



TeamViewer SE | 28 May 2025

Annual General Meeting 2025

Supervisory Board Remuneration System
of TeamViewer SE

(on Agenda Item 6)



CONVENIENCE TRANSLATION

This translation is a working translation only. Legally binding and relevant is solely the German version.

1. Remuneration System for the Supervisory Board of TeamViewer SE (to agenda item 6)

Remuneration System for the Supervisory Board of TeamViewer SE

Principles of the Supervisory Board remuneration system

The Act on Implementing the Second Shareholder Rights Directive (ARUG II) has resulted in an amendment to § 113 (3) AktG. Accordingly, a remuneration system for the Supervisory Board members needs to be prepared and presented to the Annual General Meeting for resolution.

The structure of the Supervisory Board remuneration of TeamViewer SE is based the following principles:

To ensure that the Supervisory Board can exercise its control and advisory function in an independent manner, the Supervisory Board remuneration solely consists of fixed remuneration. As the remuneration is independent from TeamViewer's short term success, the Supervisory Board is enabled to focus its activities on the long term development of TeamViewer.

In addition, it is ensured that the level of remuneration is appropriate to TeamViewer's situation and takes into account the duties and responsibilities of the Supervisory Board members. Furthermore, the Supervisory Board remuneration of comparable companies is considered. In this respect, due account is taken in particular of the increased time required for the Chairperson and Deputy Chairperson of the Supervisory Board as well as for the Chairperson and members of the committees.

The provisions of the German Stock Corporation Act (AktG) and the recommendations of the German Corporate Governance Code (GCGC) form the regulatory framework of the remuneration system of the Supervisory Board.

Procedure of determining and implementing the Supervisory Board remuneration system

The remuneration of the Supervisory Board members is determined on the basis of TeamViewer's Articles of Association.

When determining and reviewing the remuneration system, applicable regulations for dealing with conflicts of interests are considered.

The Supervisory Board remuneration system is submitted to the Annual General Meeting for resolution at least every four years or in case of a change. In case the Annual General Meeting does not approve the remuneration system put to the vote, a revised remuneration system will be presented at the latest at the following ordinary Annual General Meeting.



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Structure of the Supervisory Board remuneration system

The remuneration of the Supervisory Board members of TeamViewer solely comprises fixed remuneration components.

The members of the Supervisory Board receive a fixed annual remuneration of EUR 75,000. For the Chairperson and Deputy Chairperson an increased remuneration is provided to reflect the higher responsibility and the associated time effort. The Chairperson receives a fixed annual remuneration of EUR 187,500 and the Deputy Chairperson a fixed annual remuneration of EUR 165,000.

The members of the Supervisory Board receive additional fixed annual remuneration for their activities in committees of the Supervisory Board and the associated responsibility and time effort. The committee remuneration for the members and Chairpersons of the respective committees is as follows, provided the relevant committee meets at least once a year to perform its duties:

Committee remuneration

Committee	Chairperson of the committee	Member of the committee
Audit committee	EUR 60,000	EUR 30,000
Nomination and remuneration committee	EUR 50,000	EUR 25,000
Other committees (if any)	EUR 50,000	EUR 25,000

Functions on committees shall only be taken into account for a maximum of two committees; if a member of the Supervisory Board exceeds this number, the two highest-paid positions shall be relevant.

Supervisory Board members who only belong to the Supervisory Board or hold the office of Chairperson or Deputy Chairperson for part of a financial year receive corresponding proportionate remuneration on a pro rata temporis basis. The same applies, mutatis mutandis, to remuneration as a member or chairperson of a committee.

The above-mentioned remuneration is due and payable in four equal instalments at the end of the quarter for which the remuneration is paid.

Beyond the remuneration described above, TeamViewer refunds reasonable expenses that incur in exercising the Supervisory Board mandate as well as VAT on their remuneration and expenses.

Furthermore, the members of the Supervisory Board are included under the pecuniary damage liability insurance policy for board members (D&O insurance) maintained at an appropriate level by TeamViewer in its interests and at its costs.



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