Non-Financial Report 2022

TeamViewer

Creating a world that works better

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Non-financial Report

The Non-Financial Report is an excerpt from the Annual Report 2022.

1 Fundamentals of the Non-financial Report

With the non-financial report according to §§ 289b to 289e, 315b and c of the German Commercial Code (Handelsgesetzbuch – HGB) and the requirements of the Corporate Social Responsibility Directive Implementation Act (CSR-RUG), 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 focal points to be reported within the framework of the EU Taxonomy Regulation for the fiscal year 2022. 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 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 the Section E (Further Information) in the Annual Report 2022.

The aim of the non-financial report is to transparently meet the relevant 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 important for TeamViewer, along with the sub-aspects of infrastructure and product security, and can be found as a separate chapter in the combined management report of the Annual Report 2022. 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 Non-financial Report.

The Non-financial Report was reviewed and approved by the Supervisory Board of TeamViewer AG 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 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 and 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 reduce climate-damaging greenhouse gas emissions by avoiding travel.

A detailed description of TeamViewer's business model can be found in the combined management report.

Our corporate values, next to climate and environmental protection and respect for human rights, form the basis for our actions. We complement these values by practicing good corporate governance and upholding our social responsibility.

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 basis of our sustainable growth. We consider it our greatest responsibility to guarantee these requirements at all times. We describe how we fulfil this responsibility in the sub-chapter "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) of the United Nations. The SDGs are a central conceptual framework for our materiality analysis and our sustainability goals and important guidelines for the Group's sustainability strategy. The following SDGs play a special role in this respect: #4 (Quality Education), #5 (Gender Equality), #8 (Decent Work and Economic Growth), #9 (Industry, Innovation and Infrastructure), #10 (Reducing Inequalities), #12 (Responsible Consumption and Production), #13 (Climate Action) and #17 (Partnerships for the Goals). TeamViewer has also pledged its commitment to the UN Women's Empowerment Principles.

Materiality analysis

Based on the multi-stage materiality analysis conducted in the 2020 fiscal year, which identified the relevant and material non-financial topics specific to TeamViewer, a review of the results of the materiality analysis was conducted in the 2022 fiscal year. This review did not result in any changes in the materiality of non-financial aspects.

To identify possible relevant topics, TeamViewer evaluated internal documents, three non-financial ratings (MSCI, Sustainalytics, ISS ESG), benchmarks, competitors, industry benchmarks and resources, regulatory issues, ESG and other reporting (particularly GRI, SASB, SDGs). By including stakeholder-oriented standards, the demands of various interest groups were thoroughly considered in the materiality analysis. An overview of 70 topics and sub-topics relevant to TeamViewer was derived from this external approach. In an internal expert workshop (participants: sustainability manager, compliance and risk manager, general counsel), the overview was further enhanced with the addition of relevant internal aspects. In particular, a qualitative assessment was made of whether and to what extent TeamViewer's economic activities have an impact on the economy, the environment, employees and society.

To validate the results, an extended internal expert group consisting of the Group's Communications, Compliance, Corporate Operations, Corporate Development, CSR, Finance, Human Resources, Investor Relations, Legal, Marketing and Public Relations departments quantified and qualified the results on a scale of 0 to 20. The prioritisations made previously were essentially confirmed and left unchanged.

As a result of the classification process, six overarching fields of action were defined:

1. Governance and integrity
2. Trust and security
3. Environment and climate protection
4. Attractive employer
5. Equality
6. Corporate citizenship

The six defined fields of action group the non-financial aspects that TeamViewer fundamentally classifies as relevant or material.

Non-financial topics are considered relevant when, from the perspective of the stakeholders (outside-in perspective), at least a high or very high significance is attributed to them, or when they can have a high or very high impact (inside-out perspective) on the relevant protected assets. For TeamViewer, the analysis conducted results in nine non-financial topics that are to be classified as material. These can be visualised with the help of a materiality matrix illustration on the following page).

Relevant and material issues

Governance and Integrity	Trust and Security	Climate and Environmental Protection
Good Governance incl. Anti-Bribery and Corruption	**Data Protection and Information Security**	**Product and Service Design for the Environment**
	Reliability and Availability of Services	**Climate Protection**
Human Rights		Energy Management of Data Centres
Tax Transparency		
Responsible Value Chain	Transparency and Collaboration	Environmental Management

| Attractive Employer	Equality	Corporate Citizenship
Attractiveness as an Employer	**Diversity & Anti-Discrimination**	**Accessibility of Products**
		Social Responsibility
Learning and Development		
Flexible Work and Work From Home	Equal Opportunities	Local Engagement
Health and Well-being		Education

Material non-financial aspects of TeamViewer

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

- Good corporate governance (see "Corporate Governance Statement" in the combined management report)
- Data protection and information security (see "Security and data protection" in the combined management report)
- Reliability and availability of systems and services (see "Security and data protection" in the combined management report)
- Product impact on environmental protection (see "Environmental and climate protection" in the non-financial report)
- Climate protection (see "Environmental and climate protection" in the non-financial report)
- Attractiveness as an employer (see "Employees" in the non-financial report)
- Diversity and anti-discrimination (see "Employees" in the non-financial report)
- Accessibility of products (see "Environmental and climate protection" in the non-financial report)
- Social responsibility (see "Social Responsibility" in the non-financial report)

Based on the materiality analysis, resources such as time, effort and budget are allocated to the material non-financial topics in order to make further progress on these topics in the future. They thus shape the sustainability strategy and our reporting. As TeamViewer is particularly committed to these concerns, this non-financial report also reports on non-financial topics that are classified as not relevant according to the materiality analysis. This concerns in particular the chapters "Transparency and Cooperation", "Health and Well-being" as well as "Energy, Waste and Water Management".

Material non-financial aspects
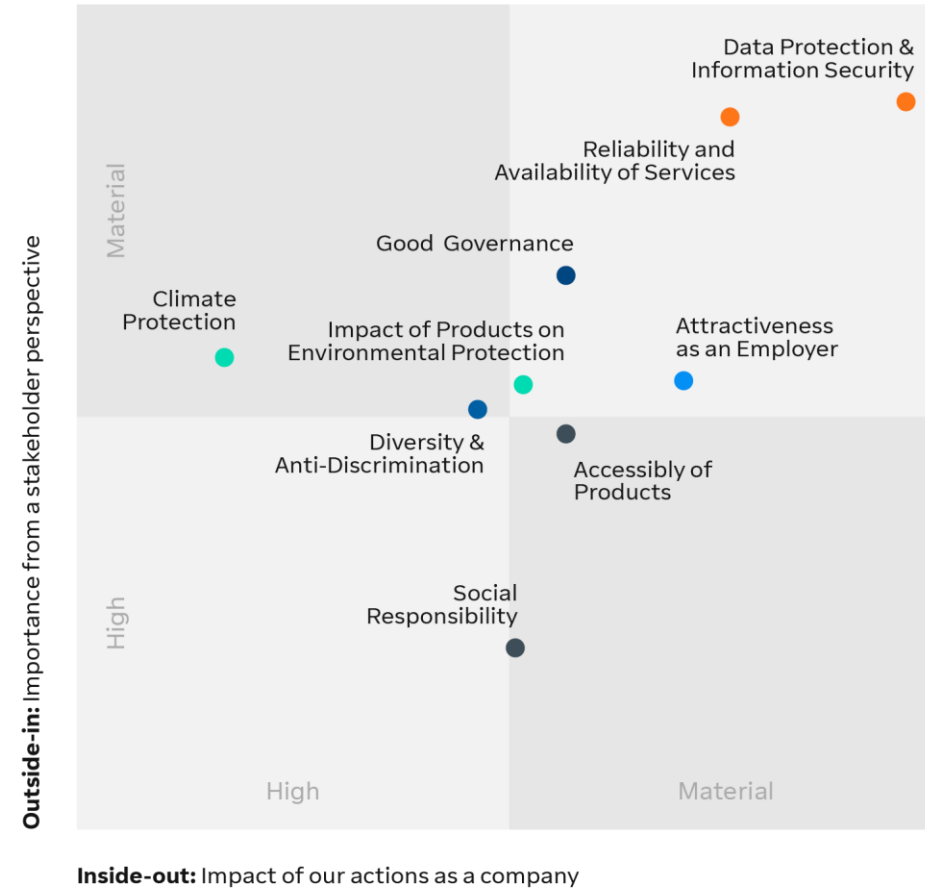
Sustainability targets

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 the potential for 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 concentrates on the eight SDGs where it believes it can make a significant contribution to achieving the targets.

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 defined focus SDGs, TeamViewer has set itself the following key sustainability goals, which the Company is working to achieve with concrete measures and a binding timeframe:

- Achieve climate neutrality no later than 2025
- Provide better access to technology and education
- Support our customers in achieving their climate protection goals using our technology
- Promote participation of women in leadership positions
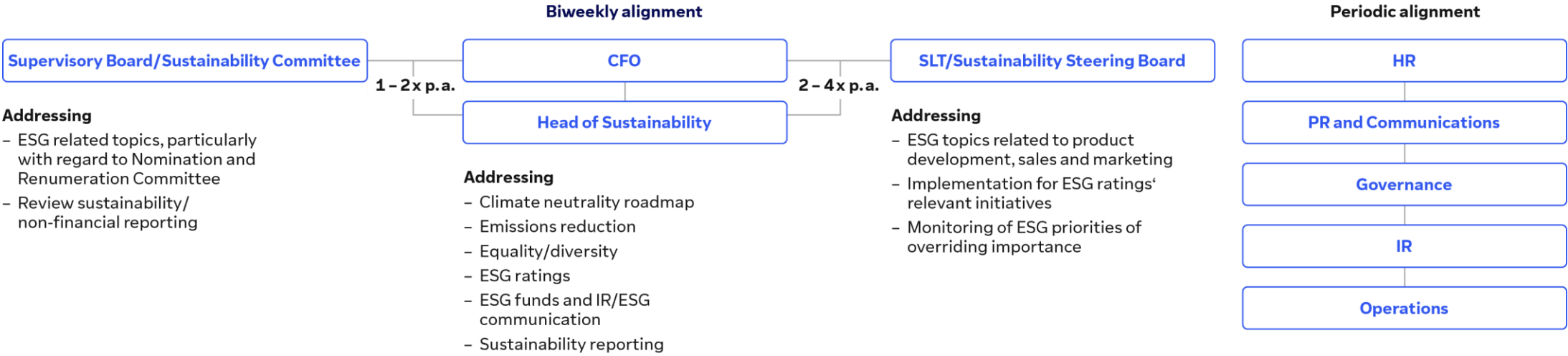
Sustainability management

For TeamViewer, corporate responsibility in all areas of sustainability is of central importance, but particularly in relation to the topics of climate protection and equal opportunity. The deep anchoring of these topics in TeamViewer's sustainability management has been ensured through targeted measures and a separate sustainability budget to finance Group-wide sustainability efforts. The measures implemented include the c-a-r-e sustainability programme, the 2025 climate neutrality goal, the monitoring of sustainability management by the Supervisory Board and Audit Committee, and pledging our commitment to the UN-WEPs programme as well as to the Science-Based Targets Initiative (SBTi).

TeamViewer's Sustainability department reports directly to the Chief Financial Officer (CFO). The half-year reporting to the Supervisory Board and Sustainability Committee establishes the reporting line to the two highest business bodies of TeamViewer AG, underlining the priority of the topic of sustainability. Regular 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 (in total 10 members, including the Management Board and the first leadership layer below the Management Board) assumes the function of a Sustainability Steering Board. Within the Audit Committee of the Supervisory Board, a Sustainability Committee was established under the leadership of Hera Kitwan Siu.

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

Biweekly alignment

Periodic alignment

Supervisory Board/Sustainability Committee		CFO		SLT/Sustainability Steering Board

1 – 2 x p.a. **2 – 4 x p.a.**

Head of Sustainability

HR

PR and Communications

Governance

IR

Operations

Addressing
– ESG related topics, particularly with regard to Nomination and Renumeration Committee
– Review sustainability/ non-financial reporting

Addressing
– Climate neutrality roadmap
– Emissions reduction
– Equality/diversity
– ESG ratings
– ESG funds and IR/ESG communication
– Sustainability reporting

Addressing
– ESG topics related to product development, sales and marketing
– Implementation for ESG ratings' relevant initiatives
– Monitoring of ESG priorities of overriding importance

Sustainability programme c-a-r-e

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

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

- C – Climate neutrality
- A – Access to technology
- R – Reduced emissions
- E – Equality

c-a-r-e combines TeamViewer's ambition, "Creating a world that works better", with its sustainable business model, products and corporate culture, which are also characterised by a sense of responsibility combined with sustainable thoughts and actions.

With the publication of the c-a-r-e sustainability programme, concrete measures and goals were communicated:

- C – Climate neutrality:
    1. Achieve climate neutrality no later than 2025
    2. Support the SBT initiative ("1.5°C target")
- A – Access to technology
    1. Provide free use of our solutions for private and socially beneficial purposes
    2. Increase access to education and technology
- R – Reduction of emissions
    1. Enable customers to avoid emissions
    2. Deliver climate-neutral products sourced 100 % from renewable energies
- E – Equality
    1. Increase the proportion of women in all management levels
    2. Celebrate cultural diversity with a zero-tolerance discrimination policy

Our employees are actively involved in the development and implementation of sustainability measures to achieve the set goals through their participation in internal company workshops. Around 390 employees participated in the first workshops in 2022. Four working groups were formed and have already been actively involved in sustainability efforts through their first specific actions:

- Female Empowerment (promotion of women)
- Climate Action (Climate Protection)
- LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Inter, Asexual, +)
- Parents@TeamViewer (Parents with TeamViewer)

Details on these work groups and the measures they are undertaking can be found in the sub-chapter "Employees" of the non-financial report.

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.

Since the opportunity and risks report (part of the combined management report) lists only material risks, this sustainability report supplements it with all non-financial topics. The quantification follows the same evaluation logic that is used for the recording and evaluation of financial risks.

Climate change
Risks from climate change will increasingly affect areas of life and the economy 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 strategy

A net zero business model means that the carbon emissions generated by an activity are reduced to a minimum that is unavoidable, and the remaining balance is offset by carbon removal activities. The risk that TeamViewer does not achieve its set net zero targets within the envisioned timeframe is assessed as 'Medium'. Non-achievement could lead to a loss of reputation. Numerous companies also have a net zero strategy, which also presents TeamViewer with opportunities by supporting its partners and customers in achieving their own net zero targets.

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 unique corporate culture is underpinned by our corporate values and the company-wide Code of Conduct and is 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 changing 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 the sub-chapter "Social Responsibility"). The risk of a loss of reputation due to insufficient social commitment is rated "low".

Accessibility of our products

The easy accessibility and associated wide distribution of our products have been a success factor since the foundation of our company. We rate the restriction of this accessibility as a "low" risk because, among other factors, free private use will continue to exist.

No material non-financial risks with a potential impact on our business, revenue and cost base were identified in the risk analysis we conducted in the 2022 fiscal year.

Risk assessments

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

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

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

EU Taxonomy

In view of the worsening climate crisis, the European Union (EU) has committed itself to a sustainable growth strategy with 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.

In a first step, **taxonomy eligibility** is examined 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 contribute to the potential achievement of at least one of the following six environmental objectives, the economic activity can be considered taxonomy-eligible. The environmental objectives as defined by the EU Taxonomy are:

- Climate change mitigation
- Climate change adaptation
- Stainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

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 the environmental targets through alignment with the evaluation criteria defined for the respective economic activity (e.g. CO_2 emissions saved for the environmental target of climate protection).
- Significant harm to at least one other environmental objective 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.

We analysed all business activities of TeamViewer and assessed which of those are taxonomy-eligible and taxonomy-aligned in accordance with the EU Taxonomy Annex I and II of the delegated act ((EU) 2021/2139). For TeamViewer, as a provider of data-based remote connectivity solutions, one of the economic activities listed in the EU Taxonomy is considered to be material:

- **Data-based solutions to reduce greenhouse gas emissions**
  (Annex 1, 8.2)

The economic activity "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. With TeamViewer solutions, computers, mobile devices or machines – i.e. any technical device that holds a data connection to the Internet – can be remotely controlled and used anywhere in the world. Our data-based solution is provided from 100 % renewable energy. Taxonomy-wise, this activity has a clear potential to avoid travel activities and associated greenhouse gas emissions, in particular, if these activities are primarily intended to provide data and analysis to enable the reduction of greenhouse gas emissions. Avoiding climate-harming CO_2 emission is an important ESG measure for TeamViewer, which has been collected since 2020 and verified by external advisers. It measures how many (business) travels are actually avoided and calculates the corresponding CO_2 emissions saved.

All revenue, operating expenses (OpEx) and capital expenditures (CapEx) as defined by the EU Taxonomy that are associated with our taxonomy-eligible products and services are allocated to the "climate protection" objective as defined by the EU Taxonomy.

Taxonomy eligibility of business activities

	Revenue	OpEx as defined by EU Taxonomy	CapEx as defined by EU Taxonomy
8.2 Data-based solutions to reduce greenhouse gas emissions (in EUR million)	543.3	35.3	16.8
Non-taxonomy compliant activities (in EUR m)	22.6	11.7	5.6
Total (in EUR m)	565.9	47.1	22.4
Share of taxonomy-eligible activities (in %)	**96 %**	**75 %**	**75 %**

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 evalutations may arise in subsequent years as a result of interpretation decisions.

Compared to the previous year, this uncertainty of interpretation has led us to no longer consider activity 8.1. "Data processing, hosting and related activities" to be material because it does not generate direct revenue, although third-party servers and hosting services are an integral part of our solution offering.

In the 2022 fiscal year, we have changed the calculation methodology and do not apply a fixed discount in the determination of **taxonomy-eligible revenue** anymore, but used an application-based approach to determine the KPIs. In 2021, a fixed discount of 15 % was applied resulting in 85 % taxonomy-eligible revenue. For 2022, the application-based determination results in a 96 % share of taxonomy-eligible revenue, meaning that only 4 % of the use cases failed to demonstrate a clear potential to reduce GHG emissions.

When calculating **OpEx** and **CapEx** in 2021, a fixed discount of 15 % was used as well. For 2022, the methodology was also replaced by an application-based approach, which is essentially driven by the largest cost factor (personnel costs) in research and development (see operating expenses for the 2022 fiscal year).

Significant contribution to climate protection
In accordance with the EU Taxonomy, it must be verified whether the information and communication technology solutions are used primarily to reduce GHG emissions and what emission savings can be achieved by TeamViewer compared with the "best performing alternative solution" on the market. TeamViewer started to develop a comprehensive GHG Life Cycle Assessment in 2022 and will continue to work on demonstrating the GHG emission reduction potential in a competitive comparison in 2023.

Do-No-Significant-Harm (DNSH) and Minimum Safeguards
The key contribution criteria for Activity 8.2 were not met in fiscal year 2022. For this reason, no further investigation of the DNSH criteria and "Minimum Safeguards" were conducted and TeamViewer's business activity can only be validated under taxonomy eligibility.

KPIs according to the EU Taxonomy Regulation

The EU Taxonomy defines the revenue, OpEx and CapEx KPIs. Mandatory disclosures on taxonomy eligibility and alignment are to be made for the 2022 fiscal year. The financial data relevant for TeamViewer are derived from its consolidated financial statements for the 2022 fiscal year.

Revenue 2022 fiscal year
The Group's revenue according to IFRS of EUR 565.9 million, as reported in the consolidated financial statements of TeamViewer (sub-chapter 1 – Consolidated statement of profit and loss and other comprehensive income (p. 91); details of the accounting policies relating to net revenue might be found in part 5.3 (b) of the consolidated financial statements (pp. 99 ff.)) serves as the basis. TeamViewer develops and distributes software for remote access to/ remote maintenance of devices to digitize 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). Therefore, only the use cases for remote access, remote control, and remote management solutions were classified as taxonomy-eligible. These account for 96 % of total revenues (see table: "Taxonomy eligibility of business activities").

Operating expenses (OpEx) in the 2022 fiscal year
The consolidated financial statements according to IFRS are the basis for determining operating expenses (OpEx) as defined by EU Taxonomy. Operating expenses essentially comprise:

- 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 92 %, direct, non-capitalised research and development costs of EUR 43.1 million account for the largest share of operating expenses as defined by the EU Taxonomy. Of this, around 95 % is accounted for by personnel costs. About 25 % of the FTEs in R&D are focusing on the development of solutions that do not make a substantial contribution to the reduction of greenhouse gas emissions. As a result, we only account 75 % of the total operating expenses of EUR 47.1 million as taxonomy-eligible under the EU Taxonomy. This corresponds to EUR 35.3 million (see table: "Taxonomy Eligibility of Economic Activities").

Overview of operating expenses (OpEx) 2022 as defined by EU Taxonomy

	In EUR m
Research & Development (recurring)	43.1
Non-capitalised lease expenses for short-term leases in accordance with IFRS 16	1.0
Maintenance and repair costs and other direct expenses relating to the day-to-day maintenance of property, plant and equipment	3.0
Total	**47.1**

Capital expenditures (CapEx) 2022 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. The data can be determined from the financials reported in the consolidated statement of cash flows within the consolidated statement of financial position (p. 93).

In the 2022 fiscal year, additions totalled EUR 22.4 million. This comprises the reported investments in property, plant and equipment and intangible assets of EUR 8.8 million, supplemented by the capitalised rights of use in accordance with IFRS 16 of EUR 13.6 million. The breakdown of additions to intangible assets and property, plant and equipment is as follows:

- EUR 3.7 million additions to intangible assets
- EUR 18.7 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 the consolidated financial statements of our Annual Report 2022 (pp. 102 ff.), note 5.3 (f).

As the capital expenditures of EUR 22.4 million cannot be directly incurred and determined in connection with individual products, we use the allocation of 75 % determined on the basis of revenue to determine taxonomy eligibility. This results in total taxonomy-eligible CapEx of EUR 16.8 million.

Further details on our taxonomy-eligible activities can be found in the detailed reporting forms on revenue, OpEx and CapEx as defined by the EU taxonomy presented below.

Revenue

Economic activities (1)	Code(s) (2)	Absolute Turnover (3)	Proportion of Turnover (4)	Substantial Contribution Criteria						DNSH Criteria							Minimum Safeguards (17)	Taxonomy-aligned proportion of Turnover year N (18)	Taxonomy-aligned proportion of Turnover year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)	Climate Change Adaption (6)	Water and Marine Resources (7)	Circular Economy (8)	Pollution (9)	Biodiversity and Ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water and Marine Resources (13)	Circular Economy (14)	Pollution (15)	Biodiversity and Ecosystems (16)						
		EUR m	%	%	%	%	%	%	%	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)																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %																	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
8.2 Data-based solutions to reduce greenhouse gas emissions	J62.01	543.1	96 %																	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		543.1	96 %																	
Total Turnover of Taxonomy eligible activities (A.1 + A.2) (A)		543.1	96 %														0 %			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities (B)		22.6	5 %																	
Total (A + B)		565.9	100 %																	

OpEx

Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH Criteria							Taxonomy-aligned proportion of OpEx year N (18)	Taxonomy-aligned proportion of OpEx year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)	Climate Change Adaption (6)	Water and Marine Resources (7)	Circular Economy (8)	Pollution (9)	Biodiversity and Ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water and Marine Resources (13)	Circular Economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum Safeguards (17)				
		EUR m	%	%	%	%	%	%	%	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)																				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %																	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
8.2 Data-based solutions to reduce greenhouse gas emissions	J62. 01	35.3	75 %																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		35.3	75 %																	
Total OpEx of Taxonomy eligible activities (A.1 + A.2) (A)		35.3	75 %														0 %			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities (B)		11.7	25 %																	
Total (A + B)		47.1	100 %																	

CapEx

Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Substantial Contribution Criteria						DNSH Criteria						Minimum Safeguards (17)	Taxonomy-aligned proportion of CapEx year N (18)	Taxonomy-aligned proportion of CapEx year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)	Climate Change Adaption (6)	Water and Marine Resources (7)	Circular Economy (8)	Pollution (9)	Biodiversity and Ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water and Marine Resources (13)	Circular Economy (14)	Pollution (15)	Biodiversity and Ecosystems (16)					
		EUR m	%	%	%	%	%	%	%	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)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0 %																	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
8.2 Data-based solutions to reduce greenhouse gas emissions	J62.01	16.8	75 %																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		16.8	75 %																	
Total CapEx of Taxonomy eligible activities (A.1 + A.2) (A)		16.8	75 %														0 %			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		5.6	25 %																	
Total (A + B)		22.4	100 %																	

Sustainability ratings

For TeamViewer, ESG ratings and the annual feedback process that accompanies the review and revision of the rating results are particularly helpful in evaluating and improving its own sustainability efforts. The independent rating analyses are critically evaluated and the outcomes are used to derive the appropriate actions to take for improvement. In 2022, TeamViewer was rated with regard to its performance in the areas of environment, social and governance (ESG) by several ESG rating agencies, including the following:

- **MSCI:** TeamViewer was able to improve its ESG rating from the leading global analysis institute MSCI compared to the previous year. For the year 2022, TeamViewer received a rating of AAA (2021: AA), moving it up into the highest category. This rating places TeamViewer among the top 8 % of companies in the software and services industry worldwide. The rating analyses the business practices of companies in the areas of environmental, social, and governance and gives each of these pillars a score from 0 to 10. For 2022, TeamViewer received a score of 6.0 for its environmental activities, 5.8 for social aspects and 8.0 for its governance practices. In the area of governance, TeamViewer has one of the best global ratings of all companies in its industry.[1]

- **Sustainalytics:** TeamViewer improved its ESG risk rating again in the 2022 fiscal year awarded by Morningstar Sustainalytics, the leading 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 2022, Sustainalytics gave TeamViewer an ESG risk rating of 9.9 points (2021: 12.8). This rating reflects Sustainalytics' assessment that the risk of TeamViewer facing material adverse financial effects from ESG factors negligible. With this rating, TeamViewer is now one of the top 3 from a total of 419 rated companies within the industry "Enterprise & Infrastructure Software".[2]

- **ISS ESG:** In 2021, TeamViewer received the "Prime" status rating from ISS ESG Corporate Rating. An update of this rating was not conducted in 2022 but is planned for 2023.[3]

It is our goal to continuously improve our sustainability positioning, which will also have a positive influence on our ESG rating results.

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[1] https://www.teamviewer.com/de/unternehmen/presse/teamviewer-erhaelt-aaa-bewertung-im-msci-esg-rating-2/ (retrieved 31 December 2022).
[2] https://ir.teamviewer.com/websites/teamviewer/English/3480/news-details.html?newsID=2356291#:~:text=In%20September%202022%2C%20TeamViewer%20received,financial%20impacts%20from%20ESG%20factors (retrieved 31 December 2022).

[3] https://ir.teamviewer.com/websites/teamviewer/German/3280/ir-news.html?newsID=1907329 (retrieved on 31 December 2022).

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 actions and helps us to measure our success. Further details on this topic can be found in the "Corporate Governance Statement" chapter of the combined management report.

Respect for human rights

As a responsible global enterprise, TeamViewer is committed to ensuring that human rights are not violated in its own operations, throughout its value chain, or by its 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.[4] They are also encouraged to analyse and access 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.

To fully meet its commitments, TeamViewer adheres to 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, 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 operations, particularly the principles related to compliance with human rights standards.

TeamViewer's Code of Conduct formalises these beliefs and commitments and applies them internally, globally, and to all entities and employees. The Code reflects the existing guidelines ensuring a basic standard of business conduct, which is intended to prevent potential human rights violations. TeamViewer has several functions tasked with performing ongoing due diligence on human rights. This helps to identify and if possible, prevent human rights violations in the Company and in the value chain, facilitate the reporting of risks and actual violations, terminate potentially negative human rights impacts of business activities and provide reparations where appropriate.

TeamViewer employees receive periodic training at least once each year on human rights policies and procedures. A whistle-blower system is in place to allow for the anonymous reporting of potential human rights violations, among other things.

In the 2022 fiscal year, as in the prior year, there were no significant incidents of human rights violations reported at TeamViewer.

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[4] The current version can be displayed via the following web link:
   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 Anti-trust and Fair Competition Policy. All employees receive routine training at least once annually (at least once a year). 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 whistle-blower system.

In the 2022 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

TeamViewer firmly believes that behind every successful business lies transparent communication and open cooperation with the relevant organisations and authorities. TeamViewer aims to maintain the highest possible level of transparency and disclosure possible consistently in all aspects of its business activities, while continuing to comply with the regulatory requirements. Information security and privacy are of particular importance in this context (see Security and data privacy 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 2022 fiscal year, the TeamViewer Group paid a total of EUR 46.4 million in income taxes. Fair and equitable tax systems play an essential role for TeamViewer in every country 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 is in support of a goal of a global tax system that promotes stability and fair taxes for all the countries and companies involved. TeamViewer monitors tax developments, particularly at OECD level, and aligns its tax strategy accordingly.

Tax strategy

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

- Comply with applicable tax laws
- Establish an organisational structure appropriate to the size of the Company for adequate tax management
- Apply effective tax risk and compliance management
- Act as a responsible taxpayer

The tax strategy is in line with TeamViewer's business and sustainability strategy. The payment of its "fair share" of taxes has an indirect influence on the achievement of the Company's sustainability goals in the respective countries, and TeamViewer rejects tax practices that contradict these goals. This approach incorporates the following practices:

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 list of non-cooperative jurisdictions for tax purposes".

Tax governance, tax compliance and tax risk management

Tax governance

TeamViewer's tax activities are 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 linked to 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 or other withholding taxes on customer and supplier payments. Tax payments therefore represent a significant portion of the Company's contribution to society. The 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

A central element in the fulfilment of our corporate goals is our employees. In times of a general shortage of skilled workers and the continuing trend of "Great Resignation", our future success is based more than ever on attracting, developing and, above all, retaining highly qualified and motivated employees.

Despite the challenging economic developments, we were again perceived as an attractive employer in the 2022 fiscal year and were able to attract and retain valuable employees.

In such a rapidly changing environment, our value-based corporate culture is an essential basis for our sustainable growth. This is one reason why anchoring our values within our work environment and shaping a sustainable, value-based corporate culture remains a high priority.

We strive to create a work environment characterised by openness and honesty that enables our employees to thrive with the agility and reach required in a digital work environment. This commitment is also reflected in our work practices and the daily exchange employees can have with our management team and leaders across the Company.

Development of employee headcount

As at 31 December 2022, the TeamViewer Group employed 1,386 FTEs worldwide (31 December 2021: 1,477 FTEs). Consequently, the number of employees was approximately 6 % lower than the prior year's year-end reporting date. The decrease was related to the Group-wide ReMax programme, which was completed in the first half of 2022. In the second half of 2022, TeamViewer strengthened the Group's growth areas with new talent through selective hiring, making a targeted and sustainable investment in the Company's future capabilities. New hires were made in the APAC and AMERICAS regions, in particular, as well as in the sales organisation.

Employees by function

Function	2022	2021	YoY change
Distribution	572	605	-5 %
Research & Development	404	460	-12 %
Administration	243	239	+1 %
Marketing	98	86	+13 %
Technical Customer Service	69	86	-20 %
FTEs Total	**1,386**	**1,477**	**-6 %**

Status: 31 December 2022 (2021) in full-time equivalents (FTEs)

Employees by region

Region	2022	2021	YoY change
EMEA	947	1,061	-11 %
AMERICAS	260	245	+6 %
APAC	179	171	+5 %
FTEs Total	**1,386**	**1,477**	**-6 %**

Status: 31 December 2022 (2021) in full-time equivalents (FTEs)

Employee retention

With a view to a future-proof and sustainable employee structure, the topic of employee retention remains of great importance. TeamViewer employees are often knowledge carriers. Training new employees is therefore often associated with a significant time commitment and high costs. Yet, this is not the only reason why it is important to us to retain as many motivated employees as possible for the long term. To this end, we offer competitive remuneration and other employee benefits, flexible work schedules, a positive and dynamic working environment, and personal development opportunities. Our offers are aimed at attracting and retaining the best employees, both globally and locally.

In addition to competitive remuneration within the respective role and depending on the respective regional circumstances, all employees are granted a company bonus based on the achievement of operational and financial targets. A separate bonus system applies to our sales staff.

In addition, we introduced an employee share programme for the first time in 2022. As part of the programme, employees worldwide will be granted shares which, for the time they remain an employee of a TeamViewer Group company, will be transferred to the employees. The transfer takes place over a period of 4 years, meaning the shares are initially subject to a vesting period. Once the shares have been transferred to the employees, all restrictions cease to apply.

We will carry out the granting and subsequent transfer of shares once a year, so that employees are continuously granted additional share quotas. Through this programme, we strengthen both short- and long-term employee loyalty.

The flexible work scheduling programmes introduced by TeamViewer in 2021 also turned out to be a major competitive advantage in the recruitment market in 2022. 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 2022. A total of 167 employees worldwide took advantage of this offer. We were able to extend this offer to many more locations in 2022, 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 2022 fiscal year, 92 employees were participating in this programme.

TeamViewer is in a position to offer secure jobs, maintain an attractive remuneration and benefits package, and provide individual flexible working options.

Diversity and anti-discrimination

In the 2021 fiscal year, we created an important foundation for diversity and anti-discrimination with the publication of a company-wide "Diversity, Inclusion and Non-Discrimination Policy", our participation in the "Target Gender Equality Programme" of the UN Global Compact and becoming a signatory of the "Female Empowerment Principles" of the United Nations. Building on these commitments, we created multiple opportunities for our employees to participate in these relevant topics in 2022. With the launch of our c-a-r-e sustainability programme (see chapter "Sustainability programme c-a-r-e"), our intention is to give employees an opportunity to get involved in the area of ESG and make a contribution to achieving our sustainability goals. With this in mind, we formed the following four work groups during the year:

- Female Empowerment (promotion of women)
- Climate Action (Climate Protection)
- LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Inter, Asexual, +)
- Parents@TeamViewer (Parents with TeamViewer)

These groups are open to all TeamViewer employees and are led by at least two volunteer "ambassadors". Employees join the groups on their own initiative and activities take place alongside their main job at TeamViewer, but can be integrated into their regular work schedules. A total of 390 employees worldwide took part in the first meetings of these groups. The following is a brief overview of the agenda and activities of the four groups to date:

Female Empowerment (promotion of women)
This group is dedicated to the visibility and targeted promotion and networking of women at TeamViewer. It addresses not only the topic of women in leadership positions but also other topics. The group's first step is to create more visibility for women at the Company and provide information about different career paths through various internal and external campaigns. One of these campaigns is the interview series "She Leads", which portrays different women in leadership positions at TeamViewer. The group is also planning campaigns and events to raise awareness of the problem of unconscious bias, especially in

relation to gender. Other plans include local and global networking events as well as a mentoring programme in cooperation with other work groups.

Climate Action (Climate Protection)
This group is focused on raising awareness of climate change issues and how each employee and TeamViewer as a company can behave in a more (more) sustainable way. It is planning awareness-raising campaigns on energy saving, recycling and the use of resources. The group initiated and organised its first TeamViewer Clean-Up Day in November 2022. The majority of TeamViewer sites participated, with employees taking time out to collect and remove trash and litter around the offices.

LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Inter, Asexual, +)
The aim of the group is to promote an inclusive workplace for employees from the LGBTQIA+ community. In June, the group launched an internal and external visibility campaign around the "Pride Month" (traditionally celebrated in the LGBTQIA+ community with campaigns, marches, celebrations, etc. to honour the LGBTQIA+ movement). The group also organised TeamViewer's participation in an audit conducted by an external service provider to evaluate the current status of various LGBTQIA+ issues at TeamViewer. It also organised various local events related to "Pride Office Day" in October 2022. The group also acts as a point of contact for employees from the LGBTQIA+ community with questions and uncertainties, which has evolved into the initial idea for a mentoring programme in cooperation with the Female Empowerment group.

Parents@TeamViewer (Parents with TeamViewer)
This group is primarily concerned with the issue of reconciling family and work. Its goal is to identify initiatives that improve the workplace environment for parents and contribute to more flexibility. The group is specifically aimed at fathers and mothers and therefore differentiates itself from the Female Empowerment group in terms of content. The group is planning visibility campaigns on parenthood and work, a survey on childcare options and possible problems at the various locations, networking events for parents and children, improved onboarding after parental leave, and participation in the mentoring programme described above.

Equality between women and men

The equal position of women and men at different levels is of great importance to TeamViewer. In 2022, 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 remuneration for women and men. Furthermore, we use inclusive language in our job advertisements and provide training on equal treatment and inclusivity to the managers involved in recruitment processes. In addition to providing equal pay for new hires, TeamViewer is also committed each year to reviewing and achieving gender pay equality. As part of our *Diversity, Inclusion and Non-Discrimination Policy,* we are committed to taking concrete action if the salary difference within a comparable group of employees with the same qualifications, professional experience, company affiliation and regional location exceeds 3 %.

As at 31 December 2022, the proportion of women in our global workforce was 34.3 %, an increase of 0.4 % compared to the previous year. Our goal is to continue to increase the proportion of women and to be one of the top companies in this area when compared with other leading companies in our industry.

Women and men as percentage of employee workforce

	2021	In %	**2022**	**In %**
Women	522	33.9 %	493	34.3 %
Men	1,016	66.1 %	943	65.7 %
	1,538	**100 %**	**1,436**	**100 %**

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

With a 33.5 % share of women in management positions, we have already reached our 2024 target early in the 2022 fiscal year. TeamViewer expects this trend to continue, which has resulted from the Company's current recruitment and development measures. These measures include a target of a minimum of 33 % women in management training courses. The proportion of women recruited across all hierarchy levels was 38 %, unchanged from the previous year.

The target by the end of 2023 is to increase the proportion of women on both the Supervisory Board and the Management Board to 25 %.

Proportion of women in leadership positions

	2022	Target	Deadline
Supervisory Board	16.7 %	33 %	31 December 2023
Board of Directors	0 %	25 %	31 December 2023
Women in leadership positions	33.5 %	33 %	31 December 2024

In addition, we are aiming for a quota of a minimum of 33 % women in our career and leadership training programmes in the 2023 fiscal year. In 2022, 28 % of women took part in career and leadership training.

Employee training and development

In 2022, employees participated in virtual and face-to-face training for an average of 5.5 days. New employees were trained for an average of two months as part of our onboarding process. For us, the (further) qualification and development of our employees is a decisive building block for the security and sustainability of the Group. In 2022, TeamViewer invested in new basic infrastructure for learning and further development. This included a learning management system, which we can use to provide our employees globally with both mandatory online training and content for self-directed online learning on a central platform and to present the content in such a way that it is easy for the various target groups to find the relevant topics. This includes our own internal training on our products and solutions as well as content from external providers. In this learning environment, employees have access to a catalogue of various topics to choose from, which includes the following:

Compliance: This catalogue bundles all mandatory courses in the area of compliance, such as risk management, occupational health and safety, IT security, data protection and anti-bribery. Selected courses are organised as learning plans so that employees automatically receive a refresher on the topic at regular intervals. Other topics are provided with new content on an annual basis. This catalogue also includes courses on all TeamViewer policies, which all employees must agree to.

TeamViewer products: This catalogue includes all training courses for our own products. These courses are created internally and primarily aimed at employees in functional areas with direct customer contact. These employees receive separate learning plans with compulsory courses.

Systems: In this topic area, employees can find training on the IT systems used at TeamViewer with information on basic functionality as well as the possibilities for advanced use.

Technical knowledge: Two different catalogues summarise training and education on technical content that employees in Research & Development and Technical Customer Service can use for self-directed development.

Soft skills: In addition to technical competences and product knowledge, soft skills are also essential for collaborating both internally and externally. In this catalogue, employees will find content and training to expand their knowledge and skills in this area in a self-directed manner.

Managers: Two different catalogues are available for managers at TeamViewer. One bundles content and training surrounding the topic of leadership competence. This includes not only online training but also registration for the qualification programmes described below. Another catalogue is dedicated to the topics of the hiring process and interviewing, with helpful resources about TeamViewer's hiring and interviewing processes.

Compliance Training

In the area of compliance, we rolled out a total of seven new training courses on various topics to all employees in the 2022 fiscal year. Employees received a total average of four hours of compliance training in 2022. As part of TeamViewer's onboarding process, new employees are required to complete all of the existing courses, if they are still current, and to begin all their learning plans. The compliance training portion of the onboarding programme for new employees consists of 3.5 hours of training.

Product training

Every employee is encouraged to use up to 6 days per year for professional and personal development beyond the obligatory training. The use of the offers from our learning platform are supplemented by the option of taking advantage of external training. In 2022, an average of 5 days per employee was invested in product training and around 14 days in sales training, which surpassed the company-wide average.

Onboarding for new employees

In the 2022 fiscal year, we were able to hold our onboarding programme in person again after conducting it online in 2021. The modular process first covers general topics important for all departments. This is followed by product training, which is adapted to the respective functional department, and takes place before starting to become familiar with the department.

For our managers, in addition to the content and resources within our learning platform, we also have three different qualification programmes that are conducted virtually or on a hybrid basis that are taught annually by external trainers:

Junior managers: Our programme for junior managers is aimed at employees who have recently taken on a management role, or will do so in the near future. In 2022, the focus of participation had shifted to upcoming managers so that more and more junior managers can start their new role well prepared. During the past year, a total of 26 junior managers participated in the programme, with the proportion of women participating remaining unchanged at 35 %.

Experienced leaders: Our programme for experience leaders consists of a hybrid programme consisting of various full-day modules offering further in-depth training in all areas related to managing people and coping with an agile environment. A total of 11 experienced executives participated in this programme in 2022, 36 % of whom were women, a slight increase compared to the previous year.

Senior level executives: This hybrid programme was designed in cooperation with INSEAD Business School to last a total of one year and is conducted hybrid over several modules. In 2022, 32 managers participated in the programme, 19 % of whom were women.

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

In 2023, we intend to further expand our range of self-directed learning offered by our online learning platform in all areas in order to make the content even more diverse and individually relevant. We also plan to further expand and standardise the offers available outside of the learning platform, including centralised offers on the topics of soft skills and project management.

Health and well-being

Compared to previous fiscal years, 2022 was significantly less affected by measures due to the COVID-19 pandemic. This allowed us to revive proven programmes in the area of good health. In September, after a two-year break, we held our *TeamViewer Health Days* in again in cooperation with various external partners, including health insurance companies and the company physician. At our headquarters in Göppingen, employees had the opportunity to take advantage of various preventive or general medical diagnostic examinations on-site. The programme also held 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 other employees.

Flexible work models

For 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 the

2022 fiscal year, 92 employees participated in the part-time programme. In addition, 167 employees made use of the offer to work abroad.

In order to promote the compatibility of family and career, TeamViewer offers various forms of maternity or parental leave within the framework of the legal possibilities and depending on the location, and actively promotes the reintegration of mothers and fathers after their return to work.

Feedback and employee engagement

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

After completing the initial planning in 2021, we have worked on the implementation of a central global feedback process at TeamViewer in the 2022 fiscal year. The introduction of this process is in line with our goal of providing employees individual evaluations of performance as well as structured appreciation and feedback on development potential. In preparation, we have provided all managers with comprehensive training on the topics of individual feedback and performance evaluation. 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. We plan to continue this process in the 2023 fiscal year and tailor it even more specifically to individual roles and introduce further levels of feedback (upward feedback, feedback from colleagues).

Openness and organisational transparency are important to us so that we can keep our employees up to date on both strategic and operational issues. We use regular staff meetings (all-hands meetings) to help accomplish this. Frequent interactions within teams as well as across departments are 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.

5   Environmental and Climate Protection

Climate strategy

Protecting the environment and the climate are important concerns for TeamViewer and were classified as material topics for the Company in its materiality analysis. Climate and environmental protection are also topics that have a high priority in our c-a-r-e sustainability programme.

As a provider of remote connectivity software, TeamViewer considers it its duty to help customers save CO_2 emissions while ensuring its own business operations are environmentally friendly and climate neutral. TeamViewer's own business operations have been climate-neutral since 2018 by using 100 % renewable energy for operating its software applications and office buildings.
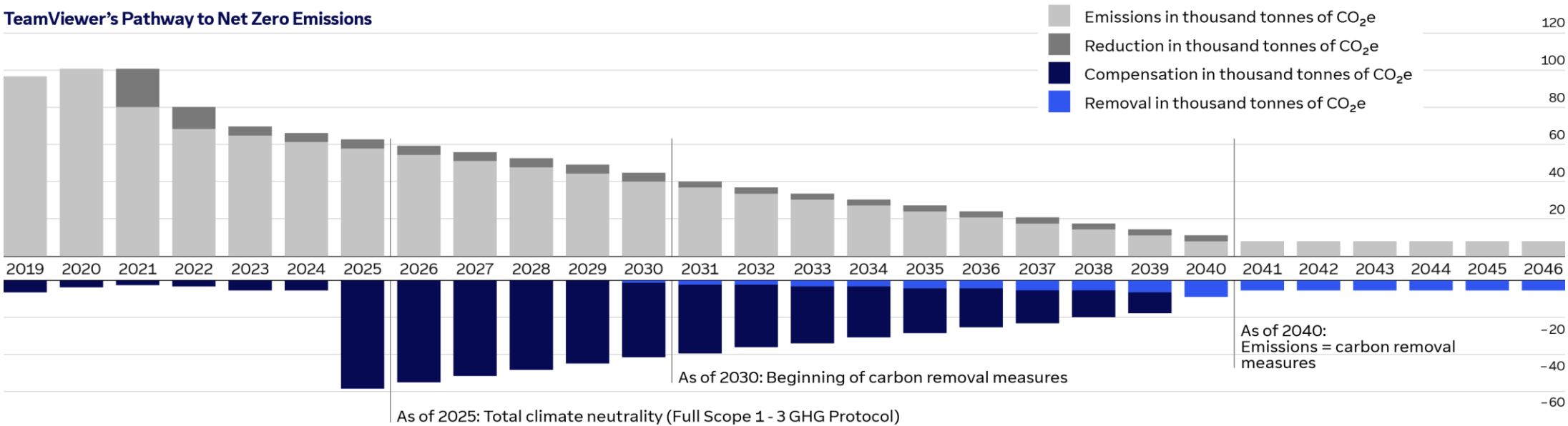
As the climate crisis continues to progress and environmental and climate concerns are incorporated into the Company's own opportunity and risk management, climate protection has taken on special significance for TeamViewer. As part of this, the Company has been calculating its product-related CO_2 footprint since the 2019 fiscal year.

By collecting, validating and analysing the relevant data, CO_2 emissions, reduction targets are derived while quantifying the emissions avoided through the use of our products. TeamViewer is committed to making its entire business operations (Scope 1, 2, 3) climate neutral as of 2025 (see sub-chapter "Environmental and climate protection" in the non-financial report).

The Group's previous emission reduction targets, which set the emissions relative to employees and revenue, were already achieved in the 2021 and 2022 fiscal years.

To ensure that the climate and environmental protection measures continue to be optimised, TeamViewer created the role of sustainability manager in the 2022 fiscal year. The sustainability manager reports to the head of sustainability. Among the tasks of the sustainability manager is the bundling of the existing measures to create an environmental management system and continuously optimising them.

TeamViewer's Pathway to Net Zero Emissions

Legend:
- Emissions in thousand tonnes of CO_2e
- Reduction in thousand tonnes of CO_2e
- Compensation in thousand tonnes of CO_2e
- Removal in thousand tonnes of CO_2e

As of 2025: Total climate neutrality (Full Scope 1 - 3 GHG Protocol)

As of 2030: Beginning of carbon removal measures

As of 2040: Emissions = carbon removal measures

We use industry standards and regularly undergo external assessments to permanently validate our climate strategy. Participation in Carbon Disclosure Project (CDP) reporting since 2021 and the improvement in our score from 'B-' to 'B' in 2022 substantiates TeamViewer's active management of environmental issues.

As an important next step on our pathway to climate neutrality and net zero emissions, we have joined the Science Based Targets Initiative (SBTi). With the publication of our SBTi reduction targets in the course of the 2023 fiscal year, we are committing to verifying our climate targets according to scientific standards, aligning them with limiting global warming by a maximum of 1.5 °C and thereby meeting the targets of the Paris Agreement. In 2022, we agreed with SBTi on a mid-term target for 2030 and net zero emissions in 2040 as part of the "Business Ambition for 1.5°C". We are currently assuming a linear reduction of about -5 % per year, increasing up to about -90 % in 2040 versus the 2021 baseline year. TeamViewer has set itself a target to achieve the net zero commitment 10 years earlier than required by SBTi, underlining TeamViewer's readiness to engage in carbon removal activities. In concrete terms, this means that, as of 2040, TeamViewer is committed to removing CO_2 from the atmosphere equal to the amount CO_2 it is emitting. TeamViewer will take into account its complete CO_2 footprint of all GHG scopes, including all products it provides to users.

We want to take a pioneering role with our more ambitious goals, which should also encourage other companies to take responsibility and act.

Climate protection and climate neutrality

When TeamViewer was founded in 2005, overcoming physical distances by allowing users to connect remotely to computers and other devices was already a key ambition. Accomplishing this not only delivers more efficiency to our customers in terms of time and money savings, but it also contributes to reducing carbon emissions by avoiding travel.

It is our ultimate environmental goal to enable other businesses and individuals to reduce their carbon emissions by providing easy-to-use green technology to connect remotely to any device, anytime, from anywhere. At the same time, TeamViewer is committed to reducing its own emissions and has achieved carbon neutrality in its own business operations by offsetting CO_2 emissions since 2018.

Environmental protection is an important topic throughout the Company's entire value chain. Basic principles on actions to conserve resources are anchored in our Code of Conduct as well as in our Supplier and Business Partner Code of Conduct, which is aimed at upstream and downstream business partners. TeamViewer strives to use energy, water and other natural resources responsibly across all of its business operations. The Company commits to optimise its energy efficiency and gives preference to renewable energy sources when feasible.

Climate education is also seen as a key factor influencing future improvements, which is why projects to promote climate education are supported annually in coordination with the TeamViewer framework on social responsibility (see the chapter "Social responsibility"). We also train our employees internally to teach resource-conserving behaviour.

In 2022, no environmentally relevant incidents occurred, and no corresponding fines were imposed.

Carbon footprint

TeamViewer places a special emphasis on transparent value chains in carrying out its global climate strategy. In the 2022 fiscal year, the Company once again determined its greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol and plans to continue to carry out this measurement annually. TeamViewer used a certified software solution to calculate the CO_2 footprint in 2022.

The central ambition within the climate strategy is to achieve climate neutrality and the net zero emissions target, extended to GHG Protocol Scopes 1-3. The five steps of the climate strategy – measure, set targets, avoid, compensate, communicate – were defined as the control approach.

Emission reduction measures

TeamViewer solutions continue to enjoy solid demand. While this increases revenue and the length of time our products are used, it also increases the level of CO_2 emissions attributed to the Group from its business operations.

In order to keep the increase in these emissions as low as possible, in 2022, TeamViewer worked with SBTi on science-based targets to reduce greenhouse gas emissions (GHG). Targets are considered "science-based" when they are consistent with the reduction pathway that current climate science believes is necessary to achieve the goals of the Paris Climate Agreement – limit global warming to well below 2°C above pre-industrial levels and work to limit warming to 1.5°C.

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

1. Renewable energy
   Obtain data services with 100 % renewable energy
   → Operation of the office buildings with 100 % renewable energies

2. Influence the supply chain
   Require suppliers to define climate neutrality targets

3. Increase product efficiency
   Reduce the data intensity of our services and thereby reduce energy demand along the entire value chain

4. Emission-efficient business travel
   Increase the use of rail and public transport, be more conscious of flying

5. Hybrid working model
   Reduce emissions of work commuting by increasing work from home of up to 60 % (+10 % compared to previous year)

In the 2022 fiscal year, the entire energy requirement for business operations, which included. Energy for offices and providing products was already covered by 100 % renewable energy. We verify this through electronically documented Energy Attribute Certificates (EACs).

Environmental protection is an essential topic in TeamViewer's value chain. Basic principles for resource-conserving actions are anchored in TeamViewer's Code of Conduct as well as in the Supplier and Business Partner Code of Conduct, which is aimed at upstream and downstream business partners. TeamViewer strives to use energy, water and other natural resources responsibly throughout its business operations.

For the reasons described, the remuneration of the Management Board is also linked to clearly defined ESG targets. As of the 2023 fiscal year, the plan is to include clearly measurable reductions in CO_2 emissions as personal performance criteria for individual Management Board members, in addition to the ESG targets already included (employee satisfaction, proportion of women and NPS).

TeamViewer technology protects the environment

Remote connectivity can have a significant, positive effect on achieving global climate goals. In order to quantify this effect, TeamViewer worked together with an established climate research institute to determine the CO_2 savings attributable to the use of TeamViewer products and extrapolated this data to one calendar year.

As part of the study on "avoided emissions" prepared in 2019 (study results are also valid in the 2022 fiscal year), a corporate carbon footprint (CCF) was first determined for the 2019 base year in accordance with the GHG Protocol followed by a product carbon footprint (PCF) based on this data. An evaluation of anonymous connection data was then combined with feedback from more than 1,000 private and commercial users on their usage and associated travel behaviour and verified by further expert interviews.

According to this study, TeamViewer products are responsible for avoiding approximately 37 million tonnes of CO_2 in a single year. This is roughly equivalent to the compensation of 3.5 billion trees, or the entire tree population of Austria. This means that approximately 500 times the amount of emissions is saved than is required annually for the development and operation of the software. This demonstrates the significant contribution TeamViewer's products make to achieving global climate goals.

The results of the study were verified by evaluating the underlying connection data. The results were reaffirmed for the year 2022. A further recalculation was not carried out, but is planned for 2023.

Emissions

With the support of a certified software solution and external advice, TeamViewer calculated its own CO_2 emissions in 2022.

The emissions were determined in t CO_2 are allocation to scopes 1 to 3 as follows.

Development of CO_2 emissions

Figures in tonnes CO_2 change in %	2019	2020	2021	**2022**	YoY % change
Scope 1	283	266	222	**73**	-67 %
Scope 2	1,049	986	255	**54**	-79 %
Total Scope 1 & 2	**1,332**	**1,252**	**477**	**127**	**-73 %**
Scope 3 – operational emissions	4,673	2,211	1,909	**4,770**	+150 %
Total operational Total (Scope 1, 2 and 3 Operations)[1]	**6,005**	**3,463**	**2,386**	**4,897**	**+105 %**
Scope 3 – remaining emissions	87,926	94,366	76,112	**61,362**	-19 %
Total Scope 3	**92,598**	**96,557**	**78,021**	**66,131**	**-15 %**
CCF total[3]	93,931	97,829	78,499[2]	**66,259**	-16 %

[1] Since 2018, TeamViewer has achieved climate neutrality for its business activities by purchasing certificates to offset them.

[2] A change in the underlying assumptions for the calculation of Scope 3.11 "Use of sold products" has led to an underestimation of emissions. The correction has increased the total CO_2 footprint from 45,000 t CO_2 to 78,500 t CO_2. The changed in approach was used for the calculation of emissions in 2022 and will continue to be applied in the future.

[3] As of 2025, TeamViewer will make all emissions (Scope 1, 2, 3) climate-neutral by offsetting all emissions not avoided by then with certificates.

The Company's total carbon footprint decreased by 16 % in the 2022 fiscal year compared to the previous year. This corresponds to a saving of around 12,000 t CO_2. This was achieved mainly by transitioning to 100 % renewable energy through the use of Energy Attribute Certificates (EACs). EACs allow companies to track the origin of electricity, demonstrate renewable energy consumption and meet clean energy targets. This allows TeamViewer to offer its customers a 100 % "green" product that is generated and provided entirely with renewable energy. An increase in emissions was recorded in Scope 3.06. "Business Travel" and is attributable to an increase in the number of flights following the COVID-19 pandemic. An

adjusted travel policy was already rolled out in 2022 and relies on the increased use of public transport and lower booking classes for air and train travel to reduce emissions associated with travel activities.

As explained in more detail in the chapter "Climate strategy", we have also set ourselves ambitious targets in the year ahead with the science-based targets to further save climate-damaging CO_2 emissions.

Development of CO_2 emissions per million of EUR revenue

Figures in tonnes CO_2 change in %	2019	2020	2021	**2022**	YoY % change
Scope 1	0.7	0.6	0.4	0.1	-71 %
Scope 2	2.7	2.1	0.5	0.1	-81 %
Total Scope 1 & 2	**3.4**	**2.7**	**1.0**	**0.2**	**-76 %**
Scope 3 – operational emissions	12.0	4.8	3.8	8.4	+121 %
Total Operations Total (Scope 1, 2 and 3 Operations)[4]	**15.4**	**7.5**	**4.8**	**8.7**	**+82 %**
Scope 3 – remaining emissions	225.0	205.0	77.2	108.4	+29 %
Total Scope 3	**237.0**	**210.0**	**155.7**	**116.9**	**-25 %**
CCF total	241.0	213,0	156.7	117.1	-25 %

[4] By the year 2025, TeamViewer aims to reduce the emissions caused by its own business activities, converted into one million in revenue, by 50 % relative to the baseline year of 2019.

The development of CO_2 emissions measured against turnover shows an overall decrease of -25 %. This also means that the goal of reducing the emissions caused by the Company's own business activities by 50 % by 2025, based on turnover, has been achieved ahead of schedule, relative to the year 2019.

6 Energy, Waste and Water Management

Energy

As one of the most important measures to reduce our emissions, we are forging ahead with our transition to renewable energy sources. The goal of having all TeamViewer-operated buildings run on 100 % CO_2-neutral energy by 2025 was already achieved in the 2022 fiscal year. Energy consumption in 2022 was as follows:

Year	Absolute energy consumption (in kWh)	YoY % change	Relative energy consumption per employee	YoY % change	Relative energy consumption per EUR million (in kWh)	YoY % change
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

By using 100 % renewable energy, we could save a total of around 6,365 t CO_2 in 2022.

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 already been introduced at all German sites over the past several years and are increasingly being rolled out and implemented globally.

To avoid disposable plastic, we make available washable and reusable tableware, cutlery and drinking vessels and water dispensers at almost all locations.

It is particularly important to us to extend the life cycles of our IT and electrical equipment. After an average of three years, our equipment is sorted out but not scrapped. Instead, it is sold to secondary recycling partners (in some cases donated locally) and can be used again after a technical and data protection overhaul.

Year	Absolute waste quantity (in kg)	YoY % change	Relative waste volume per employee (in kg)	YoY % change	Relative waste volume per EUR million revenue (in kg)	YoY % change
2022	**111,418**	**3**	**80**	**7**	**197**	**-8**
2021	107,720	+193 %	75	+113 %	215	+169 %
2020	36,817	-18 %	35	-33 %	80	-30 %
2019	44,864	–	52	–	115	–

Water management

Waste and wastewater are further optimised despite their low contribution (< 5 %) to our CO_2 footprint. The efficient use of resources is increasingly promoted at all TeamViewer locations, among others, through employee training.

Year	Absolute wastewater quantity (m³)	YoY % change	Relative wastewater volume per employee	YoY % change	Relative wastewater volume per EUR million revenue	YoY % change
2022	**11,275**	**-2 %**	**16**	**2 %**	**40**	**-13 %**
2021	11,500[1]	83 %	16	167 %	46	229 %
2020	6,298	+1 %	6	-14 %	14	-13 %
2019	6,257	–	7	–	16	–

[1] The change in the calculation method results in a correction of the 2021 values (23,100 m³).

7 Social Responsibility

Our understanding

TeamViewer's mission is to create a world that works better (Purpose: Creating a world that works better). We want to be a role model as a local, regional, national and international partner.

To make the best use of time, effort and budget, TeamViewer bases its social responsibility strategy and projects on the following four main pillars:

Technology
As a global player in the technology sector, TeamViewer uses its solutions to make life easier for customers worldwide. We know that collective efforts are important and use our position to facilitate targeted positive change.

Local engagement
TeamViewer values not only its ability to assert itself as a global player but also the opportunity to share its success for the benefit of its immediate neighbourhood. Therefore, we try to be actively involved outside of politics in the regions where we are located.

Education
Companies like TeamViewer only stand to benefit from the academic and innovative efforts of schools and universities, which is why we make a conscious effort to support educational systems that strive to advance society through research and learning.

Diversity
With around 80 nationalities comprising our workforce, diversity is one of our core values at TeamViewer. We benefit from the creativity that comes from the intentional and accidental intertwining of diverse people and ideas. Diverse experiences and perspectives have allowed us to develop ideas and products that reflect our differences, which is something we want to see in society and the world at large.

Our contribution

Based on the four pillars of our social responsibility strategy, we are involved in numerous projects and initiatives. The following are among the concrete activities we carried out this year:

TeamViewer for Good
The TeamViewer for Good initiative has long enjoyed a quiet but central position in our sales and marketing departments. Under this initiative, TeamViewer grants licences at a greatly reduced rate or even for free to non-profit institutions (NGOs). With more than 3,400 licences donated to NGOs in 2022, this initiative has already helped many users looking for a digital solution to facilitate their non-profit work.

Partnership with the Esslingen University of Applied Sciences
The Göppingen campus is not far from our corporate headquarters. We support several projects dedicated to the promotion of technology degree programmes and, most importantly, the promotion of women. This commitment encompasses all our social responsibility pillars: Technology, Education, Local Engagement and Diversity. Through this initiative, many students have been introduced to our company.

The following projects were organised and implemented as part of the partnership with the Esslingen University of Applied Sciences:

Scholarships
In 2022, scholarships were made available to two students (one female and one male) at Esslingen University of Applied Sciences under the umbrella of the Germany Scholarship. We want to encourage outstanding young talent to continue their academic development. In this way, we also support students who are committed to conducting research studies and experiments, which are essential for technological innovations.

Girls' Digital Camp

The transfer programme "Girls' Digital Camp" is an initiative sponsored by the Esslingen University of Applied Sciences. It aims to engage young female students and school pupils and encourage them to get involved in STEM subjects (mathematics, computer science, nature and technology). As STEM subjects are predominantly pursued by male students, it has become essential to promote the appeal of STEM subjects to female students and demystify these subjects as a whole. TeamViewer is a major sponsor of this initiative, committing not only to financially supporting the programme for a three-year period but also to providing opportunities for interaction between the students and TeamViewer's staff. To kick off the partnership, TeamViewer organised an online event led by two female employees who shared their own experiences in the tech industry and offered career tips. Our sponsorship and involvement in this programme are in line with our corporate goal to promote and increase the employment of women in the technology sector.

Education Partner Network Göppingen

We support academic institutions in our local neighbourhoods and promote academic excellence. We are an official education partner in various elementary and secondary schools in Göppingen. Through our support, we hope to involve many more schools in this partnership and form a stronger school network in Göppingen. We believe this will be an effective way to help students early to make more conscious career decisions by giving them insight into the potential career paths that exist at a technology leader.

Social facilities

With the common goal of promoting diversity, TeamViewer continued to make a commitment to financially support some local projects in 2022. The focus of the projects was on the areas of education and youth work.

Sponsorship in elite sport

TeamViewer recognises the importance of employee health as a key part of corporate longevity and sustainable employment. We therefore strive to promote a movement-oriented culture within the Company.

This has strengthened our commitment to promoting sporting activities in Göppingen. For example, we have been the main sponsor of the handball Bundesliga team Frisch Auf Göppingen since 2020. This sponsorship helps us successfully harmonise our sponsorship activities with our local social commitment in Göppingen.

A common understanding of social and local responsibility is particularly important to us in this commitment.

Our other two sponsoring activities are also designed to be compatible with the sustainability goals set by TeamViewer.

Manchester United

With Manchester United, TeamViewer shares a focus on diversity, education and talent development. Our expert groups exchange regularly to ensure our close cooperation.

Mercedes-AMG Petronas Formula 1 Team

The Mercedes-AMG Petronas Formula 1 Team describes itself and its work in racing as the "fastest laboratory in the world". We share the view that technology can be a key driver of change in global climate strategy and can positively influence the mitigation of the climate crisis. Both TeamViewer and the Formula 1 racing team, as well as the parent company Mercedes-Benz Group AG, are committed to climate neutrality and aim to achieve this by 2025 (Mercedes-AMG Petronas Formula 1 Team and TeamViewer) and 2039 (Mercedes-Benz Group AG).

Other and local sports activities

Sponsoring top-class sports is not the only area that fits in with our social responsibility strategy. We also sponsor amateur sports activities in a variety of ways, combining the health of our employees with local social commitment. For example, we support a local women's football club as well as a tennis club, both of which are located in the region of the Company's headquarters in Göppingen, Germany.

Core values

Based on our core values and our understanding of global cooperation, we condemn Russia's terrible war against Ukraine. We have therefore immediately stopped all new business in Russia and Belarus and are not renewing any contracts with customers from these countries. We have stopped all non-commercial connections to and from Russia and Belarus and have also made our software available to local organisations in Ukraine free of charge. TeamViewer has also donated approximately EUR 750,000 to Red Cross organisations for humanitarian aid on the ground.

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

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Overview of the references to relevant Sustainability Accounting Standards Board (SASB) Standards

References Annual Report 2022	SASB
Group fundamentals (Combined management report)	TC-SI-000.A
Financial statement TeamViewer AG	TC-SI-000.A
Security and data protection (Combined management report)	TC-SI-000.B
Financial statement TeamViewer AG	TC-SI-000.B
Security and data protection (Combined management report)	TC-SI-000.C
Financial statement TeamViewer AG	TC-SI-000.C
Energy management, waste management and water management (Non-financial report)	TC-SI-130a.1
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Climate protection and carbon neutrality (Non-financial report)	TC-SI-130a.3
Security and data protection (Combined management report)	TC-SI-220a.1
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Respect for human rights (Non-financial report)	TC-SI-220a.5
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Employees (Combined management report and non-financial report)	TC-SI-330a.1
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TeamViewer