essential prerequisite for our entrepreneurial success. Further details on this topic can be found in Chapter B_10 “Corporate Governance Statement” in the combined management report.

Respect for human rights

As a responsible global company, TeamViewer is committed to ensuring that human rights are fully respected and protected at all times in its own operations, throughout the value chain and by its own products. TeamViewer respects the international standards for protecting human rights and is committed to observing these standards within its scope of influence. The provisions to this effect are set out in our Code of Conduct and Supplier and Business Partner Code of Conduct, which must be recognised by all suppliers and other business partners.[2] They are also encouraged to analyse and assess their own conduct, and TeamViewer reserves the right to conduct its own random checks. In the past fiscal year, there were no anomalies that required taking action.

TeamViewer is guided by the human rights standards highlighted in the United Nations Universal Declaration of Human Rights (UDHR), the European Convention for the Protection of Human Rights and Fundamental Freedoms, the UN Guiding Principles on Business and Human Rights (UNGP) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. As a signatory to the United Nations Global Compact, the world’s largest and most important initiative for sustainable and responsible corporate governance, TeamViewer also reaffirms its commitment to the integration of the ten universal principles of the UN Global Compact (focus areas: Human Rights, Labour, Environment and Anti-Corruption) into its own business activities, in particular the principles relating to compliance with human rights standards.

TeamViewer’s Code of Conduct formalises these beliefs and commitments for all entities and employees. It reflects existing policies to ensure basic standards of business conduct. The aim is to prevent potential human rights violations. Several departments at TeamViewer are tasked with conducting ongoing human rights due diligence processes. They identify and prevent human rights abuses in the Company and in the value chain wherever possible, report risks and actual abuses, eliminate potential negative human rights impacts of our business activities, and seek redress when necessary.

TeamViewer employees receive periodic training on human rights policies and procedures at least once annually. The Company also has a whistleblower system in place to make it possible for TeamViewer and third-party employees to anonymously report potential human rights violations or other incidents.

In the 2023 fiscal year, as in the prior year, there were no significant incidents of human rights violations reported at TeamViewer.

[2] The current version can be viewed at https://ir.teamviewer.com/websites/teamviewer/English/4700/sustainability-and-corporate-social-responsibility.html.

Combating corruption and bribery

TeamViewer is committed to complying with the applicable laws and guidelines when conducting its business activities. The Company has adopted mandatory internal guidelines in an effort to combat any forms of corruption and bribery.

Ethical and transparent conduct in business and between employees, suppliers and business partners is an absolute must. Alongside compliance with statutory anti-corruption provisions, this also includes fairness in business, marketing and competition. The principles, processes and reporting channels are set out in the Code of Conduct, the Anti-Bribery and Corruption Policy, the Supplier and Business Partner Code of Conduct, and the Antitrust and Fair Competition Policy. All employees receive routine training at least once annually. Performing due diligence on our suppliers and partners is also intended to ensure regulatory compliance.

To ensure compliance with the principles of the Anti-Bribery and Corruption Policy, the heads of the Compliance department carry out a review as part of their regular reporting activities. Observations and violations can also be reported anonymously via the whistleblower system or through other channels.

In the 2023 fiscal year, as in the prior year, TeamViewer was not aware of any identified or reported material cases of violations of the provision of the Anti-corruption and Bribery Policy.

Transparency and collaboration

It is TeamViewer's strong conviction that behind every successful business lies transparent communication and open cooperation with the relevant organisations and authorities. TeamViewer aims to consistently maintain the highest level of transparency and disclosure possible in all aspects of its business activities, while complying with regulatory requirements. Information security and privacy are of particular importance in this context (see also Chapter B_1.6 "Security and data protection" in the combined management report). Communication with external stakeholders, such as ESG rating agencies, will also continue in an open and transparent manner.

Tax transparency

Tax payments are an important part of TeamViewer's economic and social contribution to society. In the 2023 fiscal year, the TeamViewer Group paid a total of EUR 45.6 million in income taxes. Fair and equitable tax systems play an essential role for TeamViewer in every country in which the Company operates. TeamViewer takes a transparent and responsible approach to all tax matters and ensures this by paying its fair share of taxes and cooperating with local tax authorities worldwide in a spirit of trust.

TeamViewer supports the goals of a global tax system that promotes stability and fair taxes for all the countries and companies involved. TeamViewer monitors tax developments, particularly at the OECD level, and aligns its tax strategy accordingly.

Tax strategy

The Company's tax strategy encompasses the following main principles:

- Compliance with applicable tax laws
- Establishment of an organisational structure suitable for the Company's size to ensure adequate tax management
- Application of effective tax risk and compliance management
- Acting as a responsible taxpayer

The tax strategy is in line with TeamViewer's business and sustainability strategies. Paying its "fair share" of taxes has an indirect influence on the Company's achievement of its sustainability goals in the respective countries. TeamViewer rejects tax practices that contradict these goals. As part of this approach, the Company has incorporated the following practices described below:

No aggressive tax planning
TeamViewer applies the current tax regulations based on their prevailing interpretation. This also applies to the avoidance of double taxation through corresponding intergovernmental agreements.

The tax practices applied by TeamViewer, as well as transactions with and between Group companies, are disclosed to the respective tax authorities in the context of tax returns and other notification requirements. The Company also ensures that the pricing of intercompany activities is in line with the OECD arm's length principle and local transfer pricing rules to ensure it pays the appropriate taxes on profits in the countries involved. TeamViewer does not practice aggressive tax planning, such as creating entities without an underlying business purpose or substantial economic substance.

No engagement in tax havens

TeamViewer does not relocate business activities to tax havens in order to avoid taxes that would be incurred elsewhere. The term "tax haven" refers to those jurisdictions contained in the EU's "List of Non-Cooperative Tax Jurisdictions".

Tax governance, tax compliance and tax risk management

Tax governance

TeamViewer's Tax function is the responsibility of the Finance function, which reports to the CFO. The Tax function monitors compliance with the overall tax strategy, ensures alignment on tax issues across the Group, and coordinates local tax requirements within the Group. The remuneration of the employees working in the Tax function is in no way influenced by the Company's tax rate.

Tax compliance

TeamViewer operates in most countries worldwide. In addition to paying taxes on its own income, TeamViewer also withholds sales taxes and other withholding taxes on customer and supplier payments. Tax payments therefore represent a significant portion of the Company's contribution to society. The internal Tax Department provides guidance to the entire Group on how to comply with local tax regulations.

The Company's employees also have access to Group-wide mechanisms, such as a whistleblowing system, to report existing unethical or unlawful behaviour and activities with tax relevance.

Tax risk management

Tax risk management is integrated into the overall Group-wide risk management. The internal tax department identifies, assesses, monitors and manages potential tax risks. The Tax Department exchanges regularly with the Head of Finance regarding tax risks, and external tax experts are consulted in the event of uncertainties.

Stakeholder dialogue and advocacy

TeamViewer believes that responsible tax compliance also benefits economic and social development. TeamViewer supports efforts to sustain a better and more equitable tax system domestically and internationally to balance the different interests of society, politics and the economy. The Company underscores this belief by working cooperatively with the responsible tax authorities.

The Group's responsible persons are not currently members of any tax interest groups or have any related political exchanges.

4 Employees

Human resources management and corporate culture

In an era of general skilled labour shortages, TeamViewer's future success is determined more than ever by its ability to attract, develop and, above all, retain highly qualified and motivated employees. The unique skills, creativity and commitment of our teams are not just the driving force behind our current performance, but also form the foundation for a sustainable future. It is therefore our responsibility to create a work environment that not only attracts talented professionals, but also fosters their personal and professional development. Fostering an inclusive, supportive and inspiring work environment is at the heart of our endeavours as a company, and we are committed to recognising and developing the individual strengths of each individual employee. Through this sustainable focus, we not only strengthen our organisation, but also contribute to creating a positive social and economic impact.

At TeamViewer, we strive to create a work environment that is centred on openness and honesty. This promotes a dynamic atmosphere that gives our employees the freedom to thrive in a digital work environment. Our commitment to this vision is reflected not only in the way we work, but also in the everyday interaction between employees, our leadership team, and managers throughout the organisation.

Employee headcount development

As at 31 December 2023, the TeamViewer Group employed 1,461 FTEs worldwide (31 December 2022: 1,386 FTEs). Consequently, the number of employees was approximately 5 % higher than at the year-end reporting date in the prior year.

Employees by function

Function	2023	2022	YoY change
Sales	584	572	+2 %
Research & Development	399	404	–1 %
Administration	283	243	+14 %
Marketing	113	98	+13 %
Technical Customer Service	83	69	+17 %
Total FTEs	**1,461**	**1,386**	**+5 %**

As at 31 December 2023 in full-time equivalents (FTEs).

Employees by region

Region	2023	2022	YoY change
EMEA	998	947	+5 %
AMERICAS	268	260	+3 %
APAC	195	179	+8 %
Total FTEs	**1,461**	**1,386**	**+5 %**

As at 31 December 2023 in full-time equivalents (FTEs).

Employee retention

The retention of our employees is an extremely high priority at TeamViewer. They are often the foundation of our knowledge base, and inducting new team members requires a significant amount of time and resources. However, this is not the only reason why it is important to us to retain and motivate as many of our employees as possible. In addition to competitive remuneration, attractive supplemental pay for additional or irregular working hours, and additional benefits, we also offer flexible work schedules, an inspiring and dynamic work environment, and individual development opportunities. Our packages are designed to attract and retain the best talent, both globally and locally.

We offer a Company-wide bonus linked to the achievement of our operational and financial targets to ensure that all employees share in the Company's success (sales employees have a separate bonus system). In addition, we introduced an employee share programme for the first time in 2022. As part of this programme, employees worldwide (provided they are still employed by the TeamViewer Group) receive shares in stages over a four-year period, which are initially subject to a vesting period. When the shares are transferred to the employee, all restrictions cease.

In 2023, we continued to gradually grant and later transfer shares to our employees and will continue to do so once annually in the future. This process enables employees to receive additional shares on an ongoing basis.

The flexible work scheduling programmes introduced by TeamViewer in 2021 also turned out to be a major competitive advantage in the recruitment market in 2023. The hybrid work model is particularly advantageous for attracting and retaining employees, but the offer to work part of the year away from home was also popular in 2023. A total of 254 employees worldwide took advantage of this offer. We were able to extend this offer to many more locations in 2023, provided this was permitted under the applicable local regulations.

In addition to location flexibility, our part-time programme also offers time flexibility. At the end of the 2023 fiscal year, 93 employees were participating in this programme.

Following a decline in 2021 and 2022 in line with the trend of the overall industry, employee retention recovered significantly in 2023. With a retention rate of 91 % and a voluntary attrition rate of 9 %, we are back to pre-Covid levels. We calculate employee turnover by dividing the number of employees who actively terminate their employment with TeamViewer by the average monthly number of employees.

Diversity and anti-discrimination

With the publication of a Company-wide Diversity, Inclusion and Non-Discrimination Policy, participation in the UN Global Compact's Target Gender Equality Programme, and the signing of the United Nations Women Empowerment Principles, TeamViewer laid an important foundation for diversity and non-discrimination in the 2021 fiscal year.

Gender equality at all levels is of fundamental importance to TeamViewer. In 2023, we continued to recruit women whenever possible, especially in previously underrepresented areas. TeamViewer applies the principle of equal treatment in all recruitment activities and grants equal pay regardless of gender. We also use inclusive language in our job advertisements and continuously train our employees and managers involved in recruitment on equal treatment and inclusivity. In addition to providing equal pay for new hires, TeamViewer is committed to reviewing gender-specific pay each year and achieving equal pay. As part of our Diversity, Inclusion and Non-Discrimination Policy, we are committed to taking concrete action when the salary difference for a comparable group of employees with the same qualifications, professional experience, company affiliation and regional location is more than 3 %.

As at 31 December 2023, the proportion of women in our global workforce was 34.03 % and largely unchanged compared to the prior year. Our goal is to continue to increase the number of women in our workforce and be a leader in our industry.

	2023	**in %**	2022	in %
Women	519	34.03 %	493	34.3 %
Men	1,006	65.97 %	943	65.7 %
	1,525	**100 %**	**1,436**	**100 %**

Note: The ratio of women and men as a percentage of the total workforce is based on TeamViewer's total headcount.

TeamViewer attaches particular importance to the promotion of women in management positions and has therefore set itself ambitious targets to promote the proportion of women in management positions in the Group worldwide. The table below shows that

TeamViewer has met or exceeded all its targets for women in management positions[3] as at 31 December 2023. We have thus taken another important step towards a balanced gender representation for more diversity and inclusion.

This achievement resulted from the Company's current recruitment and promotion initiatives, which include a target of at least 33 % women in management training. In the 2023 fiscal year, 28 % of women were promoted based on their career and management training. In addition, the proportion of women hired across all hierarchies was 38 %, as in the prior year.

	2023	Target	Achievement deadline
Supervisory Board	42.86 %	33.00 %	31 December 2023
Management Board	25.00 %	25.00 %	31 December 2023
Women in management positions worldwide in the Group	33.49 %	33.00 %	31 December 2023

TeamViewer has once again set itself ambitious targets for the proportion of women in management positions in the Group worldwide in the coming years. The management levels and target values have been defined as follows:

	As at 31 Dec 2023	Target	Achievement deadline
Supervisory Board	42.86 % (or 3 of 7)	37.50 % (or 3 of 8)	31 December 2027
Management Board	25.00 % (or 1 of 4)	25.00 % (or 1 of 4)	31 December 2027
Senior Leadership Team (SLT)	28.57 % (or 2 of 7)	33.33 % (or 2 of 6)	31 December 2027
All other management positions in the Group worldwide	33.65 % (or 71 of 211)	35.07 % (or 74 of 211)	31 December 2027

[3] As the Group parent company, TeamViewer SE has no employees of its own and therefore no management levels below the Management Board within the meaning of § 76 (4) sentence 1 AktG. The targets for the proportion of women at the levels below the Management Board are therefore set on a voluntary basis.

Employee training and development

In 2023, employees participated in virtual and face-to-face training for an average of 11.8 hours. New employees undergo a training programme that lasts an average of two months. For us, the (further) qualification and development of our employees is a decisive building block for the security and sustainability of the Group. Through our learning management system, we provide our employees globally with both mandatory online training and content for self-directed online learning on a central platform. The content is presented so that the various target groups can easily find relevant topics. Content includes our own internal training on our products, solutions and systems, as well as content from external providers. In this learning environment, employees have access to a catalogue of various topics to choose from. Examples of these topics include the following:

Compliance training

Employees received a total average of four hours of compliance training in 2023. As part of the onboarding process, we make it mandatory for newly hired employees to complete all existing courses – provided they are still current – and to start all learning curricula. During this training, employees are informed about data protection, the Code of Conduct and TeamViewer's diversity policy.

Security training

All TeamViewer employees are required to participate regularly in IT security training to gain essential knowledge about IT security and learn best practices. Employees are provided with guidelines that include information on the use of various software solutions, networks and devices.

Diversity, equality and inclusion training

In the 2023 fiscal year, employees and managers were offered training on unconscious bias. This training supports more positive interaction in the workplace by identifying common examples of unconscious bias to minimise its negative effects and create a more inclusive work culture.

Training for junior managers

This programme is intended for employees who have recently taken on a management role or are expected to do so in the near future. Since 2022, the focus of the programme has

shifted to up-and-coming managers to ensure that a growing number of young managers can start their new role well prepared. In 2023, a total of 28 junior managers took part in the programme, 36 % of whom were women.

Training for experienced managers
This hybrid programme offers experienced managers in-depth development opportunities in various full-day modules covering all areas of employee management and mastering an agile environment. In 2023, twelve experienced managers took part in this programme; 42 % of the participants were female, representing a six percentage point increase over the prior year.

All our leadership programmes are interdisciplinary and global in nature. This approach promotes networking across departments and disciplines as well as across our different locations.

Since 2023, we have also provided LinkedIn Learning to all our employees worldwide. It offers topic-specific e-learning courses and lectures for every department, as well as a variety of soft-skill training opportunities.

Health and well-being

In 2023, we once again organised the TeamViewer Health Days event in collaboration with various external partners, including health insurance companies and the company physician. Employees at our headquarters in Göppingen had the opportunity to undergo various general and preventive medical checkups on-site. The event also included virtual events on various health topics such as stress management, nutrition, and exercise, as well as practical courses such as yoga classes, which were also open to all employees.

Flexible work models

At TeamViewer, flexible work models are an integral part of the offers provided by desirable employers. Examples include flexible work schedules, attractive part-time offers and a hybrid work model. With the hybrid work model, employees have an opportunity to find the right balance between working from home and from the respective office location. They also have the option to work part of the year independently away from their place of residence. In order to promote the compatibility of family and career, TeamViewer offers various forms of parental leave within the scope of the legal possibilities and, depending on the location,actively promotes the reintegration of mothers and fathers after their return to work. Further details can be found in the chapter on employee retention.

Feedback and employee engagement

Engagement opportunities in the form of structured feedback are important and highly desirable factors for our motivated and committed employees. At 82 %, the participation of permanent employees in our annual employee survey continued to be very high in 2023. TeamViewer used the comprehensive and diverse insights gained from the survey to create a Company-wide action plan at several levels, both locally and globally. This plan was implemented in 2023 in the form of various optimisation projects.

At TeamViewer, our central and global feedback processes aim to evaluate individual performance, express appreciation, and provide employees with constructive feedback on development potential. Our managers receive comprehensive training on how to give individual feedback and evaluate performance. All non-managerial staff have also been fully informed of the process, especially to enable them to effectively use the self-reflection phase that is part of the process. In the 2023 fiscal year, we continued to develop our feedback processes and tailored them even more specifically to individual roles and career paths. In the 2024 fiscal year, we plan to continue this process for all departments and incorporate our feedback processes into our recently introduced HR system.

Openness and organisational transparency are important to us to ensure our employees are up-to-date on both strategic and operational issues. We use routine staff meetings (all-hands meetings) to help accomplish this. Frequent interaction within teams and across departments is important for employee engagement. We encourage this interaction through our collaboration platforms. Regular updates allow employees to network on a global level and develop a better sense of the open and diverse TeamViewer culture.

To ensure active employee participation, TeamViewer established a World Works Council in fiscal year 2023 to represent the specific local interests of employees vis-à-vis the management at all TeamViewer locations around the world. The council was formed to complement the existing works council for the TeamViewer companies located in Göppingen, Germany.

5 Environmental and Climate Protection

Climate strategy

Protecting the environment and the climate are important concerns for TeamViewer and were categorised as material for the Company in the materiality analysis. Climate and environmental protection are also given high priority as part of our c-a-r-e sustainability programme.

As a provider of remote connectivity software, we recognise the significant potential to make a positive contribution to the decarbonisation of the economy. We realise this by helping customers to reduce CO_2 emissions and by making our own business operations environmentally friendly. Our goal is to use 100 % renewable energy along the entire value chain.

With the inclusion of environmental and climate concerns in our own opportunity and risk management, climate protection has become particularly important for TeamViewer. Accordingly, the corporate and product-related carbon footprint (Scope 1, 2, 3) has been calculated since the 2019 fiscal year.

Together with the Science Based Target Initiative (SBTi), we have set specific, fixed-term absolute targets for reducing greenhouse gas emissions at the corporate level. Our short-term target (SBTi short-term target) includes a commitment to reduce our absolute Scope 1 and 2 greenhouse gas emissions by 50 % by 2030 compared to the base year 2021. In addition, we aim to reduce absolute Scope 3 GHG emissions from purchased goods, services and capital goods by 37.8 % in the same period. As a long-term target (SBTi long-term target), we are committed to reducing greenhouse gas emissions in scopes 1, 2 and 3 by 90 % by 2040 compared to the base year 2021. This commitment means that TeamViewer has set itself the goal of achieving net zero greenhouse gas emissions across the entire value chain by 2040 – ten years earlier than recommended by the SBTi. The SBTi categorises targets based on long-term temperature trajectories of well below 2°C and 1.5°C. The SBTi validation team has reviewed TeamViewer's target ambitions in Scope 1 and 2 and found them to be in line with the 1.5 °C trajectory. By publishing our SBTi reduction targets, we are committing to reviewing our climate targets according to scientific standards and thus fulfilling our contribution to limiting global warming in line with the Paris Agreement.

In 2023, we created the first version of our Climate Transition Plan, which fleshes out our decarbonisation strategy. This plan sets clear targets to ensure we meet our short-, medium- and long-term environmental goals. The Climate Transition Plan is the foundation of our efforts to ensure that we act consistently and transparently, and it reaffirms our commitment to taking corporate responsibility for active climate protection. Building on this, we began investing in the long-term storage of carbon dioxide emissions in 2023.

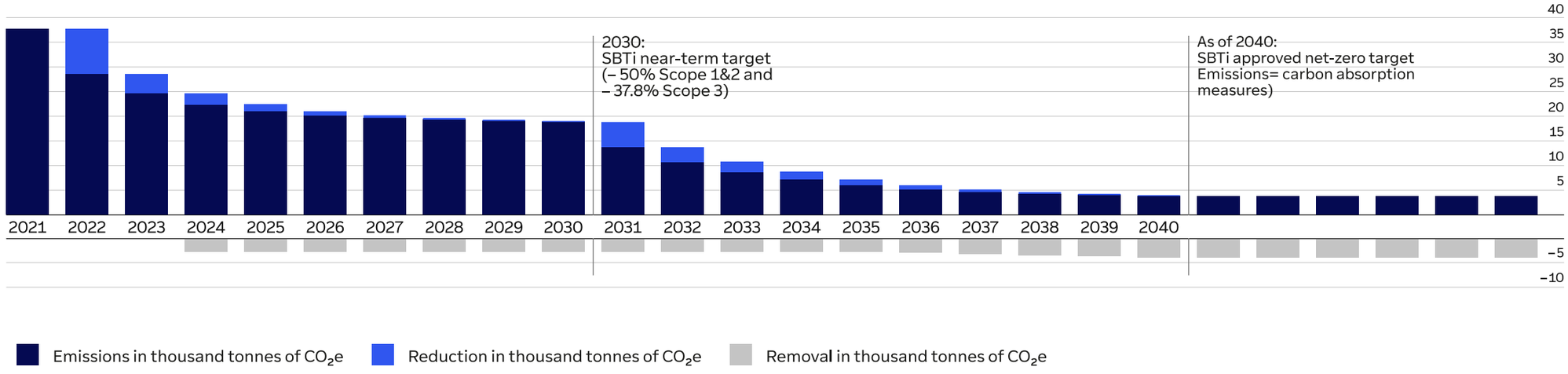
We follow industry standards and undergo regular external audits to ensure the validity of our climate strategy. Our participation in the Carbon Disclosure Project (CDP) reporting since 2021 and the improvement of our score from "B" to "B+" in 2023 confirm TeamViewer's active environmental management.

Environmental protection

Environmental protection is an important issue throughout TeamViewer's value chain. Our Code of Conduct, as well as our Supplier and Business Partner Code of Conduct, outline basic principles for resource-efficient behaviour. TeamViewer strives to use energy, water, and other natural resources responsibly throughout its operations. The Company optimises its energy efficiency and favours renewable energy sources. Education is seen as a key factor for future improvements in environmental protection. Employees are trained internally about ways to save resources.

In 2023, no environmentally relevant incidents occurred and no corresponding fines were imposed.

TeamViewer's pathway to net zero emissions



Climate protection and the path to net zero greenhouse gas emissions

TeamViewer was founded in 2005 with the primary goal of transcending physical distance by enabling users to connect to computers and other devices remotely. Not only does this create efficiencies in the form of time and cost savings for our customers, but it also helps reduce carbon emissions by eliminating travel.

Our overarching environmental goal is to enable companies and individuals to reduce their carbon footprint by providing user-friendly technology that allows people to connect from anywhere, any time. As a company, TeamViewer is committed to reducing its own emissions and plans to remove the remaining emissions from the atmosphere and store them for the long term in accordance with the Science Based Target Initiative.

In 2023, we began investing in a portfolio of diverse carbon dioxide removal (CDR) methods to remove a portion of our greenhouse gas emissions (2,695 metric tonnes of CO_2e) from the atmosphere for long-term storage. This measure is not included in the calculation of the corporate carbon footprint (CCF). As shown in the chart "TeamViewer's pathway to net zero emissions", we plan to significantly increase the volume of CDR from 2025 onwards.

Emission reduction measures

TeamViewer has defined five key measures to achieve its reduction targets:

1. Renewable energy
   - Sourcing data services with 100 % renewable energy
   - Office buildings powered by 100 % renewable energy

2. Influence the supply chain
   - Require suppliers to define carbon emission reduction targets

3. Increase product efficiency
   - Reduce the data intensity of our services, thereby reducing energy requirements along the entire value chain

4. Emission-efficient business travel
   - Increase use of rail and public transport and avoid short-haul flights

5. Hybrid workplace model
   - Reduce emissions from work commuting by working 60 % from home

Beyond these five measures, TeamViewer is investing substantially in improving data quality. This will involve increasing the proportion of primary data from the Company's own operations and supply chain, as well as improving the quality of the carbon footprint calculation.

TeamViewer also strengthens its commitment to achieving its reduction goals by linking Management Board compensation to clearly defined ESG targets. Starting in fiscal year 2023, clearly measurable reductions in CO_2 emissions have been defined as personal performance criteria for the individual members of the Management Board. This is in addition to the ESG targets of employee satisfaction, proportion of women, compliance, and safety (see Chapter B_8 "Remuneration report").

Sustainable supply chain

TeamViewer lives up to its responsibility towards society and shareholders by consistently and sustainably modernising its own supply chain and the associated procurement processes. The goal is to create an end-to-end sustainable supply chain and anchor it in the procurement processes.

The targeted realignment of structures is based on a multi-stage approach. It encompasses the areas of sustainability and environment, and specifically the carbon footprint of the supply chain; labour and human rights, as regulated in the Supply Chain Duty of Care Act, among others; and compliance aspects, such as corruption, data protection and others.

In addition to longstanding measures to satisfy minimum legal requirements, a comprehensive review of the current situation is underway. This includes the involvement of leading platforms for quantifying the status of sustainability in the various areas.

We are also holding discussions and meetings with our largest suppliers, including cloud providers, in order to promptly begin implementing improvements. These will involve areas such as energy and resource consumption, as well as ensuring that TeamViewer's partners also pursue clear and realistic sustainability goals. The basis for discussions is TeamViewer's Code of Conduct for Suppliers and Business Partners, which all suppliers are required to sign.

The next steps will be to embed all the principles in revised procurement processes and guidelines, and to provide annual training to employees in these areas. This will ensure that sustainability factors are considered just as carefully in the future for procurement as they are in purely commercial terms.

Reporting based on the data collected will ultimately allow TeamViewer to make targeted and continuous improvements. This will reduce the risk of engaging with the wrong partners, generate significant mid-term economic benefits, and drive a progressive approach to meeting sustainability goals.

TeamViewer technology protects the environment

Remote connectivity can have a significant positive impact on achieving global climate targets. To quantify this effect, TeamViewer, together with external consultants, quantified for the first time the CO_2 savings attributable to the use of TeamViewer products in the year 2019.

The study of our CO_2 savings was repeated in fiscal 2023. It was based on the CCF (Corporate Carbon Footprint) as defined by the Greenhouse Gas (GHG) Protocol and a product carbon footprint (PCF) derived from it. An analysis of anonymous connection data was then combined with feedback from private and commercial users on their usage and associated travel patterns. This was further verified by additional expert interviews. According to the results, TeamViewer helped non-commercial users and customers to avoid between 15.6 and 44.8 million tonnes of CO_2 emissions in 2022. As studies of this nature are largely based on assumptions, a further sensitivity analysis of the results was carried out. The scenario deemed most realistic by internal and external experts corresponds to an avoidance of 41 million tonnes of CO_2. The entire study was critically reviewed by TÜV SÜD.

Carbon footprint

In the 2023 fiscal year, TeamViewer continued to record its greenhouse gas emissions in compliance with the GHG Protocol and plans to continue to do so annually. The calculation of the carbon footprint for 2023 was performed in cooperation with external consultants and subsequently verified by third parties.

The emissions determined in tCO_2e are distributed across scopes 1 to 3 as follows:

Development of CO_2 emissions

In CO_2e tonnes	2021	2022	**2023**	YoY change
Scope 1	222	353	202	–43 %
Scope 2	255	54	31	–41 %
Scope 3	38,665	28,443	24,276	–15 %
Total CO_2 footprint	**39,142**	**28,850**	**24,510**	**–15 %**

Development of CO_2 emissions per EUR m in revenue

In CO_2e tonnes /EUR m	2021	2022	**2023**	YoY change
Scope 1	0.4	0.6	0.3	–48 %
Scope 2	0.5	0.1	0.05	–47 %
Scope 3	77.2	50.3	38.7	–23 %
Total CO_2 footprint	**78.1**	**51.0**	**39.1**	**–23 %**

In the 2023 fiscal year, TeamViewer's total net CO_2 emissions decreased by 15 % year-on-year, corresponding to a reduction of approximately 4,300 metric tonnes of CO_2e. A key factor in this reduction was our close cooperation with our suppliers, who are also committed to reducing emissions. The reduction was also due to a considerable improvement in the quality of the incoming data. Where possible, we also ensure that our electricity consumption is fully sourced from renewable energy sources. Our primary goal is to purchase renewable energy directly. In cases where this was not yet possible in fiscal year 2023, we used electronically documented Energy Attribute Certificates (EACs) as verification.

Starting with the 2023 fiscal year, we are aligning our calculation and disclosure with the SBTi requirements. The prior-year figures have been adjusted accordingly.

6 Energy, Waste and Water Management

Energy

Year	Absolute energy consumption (in kWh)	YoY change (in %)	Relative energy consumption per employee (in kWh)	YoY change (in %)	Relative energy consumption per EUR m in revenue (in kWh)	YoY change (in %)
2023	**4,329,313**	**33 %**	**2,963**	**26 %**	**6,908**	**20 %**
2022	3,256,292	–2 %	2,349	4 %	5,754	–13 %
2021	3,328,197	–23 %	2,306	–44 %	6,643	–29 %
2020	4,309,053	–1 %	4,088	–44 %	9,386	–29 %
2019	4,336,024	–	5,036	–19 %	11,112	–16 %

In line with the achievement of our reduction targets, we also oblige our suppliers to achieve greater efficiency and a rapid transition to renewable energy sources. This is monitored through a due diligence process as part of the globally binding Supplier & Business Partner Code of Conduct.

Waste

Waste separation options have been introduced at all German sites in recent years and are increasingly being rolled out and optimised globally. To avoid single-use plastics, we provide washable and reusable dishes, cutlery, drinking cups and water dispensers at nearly all locations.

Extending the lifetime of our IT and electrical equipment is particularly important to us. After three years on average, our equipment is sorted but not scrapped. Instead, it is sold to secondary recycling partners (or, in some cases, donated locally) and reused after undergoing a technical and data protection overhaul.

Year	Absolute waste volume (in kg)	YoY change (in %)	Relative waste volume per employee (in kg)	YoY change (in %)	Relative waste volume per EUR m revenue (in kg)	YoY change (in %)
2023	**38,063**	**7 %**	**26**	**7%**	**61**	**7 %**
2022	35,408	–5 %	24	–5 %	56	–5 %
2021	37,274	1 %	26	1 %	59	1 %
2020	36,817	–18 %	25	–52 %	59	–49 %
2019	44,864	–	52	–	115	–

Water management

Year	Absolute wastewater volume (in m³)	YoY change (in %)	Relative wastewater volume per employee (in m³)	YoY change (in %)	Relative wastewater volume per EUR m revenue	YoY change (in %)
2023	**7,179**	**–36 %**	**5**	**–40 %**	**11**	**–43 %**
2022	11,275	–2 %	8	–49 %	20	–57 %
2021	11,550	83 %	16	167 %	46	229 %
2020	6,298	+1 %	6	–14 %	14	–13 %
2019	6,257	–	7	–	16	–

The use of fresh water was also calculated globally for all offices for the first time in 2023:

Year	Absolute fresh water volume (in m³)	YoY change (in %)	Relative fresh water volume per employee (in m³)	YoY change	Relative fresh water volume per EUR m revenue (in m³)	YoY change (in %)
2023	**3,377**	–	**2**	–	**5**	–

7 Social Responsibility

Our understanding

As a global company, TeamViewer assumes responsibility worldwide for its business activities, for the climate and the environment, for its employees and, most of all, for the local communities in which our offices are located. Our social commitment is based on the principles of our sustainability programme c-a-r-e: collaboration, access, reduction and equity.

The aim of all our social activities is to strengthen the community, promote exchange between people and thereby build a foundation for cultural diversity and participation. By actively supporting schools and universities, we increase the educational opportunities of young people and young adults through better access to technology.

Our external actions go hand in hand with our internal sustainability projects, which are described in the c-a-r-e sustainability programme section of this non-financial report.

Our contribution

TeamViewer's commitment comprises three dimensions, from indirect support for organisations and the targeted promotion of selected local initiatives to the personal commitment of TeamViewer employees on-site.

The first dimension includes our "TeamViewer for Good" programme. We offer licences for our solutions to charitable institutions worldwide at significantly reduced prices and sometimes even free of charge. We donated more than 1,500 licences this way in 2023.

At a local level, we have a partnership with the University of Applied Sciences, located in Göppingen, where TeamViewer is headquartered, particularly to support the technology degree programmes. We award several scholarships each year to students for science degree programmes in order to carry out research. We also support the Girls' Digital Camp of the University, which aims to get young girls interested in STEM subjects (mathematics, computer science, natural sciences and technology). In addition, we sponsor several initiatives aimed at giving pupils better access to technology, including Tech4Girls, an initiative by the non-profit organisation TechEducation, which aims to bridge the gender gap in IT. With the help of a donation from TeamViewer, two schools in low-income areas of Berlin can now participate in this programme.

We are also engaged at our locations in Germany, Greece, Australia and the USA to strengthen the local community. Through donations, we support smaller sports clubs, mental health initiatives and social programmes, as well as organisations that promote climate protection, diversity and integration.

Our employees were also personally active last year in contributing their knowledge and experience to their communities. In Armenia and Greece, for example, we invited grade school and high school girls to our offices to give them a first-hand impression of career opportunities in the tech sector. At our headquarters in Göppingen, colleagues offered a programming workshop in collaboration with a local initiative, in which participants were able to gain their first experience in creating applications.

8 Index for GRI, SDG, UN Global Compact, WEPs and SASB

Chapter in Non-financial Report	GRI	SDGs	UNGC Principles	WEPs
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02 Sustainability at TeamViewer				
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Overview of the references to relevant Sustainability Accounting Standards Board (SASB) Standards

Annual Report 2023 chapter references	SASB
Group fundamentals (Combined management report)	TC-SI-000.A
Financial statement TeamViewer SE	TC-SI-000.A
Security and data protection (Combined management report)	TC-SI-000.B
Financial statement TeamViewer SE	TC-SI-000.B
Security and data protection (Combined management report)	TC-SI-000.C
Financial statement TeamViewer SE	TC-SI-000.C
Energy management, waste management and water management (Non-Financial Report)	TC-SI-130a.1
Energy management, waste management and water management (Non-Financial Report)	TC-SI-130a.2
Climate protection and the path to net zero greenhouse gas emissions (Non-Financial Report)	TC-SI-130a.3
Security and data protection (Combined management report)	TC-SI-220a.1
Markets and distribution (Combined management report)	TC-SI-220a.5
Respect for human rights (Non-Financial Report)	TC-SI-220a.5
Security and data protection (Combined management report)	TC-SI-230a.2
Employees (Combined management report and Non-Financial Report)	TC-SI-330a.1
Employees (Combined management report and Non-Financial Report)	TC-SI-330a.2
Diversity and anti-discrimination (Non-Financial Report)	TC-SI-330a.3
Combating corruption and bribery (Non-Financial Report)	TC-SI-520a.1
Opportunities and risks report (Combined management report)	TC-SI-550a.1
Opportunities and risks report (Combined management report)	TC-SI-550a.2

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