

10 Corporate governance statement

Corporate governance practices based on the standards of the German Corporate Governance Code | All recommendations of the German Corporate Governance Code have been complied with | **Composition of the Supervisory Board takes particularly account of the aspect of independence** | **Changes to the composition of the Management Board and Supervisory Board**

Basic approach

As a globally operating Group, TeamViewer attaches great importance to good corporate governance. A transparent and responsible corporate governance, and a collaboration between the Management Board and Supervisory Board in the spirit of trust and open capital market communications form its key elements. TeamViewer AG is guided by the standards of the German Corporate Governance Code (GCGC), as last updated on 16 December 2019.

The Management Board and Supervisory Board of TeamViewer AG submit the following corporate governance statement pursuant to § 315 d in conjunction with § 289 et seq. HGB, which is part of the combined management report. In the corporate governance statement, they report jointly on TeamViewer's corporate governance in accordance with Principle 22 of the GCGC. This statement is also available on the [TeamViewer website](#).

Management Board

Composition

The Management Board of TeamViewer AG consisted of two members as of 31 December 2021. In accordance with the TeamViewer AG Articles of Association, the Management Board is appointed and dismissed by the Supervisory Board.

As of 31 December 2021, the Company's Management Board consisted of the following two members:

- ☐ Oliver Steil is appointed as a member of the Management Board of TeamViewer AG and designated chairman of the Management Board until October 2024. Mr. Steil has served as Managing Director of TeamViewer Germany GmbH and CEO of the TeamViewer Group since January 2018.
- ☐ Stefan Gaiser is appointed as a member of the Management Board of TeamViewer AG until the expiration of his agreement in August 2022 and will leave the Company hereafter upon mutual agreement. He has served as Managing Director of TeamViewer Germany GmbH and CFO of the Group since November 2017.

In the fiscal year 2021, Lisa Agona was appointed as a member of the Management Board of TeamViewer AG for the period from 19 April 2021 to 10 November 2021 and served as CMO. She left the Company upon mutual agreement on 31 December 2021.

Requirements profile and diversity concept

The Supervisory Board is of the opinion that diversity aspects also play a significant role in the successful development of the Company, in addition to the professional skills and experience of the members of the Management Board. In line with its diversity concept, the Supervisory Board therefore seeks to ensure that the Management Board consists of members who reflect the diversity concept and complement each other in terms of their personal and professional backgrounds, so that the Management Board as a whole can draw on the broadest possible range of experience, knowledge and abilities.

Diversity within the Management Board is reflected in the members' individual education and professional career and the broad spectrum of experience each possesses. Each Management Board member must, however, be able to perform the tasks associated with this office in a listed software company with international operations and to preserve the Company's public reputation. In addition, they are expected to have an in-depth understanding of the Company's business and market environment and generally possess several years of management experience. In light of the Company's business model, at least one member of the Management Board should be knowledgeable in the following areas:

- ☐ Strategy and strategic management
- ☐ Technology and Software-as-a-Service (SaaS) companies, including the relevant markets and customer needs

- ☐ Operations and technology, including IT and digitalisation
- ☐ Corporate governance
- ☐ Human resources management and development
- ☐ Finance, including financing, accounting, controlling, risk management and internal control procedures

Given the international focus of the Company's activities, at least some members of the Management Board should possess noteworthy international experience.

The target figures for female representation on the Management Board and the status of their implementation are discussed in the chapter on target figures for female representation in executive positions on [page 76](#). To achieve the defined target figures and to promote diversity in general, the Supervisory Board has mapped out a comprehensive and detailed diversity concept which it uses as a guideline for appointments and long-term succession planning.

The appointment as a Management Board member generally ends once the member reaches the age of 65. An extension for a maximum of three additional years is possible. The aim for a heterogeneous age structure is subordinate to the other criteria mentioned.

Tasks

The Management Board has sole responsibility for managing the Company's operations. The Management Board is guided by the Company's interests and committed to ensuring the sustained growth of its enterprise value. The Management Board develops the Company's strategic direction, coordinates it with the Supervisory Board at regular intervals and ensures its implementation.

The rules of procedure regulate the management principles, the cooperation of the Management Board and supply of information to the Supervisory Board

The basic principles guiding business management, the collaboration between the Management Board members and the information of the Supervisory Board are set out in the rules of procedure for the Management Board. The Management Board manages the Company's operations with the standard of care of a prudent and diligent manager in accordance with the law, the Articles of Association, and the rules of procedure. The Management Board cooperates with the Company's other bodies in the spirit of collegiality and trust.

The members of the Management Board are jointly responsible for the management of the Company. The members of the Management Board lead the business area assigned to them by the schedule of responsibilities independently and on their own account. The members of the Management Board work cooperatively together and advise and brief each other on a continuous basis. The Management Board meets regularly, in general, every other week. Management Board resolutions must be unanimous.

The Management Board collaborates closely with the Supervisory Board. It is the joint task of the Management Board and Supervisory Board to ensure an adequate supply of information to the Supervisory Board. The Management Board notifies the Supervisory Board in a regular, timely and comprehensive manner of all issues of relevance to the Company and the Group as part of its reporting obligations pursuant to § 90 AktG. This includes strategy, planning, business performance, the risk situation, risk management and compliance. The Management Board addresses deviations of business performance from the plans and targets set and clarifies any deviations. Relevant documents for the decision-making process are made available to the Supervisory Board members well ahead of a meeting. The Management Board requires the Supervisory Board's approval for specific transactions set out in the rules of procedure.

Conflicts of interest

Members of the Management Board are committed to the interests of the Company. Their decision-making must not be guided by their own personal interests. While working for the Company, they are subject to a comprehensive non-compete clause and must not use business opportunities available to the Company or one of its subsidiaries for their personal gain. The members of the Management Board must not demand or accept remuneration or other benefits for themselves or other persons from third parties or grant unjustifiable benefits to third parties in connection with their position at the Company. Every member of the Management Board must disclose conflicts of interest immediately to the chairman of the Supervisory Board and the chairman of the Management Board and inform the other members of the Management Board accordingly. All transactions between the Company or its subsidiaries, on the one hand, and the Management Board members as well as any persons related to them or undertakings personally related to them, on the other, must conform to the standards applicable to transactions with non-related third parties. Any secondary gainful activities of Management board members, especially Supervisory Board mandates outside the Group, require the Supervisory Board's approval.

Long-term succession planning

The Supervisory Board, together with the Management Board, ensures long-term succession planning. To this end, the Supervisory Board has drawn up the aforementioned profile of requirements for members of the Management Board and the diversity concept based on which the Supervisory Board, together with the Management Board, regularly analyses the Company's needs and takes long-term succession planning into consideration. In addition to contingency planning, it should be ensured that the Company can come in contact with suitable candidates early on.

Supervisory Board

Composition

In accordance with the Articles of Association, the Supervisory Board of TeamViewer AG consists of six members elected by the Annual General Meeting. All current Supervisory Board members have been appointed until the end of the Annual General Meeting in 2023, with the exception of Ms Hera Kitwan Siu, who was court-appointed as the successor to Mr Holger Felgner on 26 November 2021. The appointment of Ms Siu must be formally confirmed by the shareholders at the Annual General Meeting in 2022.

On 31 December 2021, the Supervisory Board of the Company was composed of the following members:

- ☐ Dr Abraham Peled, chairman of the Supervisory Board
- ☐ Jacob Fannesbech Aqraou, deputy chairman of the Supervisory Board
- ☐ Stefan Dziarski, member of the Supervisory Board
- ☐ Dr Jörg Rockenhäuser, member of the Supervisory Board
- ☐ Axel Salzmänn, member of the Supervisory Board
- ☐ Hera Kitwan Siu, member of the Supervisory Board

The Supervisory Board of TeamViewer AG has set specific targets regarding its composition and drafted a profile of skills and expertise as well as a diversity concept for the board as a whole. The members of the Supervisory Board must be able to fulfil their tasks as Supervisory Board members of a software company with international operations based on their knowledge, competencies and professional experience. They ensure that they have sufficient time available to perform their tasks carefully and that they comply with the maximum number of permitted mandates pursuant to recommendations C.4 and C.5 of the GCGC. A Supervisory Board member should not have passed the age of 75 at the time of election and should not be part of the Supervisory Board for a period of more than ten years.

Terms of office of Supervisory Board members

Name	Date of appointment	End of term of office (always occurs at the end of the ordinary Annual General Meeting for the respective year or upon resignation)
Dr Abraham Peled	19 August 2019	AGM 2023 [4 years]
Jacob Fannesbech Aqraou	19 August 2019	AGM 2023 [4 years]
Stefan Dziarski	19 August 2019	AGM 2023 [4 years]
Dr Jörg Rockenhäuser	19 August 2019	AGM 2023 [4 years]
Axel Salzmann	19 August 2019	AGM 2023 [4 years]
Hera Kitwan Siu	26 November 2021 (court-appointed)	Confirmation by the AGM 2022 pending
Holger Felgner	19 August 2019	03 Aug 2021 (date of resignation)

Targets for Supervisory Board composition

The Supervisory Board attaches particular attention to diversity when composing the board as a whole. Members must complement each other in terms of their personal and professional backgrounds and experience and expertise to ensure that the board in its entirety can draw upon the widest possible range of experiences and specialised knowledge. The Supervisory Board must, at all times, be composed in a manner ensuring that its members combined possess the knowledge, abilities and professional experience required to properly perform the duties of a supervisory board body. Moreover, in accordance with §100 (5) AktG, the members of the Supervisory Board combined must be familiar with the sector in which TeamViewer AG operates, with at least one member possessing expertise in accounting or the audit of financial statements.

The Supervisory Board elects a chairman amongst its members who coordinates the work of the Supervisory Board and represents the interests of the Supervisory Board externally. Whilst carrying out this task, the Supervisory Board chairman holds discussions with investors on issues specific to the Supervisory Board to an appropriate extent. The chairman of the Supervisory Board is informed immediately by the chairman of the Management Board of important events that are of material importance for the assessment of the Company's situation and development as well as for its management. The Supervisory Board chairman then informs the Supervisory Board and, if necessary, convenes an extraordinary meeting of the Supervisory Board. Between meetings, the Supervisory Board chairman maintains regular contact with the Management Board, and particularly the Management Board's chairman, and discusses with him the Company's strategy, business development, risk situation, risk management and compliance.

Profile of skills and expertise

The Supervisory Board members altogether must cover all the areas of expertise it requires to perform its tasks effectively. This includes particularly in-depth knowledge of and experience in the following:

- ☐ Management of a company with international operations (ideally in the areas of software, SaaS or technology)
- ☐ Supervisory positions in Germany and/or abroad
- ☐ Areas of strategy and innovation
- ☐ Corporate development of a company with an international footprint
- ☐ Accounting, financial reporting, controlling/ risk management, and internal control procedures
- ☐ Corporate governance and compliance

The Supervisory Board considers that the profile of skills and expertise is implemented in full in its current composition.

Independence

The Supervisory Board attaches particular importance to the independence of its members and to ensuring full compliance with the relevant recommendations of the GCGC on the independence of supervisory board members. In doing so, the Supervisory Board shall take proper account of the ownership structure. The Supervisory Board of TeamViewer AG is of the opinion that the Supervisory Board should include at least two shareholder representatives who are independent of the Company, its Management Board, and a controlling shareholder as defined by recommendation

C.6 of the GCGC. In the view of the Supervisory Board, Mr Salzmann, Mr Aqraou and Ms Siu are all independent members per the definition of recommendations C.6 and C.9 of the GCGC. All members are considered independent of the Company and the Management Board as defined in recommendation C.7 GCGC. The chairman of the Supervisory Board, Dr Abraham Peled, is independent as defined by recommendation C.10 GCGC.

Diversity

The Supervisory Board should reflect a balanced degree of diversity, especially with respect to the international backgrounds of its members, their professional experience, expertise, and the level of female representation. By taking into account the Company's international character, the Supervisory Board should generally include at least two international members with global management or entrepreneurial experience. The target figures for female representation on the Supervisory Board and the status of their implementation are discussed in the chapter "Target figures for female representation in executive positions" on [page 76](#). The Supervisory Board believes that a balanced level of diversity has been ensured by the board's current composition.

The Supervisory Board is convinced that taking such an approach to its composition ensures that it can independently and efficiently advise and supervise the Management Board. Future nomination proposals by the Supervisory Board to the Annual General Meeting should therefore incorporate the targets expressed for the board's composition while still fulfilling the profile of skills and expertise as well as the achievement of the diversity concept's targets.

Tasks

The Supervisory Board regularly advises the Management Board on the management of the Company and monitors its activities. The Supervisory Board must be involved in decisions that are of fundamental importance to the Company.

By a resolution dated 19 August 2019, and last supplemented through a resolution dated 28 July 2021, the Supervisory Board in accordance with § 11 (1) of the Company's Articles of Association adopted its own rules of procedure and made them available on the [TeamViewer website](#). The Supervisory Board conducts its business pursuant to the statutory provisions, Articles of Association and rules of procedure. It collaborates closely and in a spirit of trust with the Company's other bodies and, above all, the Management Board, for the benefit of the Company. In the rules of procedure for the Management Board, the Supervisory Board has defined the transactions requiring the Supervisory Board's approval.

In accordance with its rules of procedure, the Supervisory Board must hold at least two meetings per half-year. The Supervisory Board also holds meetings without the Management Board. Further meetings are to be called if such are required in the Company's interest or if a Supervisory Board or Management Board member requests a meeting to be convened, stating the purpose and reasons for such a meeting. Further information on the meetings of the Supervisory Board during the reporting year can be found on [page 15](#) in the Report of the Supervisory Board.

Conflicts of interest

Supervisory Board members are committed solely to the best interests of the Company. Members must not pursue personal interests in their decision-making or utilise business opportunities offered to the Company or one of its subsidiaries for themselves or third parties. Every Supervisory Board member is required to disclose conflicts of interest to the chairman of the Supervisory Board. In its report to the Annual General Meeting, the Supervisory Board provides information on conflicts of interest that have arisen and how they were addressed. Material conflicts of interest involving a Supervisory Board member that are not merely temporary should result in the termination of that member's mandate. Supervisory Board members shall not be members of bodies of or perform advisory tasks at material competitors of the Company. Advisory agreements and other contracts with the Company for services or work to be concluded by a Supervisory Board member require the Supervisory Board's approval.

Committees

To enable the Supervisory Board to perform its tasks efficiently, it has formed an Audit Committee and a Nomination and Remuneration Committee from among its members. Each of these committees has at least three members. The Supervisory Board must be informed regularly of the work and outcomes of discussions on the committees.

Audit Committee

The Audit Committee is specifically responsible for the following tasks: Preparing the decision of the Supervisory Board on the adoption of the annual financial statements and the approval of the consolidated financial statements, monitoring the accounting, accounting processes, the effectiveness of the internal control system, the risk management system, the internal audit system and dealing with

auditing and compliance issues. Accounting comprises mainly the consolidated financial statements and the group management report (including CSR reporting), interim financial information and the separate financial statements in accordance with the HGB.

The Audit Committee also prepares the Supervisory Board's decision on the recommendation for the selection of the auditor and monitors the auditor's independence. In accordance with recommendation D.9. of the GCGC, the Audit Committee agrees with the auditor that the auditor shall inform the Audit Committee without delay of all findings and events of importance in connection with the Audit Committee's duties that come to the attention of the auditor during the performance of the audit. In addition, in accordance with recommendation D.10 of the GCGC, the Audit Committee agrees with the auditor that the auditor will inform the committee and make a note in the audit report if, during the performance of the audit, the auditor discovers facts which indicate that the declaration of conformity with the GCGC issued by the Management Board and Supervisory Board is incorrect.

The Audit Committee regularly assesses the quality of the audit of the financial statements

The Audit Committee also attends to the additional services provided by the auditor, the determination of auditing focal points, the fee agreement and issues the audit engagement letter. It regularly assesses the quality of the audit. The Audit Committee discusses the biannually and quarterly reports with the Management Board prior to their publication. The chairman of the Audit Committee, Axel Salzmann, is independent as per the definition of C.10 and D.4 of the GCGC, has special expertise in the application of accounting principles and internal control procedures and is familiar with the auditing of financial statements.

As of 31 December 2021, the Audit Committee consisted of the following members: Axel Salzmann (chairman), Jacob Fannesbech Aqraou, Stefan Dziarski, and Dr Abraham (Abe) Peled. For information on the meetings of the Audit Committee during the reporting year, please refer to [page 15](#) of the Report of the Supervisory Board.

Nomination and Remuneration Committee

The Nomination and Remuneration Committee prepares the proposals of the Supervisory Board to the Annual General Meeting regarding the election of Supervisory Board members, examines all aspects relating to remuneration and the terms of employment for the Management Board and issues recommendations to the Supervisory Board in relation to the conclusion, amendments to and termination of employment contracts for this group of employees. If required, it will commission an independent review of the remuneration principles and of the remuneration packages paid to the Management Board members. It presents an assessment of the Management Board's performance and issues a recommendation to the Supervisory Board for the terms of employment and remuneration of the Management Board.

As of 31 December 2021, the Nomination and Remuneration Committee had the following members: Axel Salzmann (chairman), Jacob Fonnesbech Aqraou, Dr Abraham (Abe) Peled and Dr Jörg Rockenhäuser. The chairman of the Nomination and Remuneration Committee, Axel Salzmann, is independent within the meaning of recommendation C.10 GCGC. For information on the meetings of the Nomination and Remuneration Committee during the reporting year, please refer to [page 15](#) of the Report of the Supervisory Board.

Self-assessment

In accordance with recommendation D.13 GCGC, the Supervisory Board regularly assesses, at least every two years, how effectively the Supervisory Board as a whole and its committees perform their duties. In addition to qualitative criteria to be defined by the Supervisory Board, this self-assessment focuses particularly on the procedures within the Supervisory Board and its committees, the flow of information between the committees and the full Supervisory Board, and the timely and sufficient provision of information to the Supervisory Board and its committees. At its meeting on 5 November 2020, the Supervisory Board defined the topics for the self-assessment. Based on this, the members of the Supervisory Board carried out a detailed assessment of the various topics. The next self-assessment is planned in the course of the 2022 fiscal year.

Additional supervisory board mandates of Supervisory Board members

The following table lists the current outside mandates on supervisory boards and in comparable control bodies additionally held by the members of the Supervisory Board of TeamViewer AG as of 31 December 2021.

Supervisory Board member	Mandates in accordance with § 125 (1) fifth sentence AktG
Dr Abraham Peled	→ Chairman of the board of directors of CyberArmor Ltd.
Jacob Fonnesbech Aqraou	→ Member of the board of directors of Telenor ASA → Chairman of the board of directors of Loopia Group → Member of the board of directors of Wallapop SL → Chairman of the board of directors of Denmark Bridge → Member of the board of directors of Aqraou Invest ApS → Chairman of the board of directors of PhaseOne Group A/S → Chairman of the board of directors of Chronext AG → Chairman of the board of directors of Boats Group → Member of the advisory board of Lego Ventures
Stefan Dziarski	→ Member of the board of directors of P&I Personal & Informatik AG → Member of the advisory board of FlixMobility GmbH
Dr Jörg Rockenhäuser	→ Member of the advisory board of Best Secret GmbH (formerly Schustermann & Borenstein GmbH) → Chairman of the advisory board of neuraxpharm Arzneimittel GmbH → Member of the advisory board of Engel & Völkers Holding GmbH
Axel Salzmann	→ None
Hera Kitwan Siu	→ Member of the board of directors of The Goodyear Tire & Rubber Company → Member of the board of directors of Vallourec S.A.

Targets for women's participation in executive positions

The Company's Supervisory Board and Management Board are very conscious of the particular importance of diversity, and especially of ensuring the commensurate participation of women in supervisory and management positions. The Supervisory Board and Management Board therefore pay particular attention to diversity when filling management positions at the Company, and are seeking to increase the proportion of women on the Supervisory Board, the Management Board and the executive level below the Management Board¹ in the medium term. The following table provides an overview of the targets set for the participation of women in the respective management levels as well as the status of these targets' implementation.

Women's involvement

Name	Target deadline	Target (as a percentage of the total number of members at the respective reporting date)	Status of implementation as at 31 December 2021
Supervisory Board	By 31 December 2023	33	16.67% or 1/6
Management Board	By 31 December 2023	25	0%
First executive level below the Management Board	By 31 December 2023	33	36.36%

Target of
33%
women on the
Supervisory Board

¹ A second executive level below the Management Board does not exist.

Statement of the Management Board and Supervisory Board of TeamViewer AG on the recommendation of the “Government Commission German Corporate Governance Code” pursuant to §161 AktG

The Management Board and the Supervisory Board of TeamViewer AG declare that TeamViewer AG since its last declaration dated December 2020 has complied with all recommendations of the German Corporate Governance Code in its version of 16 December 2019, published by the Federal Ministry of Justice and Consumer Protection on 20 March 2020, in the official section of the German Federal Gazette (Bundesanzeiger) (the “Code”), and intends to comply with all recommendations of the Code in the future.

Göppingen, December 2021

The Management Board



Oliver Steil



Stefan Gaiser

On behalf of the Supervisory Board



Dr Abraham Peled

Financial reporting and audit of financial statements

TeamViewer AG prepares its consolidated financial statements in accordance with the International Financial Reporting Standards (IFRS) adopted by the International Accounting Standards Board (IASB) and the interpretations of the IFRS Interpretation Committee (IFRS IC) as applicable in the EU, and additionally the applicable commercial and stock corporation regulations pursuant to § 315e (1) HGB. The annual financial statements of TeamViewer AG are prepared in accordance with the principles of the HGB. The annual financial statements of TeamViewer AG, the consolidated financial statements and the group management report, which are combined with the Company’s management report, are drawn up by the Management Board and audited by the independent auditors and the Supervisory Board. The independent auditors take part in the deliberations of the Audit Committee and the Supervisory Board about the annual financial statements and consolidated financial statements, report on the audit process and its results and are at hand to answer questions and provide additional information. The independent auditors for fiscal year 2021 are Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft (EY), Stuttgart.

Compliance

Compliance means that all business processes comply with all applicable laws and internal Company regulations.

Compliance culture

Compliance is an important pillar of TeamViewer's corporate culture. Clearly defined compliance requirements are further deepened by an internal training programme. The aim is to raise awareness in the entire organisation to compliance issues so that all actions are based on relevant laws, norms, international standards, and internal guidelines.

Compliance Management System

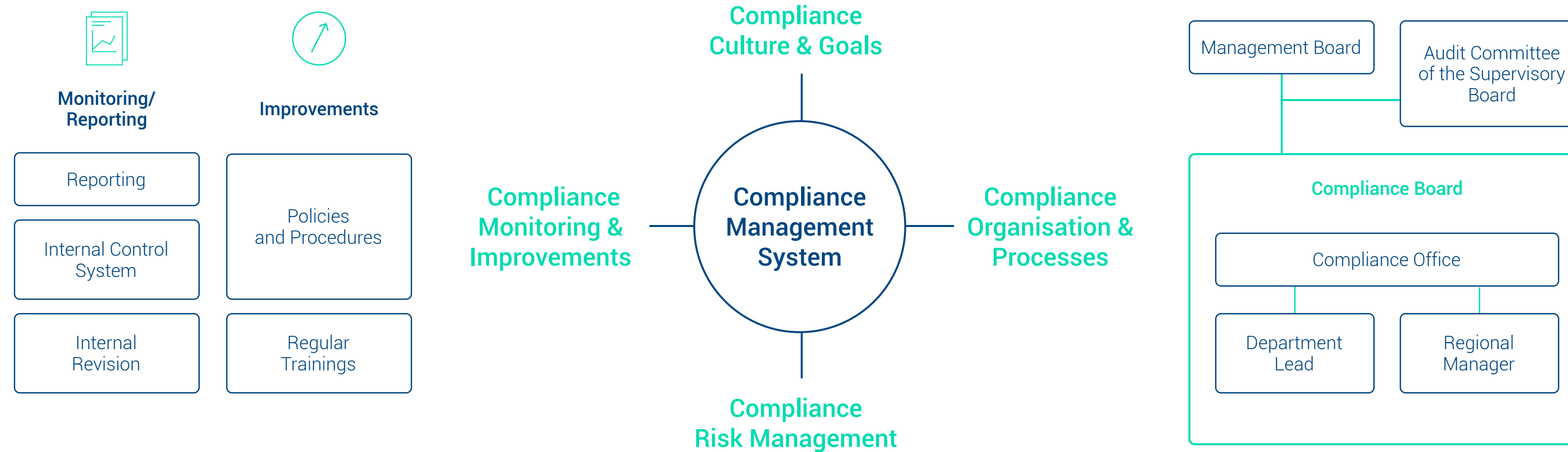
With the Compliance Management System (CMS) being an integral part, the TeamViewer Group has established a compliance management in alignment with its risk situation. The CMS encompasses all the measures and processes necessary to ensure that the laws and internal rules and regulations are complied with. The CMS is based to a large extent on the Code of Conduct of the TeamViewer Group.

Compliance organisation

The Group-wide compliance organisation is responsible for the review of and adherence to compliance processes together with any improvements, if applicable, as well as for evaluating and mitigating compliance risks. The Compliance Board, headed by the Compliance Office, is the key body of the compliance organisation which reports to the Management Board and the Audit Committee of the Supervisory Board.

Compliance Organisation

TeamViewer's Code of Conduct describes the compliance culture and goals



Compliance risk management is responsible for Group-wide risk management, including compliance risks

Code of Conduct

The Code of Conduct was established as a binding framework for ethical conduct in a business setting. The document describes the goal communicated by the Management Board that all decision-making processes should be guided by integrity, transparency and compliance with applicable laws and provisions.

The Code of Conduct includes rules mainly concerning internal dealings with each other, dealings with business partners, the fight against corruption and responsibilities tightly linked to security, confidentiality, and the environment.

The Code of Conduct also serves as a framework for further important internal policies and procedural guidelines, including those in the areas of data privacy and IT security.

TeamViewer is very proud of the diversity of its own workforce. People of different ages and genders work at the Company. They differ in terms of their nationality, marital status, social and ethnic background, sexual orientation, and physical and other personal features. The opportunity for all employees to express themselves freely is just as important as the acceptance of all political and religious convictions. At the same time, TeamViewer does not in any way tolerate extremist thinking, offensive behaviour, or propaganda. In this context, TeamViewer does not support or favour any political organisations.

Working together with the Compliance Board, the Compliance Office verifies that the provisions of the Code of Conduct are up to date and applicable, as well as acting as the central contact for all compliance-related matters.

The Code of Conduct is published on the [TeamViewer website](#).

Other compliance documents and policies

TeamViewer also expects its business partners to act in accordance with laws and ethical standards and ensure compliance with these throughout the entire value chain.

Following the Code of Conduct, therefore, TeamViewer has established a code for suppliers and business partners called the Business Partner & Supplier Code of Conduct.

Subordinate policies supplement the internal set of compliance rules and include the following:

- ☐ Anti-Bribery & Corruption Policy
- ☐ Anti-Money Laundering Policy
- ☐ Antitrust and Fair Competition Policy
- ☐ Data Protection – Privacy Handbook
- ☐ Diversity & Inclusion Policy
- ☐ Group Security Dealings Code
- ☐ Health & Safety Policy
- ☐ IT Security Policies
- ☐ Trade Controls and Sanctions Policy
- ☐ Travel Policy

All policies are reviewed and adjusted on a regular basis, where necessary. Training events for all employees, information emails and Group-wide meetings ensure the issues remain relevant and that the policies are complied with. Function-specific policies and procedural guidelines supplement the sets of rules.

Another important issue in the TeamViewer Group is the health of employees. To promote employee health, health and safety policies and the associated training have been implemented.

TeamViewer also supports standards designed to protect human rights. Jointly with the Code of Conduct, all recent global and applicable provisions have been recognised. More details can be found on page 153 in the [Non-Financial Report](#).

Compliance reporting channels

Employees have various channels at their disposal to report compliance violations or anomalies. The first contact partner is the line manager. Employees also have the option of notifying the Compliance Office via a separate, dedicated email account or contact one of the two persons of the Trust Council. Employees can use the whistleblower channel to report suspected violations of the law or compliance concerns anonymously and with protection. The Company also maintains an extensive dialogue with external stakeholders to promote comprehensive compliance through open dialogue.

All reports are investigated and assessed in a timely manner. Suitable measures and sanctions are decided where applicable.

Director's dealings

TeamViewer AG provides information about managers' transactions of the Management Board and Supervisory Board, as well as the natural persons and legal entities closely related to them, in accordance with Article 19 of the EU Market Abuse Regulation (MAR). These transactions can be viewed within the legally prescribed time periods on the Company's website.

In fiscal year 2021, TeamViewer AG was notified of 16 transactions pursuant to Article 19 MAR. These transactions are listed on [TeamViewer's website](#).