

# Remuneration Report 2024



# 1 Introduction

The following remuneration report, in accordance with § 162 of the German Stock Corporation Act (AktG), outlines and explains the remuneration of the current and former members of the Management Board and Supervisory Board of TeamViewer SE for the 2024 fiscal year. The report is available online at <https://ir.teamviewer.com/remuneration>, where detailed information on the remuneration systems for the Management Board and Supervisory Board can also be accessed. Key aspects of these systems are summarized in the following sections. In preparing the report, the Management Board and Supervisory Board prioritized clear, comprehensible, and transparent disclosure.

## Review of the 2024 fiscal year from a remuneration perspective

### Business development in 2024

Despite ongoing geopolitical and macroeconomic challenges, TeamViewer achieved profitable growth in the 2024 fiscal year. The Company remained focused on executing its growth strategy along defined growth dimensions, integrating artificial intelligence into its products, enhancing its core software, and expanding integrations with external applications such as ServiceNow “Enterprise”, Salesforce, Google “Meet”, and Microsoft “Teams”. Additionally, TeamViewer further developed its partnerships in the vision picking sector.

As a result, revenue grew by 7 % to EUR 671.4 million, exceeding the revised 2024 fiscal year revenue guidance of EUR 662 to 668 million, which was adjusted on 6 November 2024. The adjusted EBITDA, which is relevant for margin guidance, rose by 14 % to EUR 296.7 million, resulting in an adjusted EBITDA margin of 44 %. This result also met the 6 November 2024 revised guidance of an adjusted EBITDA margin of at least 44 %.

### Changes in corporate governance

Effective 1 September 2024, Michael Wilkens was reappointed as Chief Financial Officer (CFO) for another three-year term, with his mandate running until 31 August 2027. In addition, as of 1 January 2025, Mei Dent was reappointed to the Management Board for another three-year term, extending through 31 December 2027, and was confirmed as Chief Product and Technology Officer (CPTO). Effective 1 February 2025, Mark Banfield was appointed to the Management Board for a three-year term, extending through 31 January 2028, and assumed the role of Chief Commercial Officer (CCO). Peter Turner held the position of Management Board member and Chief Commercial Officer (CCO) until 31 January 2025.

In June 2024, Mr. Joachim Heel was appointed as a new member of the Supervisory Board following his election at the 2024 Annual General Meeting. Effective 31 December 2024, Dr. Jörg Rockenhäuser resigned from his position on the Supervisory Board ahead of schedule. James Jeffrey Kinder was appointed by the competent court as a member of the Supervisory Board by resolution on 20 February 2025. The affirmation of his appointment by the Annual General Meeting will take place at the Annual General Meeting 2025. Apart from these, there were no changes to the Management Board or Supervisory Board of TeamViewer SE.

### Resolution on the approval of the Remuneration Report

The Remuneration Report 2023, prepared in accordance with § 162 AktG and audited both formally and for content by the external auditor, was approved by the Annual General Meeting on 7 June 2024, with a majority of 89.59 %. Based on this approval, the remuneration report for the 2024 fiscal year follows a comparable structure.

## 2 Principles of Management Board remuneration

The current remuneration system for the members of the Management Board of TeamViewer SE was adopted by the Supervisory Board on 6 April 2023 at the recommendation of its Nomination and Remuneration Committee. The remuneration system was approved by the Company's Annual General Meeting on 24 May 2023, with 96.63 % of the votes cast. The remuneration system applies to all active members of the Management Board in the 2024 fiscal year and complies with both the requirements of the AktG and the recommendations of the German Corporate Governance Code (GCGC). The remuneration system replaces, but is largely consistent with, the remuneration system approved by the Annual General Meeting on 15 June 2021. In line with financial reporting, the performance indicators "revenue" and "adjusted (revenue) EBITDA" take priority over the previous indicators "billings" and "adjusted (billings) EBITDA". In the 2024 fiscal year, the Supervisory Board did not make use of the options set out in the remuneration system in accordance with the legal requirements to temporarily deviate from the remuneration system.

### Objective of the remuneration system

The Management Board's remuneration system is designed to gear remuneration towards advancing the Company's business strategy and long-term development. The remuneration defined in the remuneration system is specifically intended to provide effective incentives for growth and increasing profitability as well as the achievement of non-financial targets, which should also include sustainability aspects (environmental, social, governance – ESG). From the perspective of the Supervisory Board and the Management Board, the remuneration system should aim to make an important contribution to the successful implementation of the growth strategy pursued by TeamViewer. The individual tasks and performance of the members of the Management Board and TeamViewer's business success should be appropriately taken into account.

### Structure of Management Board remuneration

The remuneration of the Management Board encompasses a mix of fixed remuneration and short- and long-term variable remuneration components. The latter two are intended to

effectively promote the execution of TeamViewer's corporate strategy and long-term development by setting appropriate targets that include both financial and non-financial performance targets. The long-term remuneration components are largely based on TeamViewer's share price performance and are intended to ensure that the interests of the Management Board and the shareholders are aligned. The obligation of Management Board members to buy and hold TeamViewer shares also contributes to this alignment of interests.

In determining the Management Board's remuneration, the Supervisory Board also takes the remuneration and employment conditions of TeamViewer's senior management as well as its workforce into account.

### Process for determining, implementing, and reviewing the Management Board remuneration system

The Supervisory Board is responsible for determining, implementing, and reviewing the Management Board remuneration system and is supported by the Nomination and Remuneration Committee in performing these tasks. The Nomination and Remuneration Committee is responsible for formulating recommendations for the Management Board's remuneration that take into account the aforementioned principles and the recommendations of the GCGC as amended. The remuneration system, prepared by the Nomination and Remuneration Committee, as well as all other matters relating to the remuneration of individual Management Board members, are discussed and resolved by the Supervisory Board. When necessary, both the Nomination and Remuneration Committee and the Supervisory Board may consult an independent external remuneration expert to assist in developing the Management Board's remuneration system and assessing the appropriateness of the remuneration.

In accordance with the requirements of § 120a AktG, the remuneration system is resubmitted to the Annual General Meeting for approval no later than every four years and in the event of significant changes. Should the Annual General Meeting reject the

remuneration system, a revised remuneration system is submitted to the subsequent Annual General Meeting for approval.

The Supervisory Board’s Rules of Procedure set out requirements for avoiding conflicts of interest when determining, implementing, and reviewing the Management Board’s remuneration.

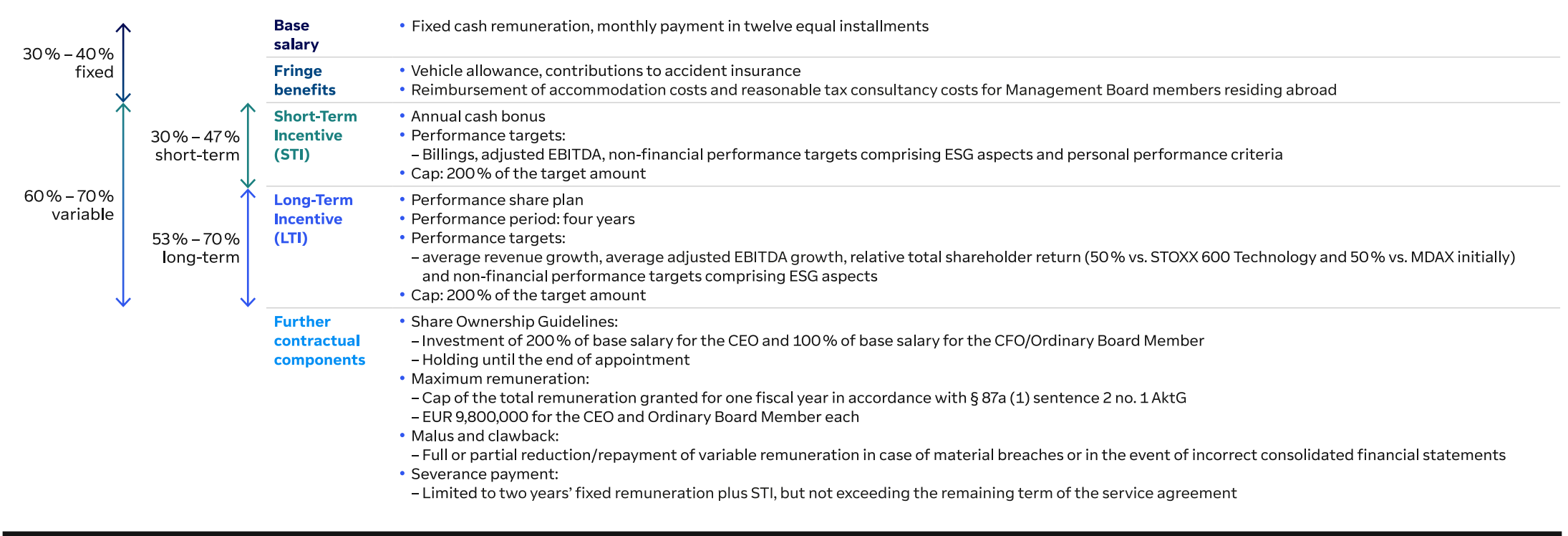
Appropriateness of Management Board remuneration

In the opinion of the Supervisory Board, the remuneration appropriately reflects the individual tasks and performance of the members of the Management Board as well as the economic situation, success, and future prospects of TeamViewer.

The Nomination and Remuneration Committee shall regularly review the appropriateness of Management Board remuneration and, if necessary, propose adjustments to the Supervisory Board in order to comply with regulatory requirements and ensure that remuneration is in line with the market. When assessing the appropriateness of remuneration, the Nomination and Remuneration Committee considers the amount of remuneration using a horizontal and vertical comparison. In the 2024 fiscal year, the committee did not identify any indications of an inappropriate development of remuneration or any need for an adjustment.

For the horizontal comparison, the Supervisory Board selects a group of comparable companies based on the country, company size, and sector. When determining the remuneration of Management Board members, the comparison group consists of the companies in the MDAX and is supplemented by a peer group of international technology companies of similar size. This ensures the appropriateness of remuneration compared to similarly sized companies in

Overview of remuneration components



Germany as well as to international companies in the same sector. The Supervisory Board reviews and considers the following aspects in particular:

- Mode of action of the individual fixed and variable remuneration components, including methodology and performance parameters.
- Relative weighting of the components, i.e., the ratio of the fixed basic remuneration to the short-term and long-term variable components.
- Amount of target total remuneration, consisting of the annual base salary and fringe benefits, the Short-Term Incentive (STI) and the Long-Term Incentive (LTI).
- Potential maximum amount of remuneration granted.

For the vertical (internal) comparison, the Management Board’s remuneration is analyzed for appropriateness in relation to the remuneration and employment conditions of TeamViewer’s upper management circle and workforce. The Supervisory Board determines how senior management and the workforce are to be differentiated for the comparison.

The Nomination and Remuneration Committee last assessed the appropriateness and market conformity of Management Board remuneration at TeamViewer on 1 September 2024, in relation to the extension of Michael Wilkens’ appointment as CFO, and on 9 December 2024, in connection with the extension of Mei Dent's appointment as a Management Board member. The peer group used as a basis for this review continued to consist of the companies listed in the MDAX, supplemented by a peer group of international technology companies of similar size (selected international companies from the software and security sectors and particularly from the STOXX 600 Technology index). The Nomination and Remuneration Committee also reviewed the ratio of Management Board remuneration to the remuneration of TeamViewer’s senior management and the workforce as a whole. The changes in remuneration over time were also taken into account. The vertical comparison was based on the remuneration of the senior leadership team as the upper management circle. From this comparison, the Nomination and Remuneration Committee determined that the remuneration of the Management Board is in line with market conditions and is appropriate. In light of these considerations and following the recommendations of its Nomination and Remuneration Committee, the Supervisory Board considered it appropriate to adjust the remuneration of both Management Board members based on the results of the appropriateness assessment.

Components of remuneration

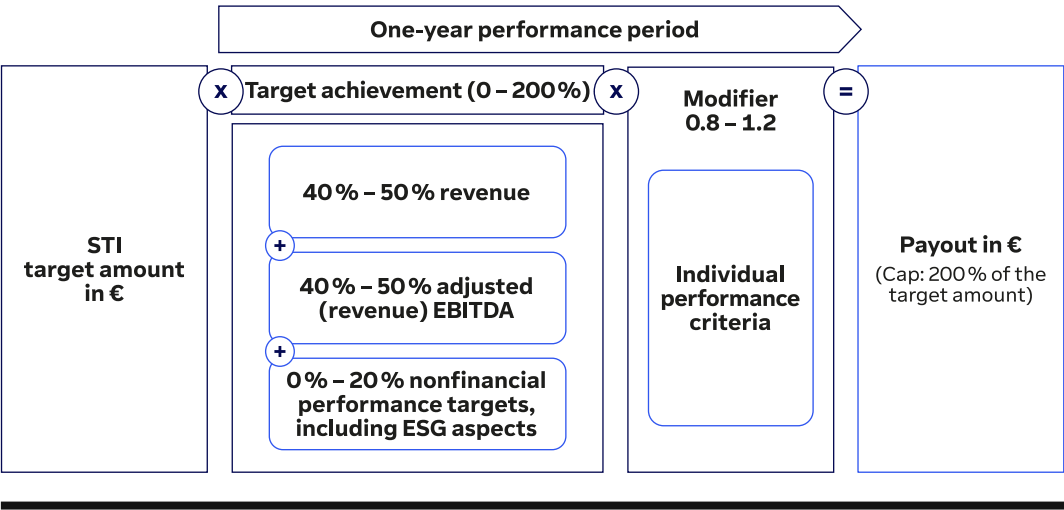
The remuneration of Management Board members comprises fixed (non-performance-based) and variable (performance-based) remuneration components, the total amount of which determines the respective overall target remuneration of each Management Board member.

Fixed remuneration consists of an annual base salary as well as fringe benefits, which may vary from year to year depending on events and the particular individual. Variable remuneration comprises short-term variable remuneration (Short-Term Incentive – STI) and long-term variable remuneration (Long-Term Incentive – LTI).

Short-Term Incentive (STI)

The Short-Term Incentive (STI) is the short-term variable remuneration element with a term of one year. The calculation of the STI for a respective fiscal year – subject to any reduction or clawback (malus and clawback) – is as follows:

Short-Term Incentive



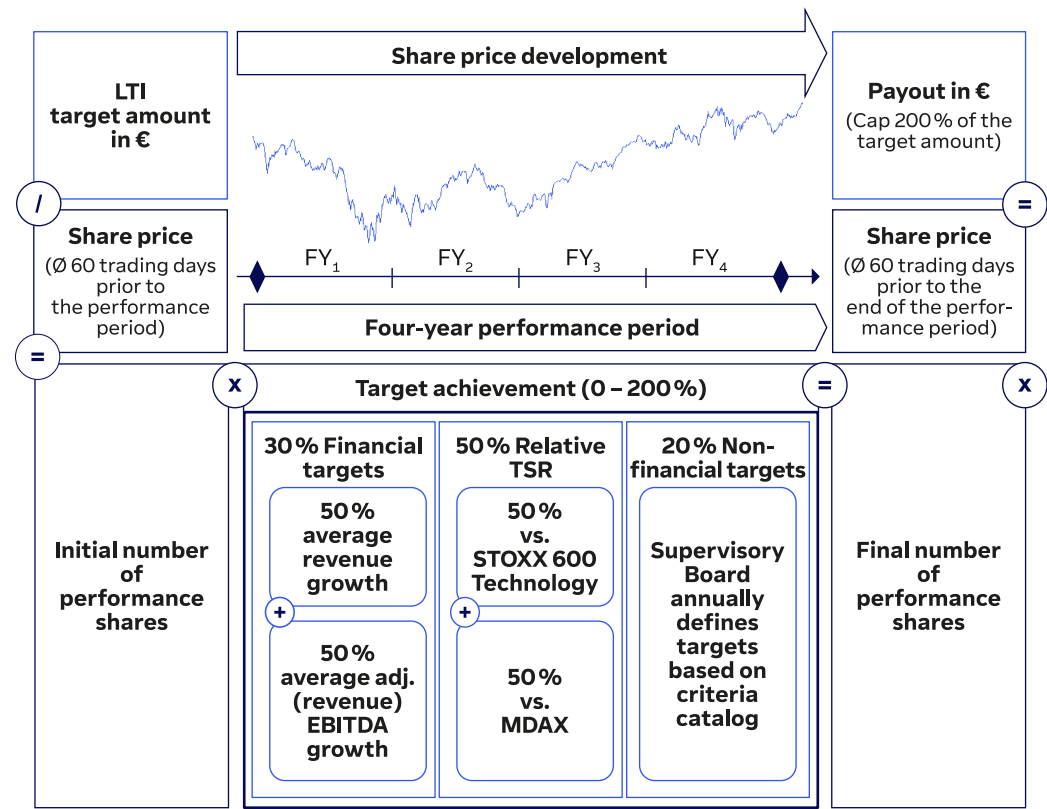
Entitlement to receive an annual bonus to be paid out in cash is contingent upon the achievement of certain financial targets and may additionally be dependent upon certain Company non-financial targets. For each performance target (financial targets and, optionally, certain non-financial targets), the Supervisory Board also sets a target which, if met, results in 100 % target achievement. The Supervisory Board also defines, to the extent possible, a minimum value for each of the performance targets as the lower end of the target corridor, at which 50 % of the target is achieved. If the value achieved with regard to a performance target falls below the minimum value, the degree of target achievement for this performance target is 0 %. In addition, a maximum value is set, which, if met or achieved beyond the target achievement, amounts to 200 %. Intermediate values are determined using linear interpolation, with all target values adjusted for exchange rate effects before final determination.

The amount of the STI also depends on the assessment of the personal performance criteria set individually for each Management Board member by the Supervisory Board at the beginning of the fiscal year. These are weighted on a percentage basis. The Supervisory Board determines the achievement of the personal modifier within a range of 0.8 to 1.2 at its reasonable discretion, depending on the target achievement of the respective defined criteria. There is no guaranteed minimum target achievement, which means a payout may be omitted entirely. If the respective employment contract begins or ends during the year, the STI is calculated on a pro rata temporis basis for the period of the employment in the respective fiscal year, whereby the target achievement is determined according to the originally defined parameters even in the event of a departure during the year and is paid out on the regular due date. The STI is due for payment six weeks after the adoption of the consolidated financial statements, insofar as an entitlement to the payment exists.

Long-Term Incentive (LTI)

The Long-Term Incentive (LTI) is the long-term variable remuneration element. The LTI is share-based and structured as performance shares with a four-year performance period. The calculation of the LTI – subject to any reduction or clawback (malus and clawback) – is as follows:

Long-Term Incentive





With each fiscal year, a new performance period begins in accordance with the terms of the applicable LTI. The achievement of certain predefined targets is measured after the end of the performance period. At the beginning of each performance period, the Supervisory Board determines the initial number of performance shares for each individual Management Board member based on the LTI target amount and the average share price. The Supervisory Board also defines a target for each of at least three performance targets (financial targets, relative TSR, non-financial targets), the achievement of which results in target achievement of 100 %. Where possible, the Supervisory Board also sets a minimum value for each of the performance targets as the lower end of the target corridor, which, if achieved, results in target achievement of 50 %. If the value achieved for a performance target falls below the minimum value, the degree of target achievement for this performance target is 0 %. In addition, a maximum threshold is defined, where reaching or exceeding this value results in 200 % target achievement. The performance shares are merely a calculation figure, the allocation of which does not yet result in any entitlement to a payment in connection with the LTI.

When measuring target achievement for the respective performance period, the performance targets are weighted according to the current remuneration system as follows:

- 30 % financial performance targets “average revenue growth” and “average adjusted (revenue) EBITDA growth” (equally weighted); for tranches allocated before and in the 2023 fiscal year, this is “average billings growth” and “average adjusted (billings) EBITDA growth” (equally weighted);
- 50 % relative total shareholder return (TSR), measured against the two peer groups “STOXX® 600 Technology” and “MDAX” (equally weighted) or other peer groups or share indices determined by the Supervisory Board for comparison; and
- 20 % non-financial performance targets, particularly sustainability aspects (environmental, social, governance – ESG aspects).

At the end of the respective performance period, the initial number of performance shares is multiplied by the target achievement and rounded up to the next full performance share. This calculation results in the final number of performance shares. The final number of shares is then multiplied by the final share price, resulting in the payout amount. This amount is limited to 200 % of the allocation value (cap). If the employment contract begins or ends during the year, the allocation value is reduced on a pro rata temporis basis.

If a Management Board member leaves the Company before the end of the respective LTI performance period, the target achievement is determined and the payment is made on the scheduled date, provided the entitlement is not forfeited.

To reinforce the pay-for-performance principle, the remuneration system prescribes that the majority of the target total remuneration for each Management Board member should consist of variable, performance-based components. To ensure that remuneration is aligned with TeamViewer’s sustainable, long-term development, the percentage share of the LTI outweighs the percentage share of the STI.

The percentage of fixed remuneration as a share of total target remuneration ranges between 30 % and 40 %. The annual base salary accounts for 90 % to 100 % of fixed remuneration, and fringe benefits amount to up to 10 %. The percentage of variable remuneration as a share of total target remuneration is between 60 % and 70 %, of which STI ranges from 30 % to 47 % of the total and LTI from 53 % to 70 %. Subsequent changes to the target values or comparison parameters set by the Supervisory Board in each case for the upcoming fiscal year are excluded.

To attract qualified candidates to the Management Board, the remuneration system also provides the option to grant new Management Board members an appropriate, market-competitive compensation payment, for example, for remuneration forfeited from the previous employer. For members of the Management Board who receive this type of compensation payment upon joining the Company, the proportion of the individual components may vary within the legally permissible framework from the aforementioned percentages.

# 3 Management Board remuneration in the 2024 fiscal year

## Fixed remuneration components

### Annual base salary

All Management Board members were granted a fixed annual base salary in cash, payable in twelve equal monthly installments.

Management Board member	Annual base salary in EUR
Oliver Steil	1,035,000
Michael Wilkens <sup>1</sup>	735,000
Mei Dent	500,000
Peter Turner <sup>2</sup>	466,377

<sup>1</sup> As part of the extension of his term as Chief Financial Officer (CFO), Michael Wilkens' annual base salary was increased from EUR 700,000 to EUR 805,000 per year, effective as of 1 September 2024.

<sup>2</sup> For Peter Turner, fixed remuneration is subject to an annual adjustment based on the EUR/GBP exchange rate, effective 1 January of each year. His contractually agreed annual base salary in euros is EUR 475,000. As of 1 January 2024, his salary was adjusted based on a EUR/GBP exchange rate of 0.8669, reflecting a decrease of approximately 0.31 %.

### Fringe benefits

Management Board members were also granted fringe benefits in kind. These consisted mainly of lump-sum payments of up to EUR 2,000 per month for the use of a private car for business trips, contributions to the (private or statutory) health and long-term care insurance (in the amount of the lawful employer contributions to the statutory health and long-term care insurance or a maximum of half of the contribution actually expended), continued salary payments in the event of work incapacity due to illness or death, and accident insurance in the event of death or disability. All Management Board members are insured against third-party liability claims through a D&O insurance policy at TeamViewer's expense with a deductible in accordance with the provisions of AktG amounting to 10 % of the loss or damage but no more than 150 % of the annual base salary.

The Company reimbursed Peter Turner up to an amount of EUR 5,000 plus VAT (p.a.) for the costs of a tax advisor to prepare his tax returns in Germany upon provision of proof. The Company also reimbursed him up to an amount of EUR 3,000 plus VAT (p.a.) for the added costs of a tax advisor to prepare the tax returns in the United Kingdom required as a result of receiving foreign income upon furnishing proof thereof.



Variable remuneration components

Short-term variable remuneration (Short-Term Incentive/STI)

STI target amount

For 100 % target achievement, the STI target amount for the 2024 fiscal year is as follows:

STI target amount for 100 % target achievement in FY 2024

Management Board member	STI target amount p.a. in EUR
Oliver Steil	1,035,000.00
Michael Wilkens	700,000.00
Peter Turner <sup>1</sup>	432,012.54
Mei Dent	500,000.00

<sup>1</sup> For Peter Turner, the STI target amount is subject to an annual adjustment based on the EUR/GBP exchange rate, effective 1 January of each year, starting from 1 January 2023. His contractually agreed STI target bonus in euros is EUR 440,000. As of 1 January 2024, his salary will be adjusted according to a EUR/GBP exchange rate of 0.8669, reflecting a decrease of approximately 0.31 %.

Target achievement in percent in relation to the financial and (where applicable) non-financial targets

On 31 January 2024, the Supervisory Board set the target values for the STI performance criteria for the Management Board members for the 2024 fiscal year. In addition to the financial performance targets for revenue and adjusted (revenue) EBITDA, each weighted at 50 %, it also established individual personal performance criteria for each Management Board member.

STI 2024 target achievement with regard to the financial performance criteria

Performance criterion	Lower limit at 50 % target achievement	Target value for 100 % target achievement	Upper limit at 200 % target achievement	Results in EUR million	Target achievement in %
Revenue <sup>1</sup> (50 %)	644.0	668.0	682.5	671.4	124 %
Adjusted (revenue) EBITDA <sup>1</sup> (50 %)	268.0	287.0	292.5	296.7	200 %
Target achievement in %					162 %

<sup>1</sup> Adjusted to the budget exchange rate at the end of the performance period.

**Personal performance criteria/modifier**

Management Board member	Individual targets	Target achievement in %	Modifier
Oliver Steil	Individual target achievement was measured primarily by how TeamViewer expanded its long-term market position through strategic M&A activities, effective partnerships and product innovations. The successful implementation of growth initiatives at the group level and particularly in the Enterprise and Frontline divisions also played an important role. Other areas of focus included developing and communicating a new capital market story, streamlining the organization, and various sustainability-related measures to improve the perception of TeamViewer shares from an ESG perspective.	113.50 %	1.135
Michael Wilkens	Important factors in measuring individual target achievement were excellence in finance, tax and accounting, as well as developing and communicating a new capital markets story. Furthermore, legal, compliance, internal audit and IT played an important role. Various sustainability-related measures to improve the perception of TeamViewer's shares from an ESG perspective were also included in the assessment.	113.50 %	1.135

**Personal performance criteria/modifier**

Management Board member	Individual targets	Target achievement in %	Modifier
Peter Turner	The growth of the SMB ecosystem and the achievement of targets in the web store and inside sales areas were particularly important for the individual achievement of objectives. Equally important were performance in the Enterprise and Frontline areas in the form of high-quality leads and sales support. A key focus was also on further improving customer retention. Other factors included improvements in sponsorship and cost control, as well as various sustainability-related measures to improve the perception of TeamViewer shares from an ESG perspective.	98.00 %	0.980
Mei Dent	Individual target achievement was measured in particular by the extent to which new products were introduced and business requirements were met in terms of scope, quality and time. Another key factor was the development of a first-class organizational structure and strategy for rolling out solutions. Other important aspects included innovations and growth projects, the development of a world-class CPTO organization in terms of both the team and the group as a whole, and various sustainability-related measures to improve the perception of TeamViewer shares from an ESG perspective.	113.50 %	1.135

The STI payout amounts for the 2024 fiscal year were calculated as follows:

Management Board member	STI target amount in EUR	Target achievement	Modifier	STI payout in EUR
Oliver Steil	1,035,000.00	162 %	1.1350	1,903,054.50
Michael Wilkens	700,000.00	162 %	1.1350	1,287,090.00
Peter Turner	432,012.54	162 %	0.9800	685,863.11
Mei Dent	500,000.00	162 %	1.1350	919,350.00

Long-term variable remuneration (Long-Term Incentive/LTI)

LTI for the 2024–2027 performance period

The performance period 2024–2027 applies to the LTI granted in the 2024 fiscal year. Due to the still ongoing performance period, no payments from the LTI 2024–2027 were made or earned in 2024; accordingly, the LTI 2024–2027 was not “granted and owed” in the 2024 fiscal year as defined by § 162 AktG.

The Supervisory Board has defined the following target components:

Targets	Weighting	Conditions
1. Long-term financial target	30 %	50 %: Average revenue growth 2024–2027 <sup>1</sup> 50 %: Average adjusted (revenue) EBITDA growth 2024–2027 <sup>1</sup>
2. Non-financial strategic target	20 %	50 %: Net promoter score 50 %: Proportion of women in management positions
3. Share price/ return-based target	50 %	50 %: Relative Total Shareholder Return vs. STOXX® 600 Technology 50 %: Relative Total Shareholder Return vs. MDAX®

<sup>1</sup> Average of the four annual growth rates from 2024 to 2027.

LTI target amount for 100 % target achievement LTI 2024–2027

Management Board member	LTI target amount p.a. in EUR
Oliver Steil	1,200,000.00
Michael Wilkens	830,000.00
Mei Dent	700,000.00
Peter Turner <sup>1</sup>	589,108.02

<sup>1</sup> For Peter Turner, the target amount is subject to an annual adjustment based on the EUR/GBP exchange rate, effective 1 January each year. His contractually agreed LTI target amount in euros is EUR 600,000. Peter Turner's LTI target opportunity was adjusted on 1 January 2024 at a EUR/GBP exchange rate of 0.8669 or a decrease in the exchange rate of approximately 0.31 %.

LTI for the 2021–2024 performance period

The performance period 2021–2024 applied to the LTI granted in the 2021 fiscal year. The Supervisory Board set the following target components for the LTI 2021–2024:

Targets	Weighting	Conditions
1. Long-term financial target	30 %	50 %: Average billings growth 2021–2024 <sup>1</sup> 50 %: Average adjusted (billings) EBITDA growth 2021–2024 <sup>1</sup>
2. Non-financial strategic target	20 %	50 %: Net promoter score (assessed externally <sup>2</sup> ) 50 %: ESG target
3. Share price/ return-based target	50 %	50 %: Relative Total Shareholder Return vs. STOXX® 600 Technology 50 %: Relative Total Shareholder Return vs. MDAX®

<sup>1</sup> Average of the four annual growth rates for the years 2021 to 2024.

<sup>2</sup> Change in methodology.

**LTI 2021–2024 target achievement**

Performance criterion	Minimum at 50 % target achievement	Target level for 100 % target achievement	Maximum at 200 % target achievement	Results	Weighting in %	Target achievement in % <sup>1</sup>
Average billings growth 2021–2024 <sup>2</sup>	22 %	25 %	31 %	11 %	15 %	0 %
Average adjusted (billings) EBITDA growth 2021–2024 <sup>2</sup>	20 %	23 %	29 %	6 %	15 %	0 %
Net Promoter Score <sup>3</sup>	43	47	55	6	10 %	0 %
ESG target <sup>4</sup>	No action taken	Working towards 33 %	Added female	Added female	10 %	200 %
Relative TSR vs. STOXX® 600 Technology <sup>5</sup>	0 %	+6.67 %	20 %	-118 %	25 %	0 %
Relative TSR vs. MDAX® <sup>5</sup>	0 %	+6.67 %	20 %	-61 %	25 %	0 %
<b>Total target achievement in %</b>						<b>20 %</b>

<sup>1</sup> 0 % if the minimum threshold is not met.

<sup>2</sup> Average of the four annual growth rates from 2021 to 2024.

<sup>3</sup> New methodology as of 2024.

<sup>4</sup> While the 33 % target applied to the Management Board, 200 % was set for the additional submission of a proposal for a female candidate for the Supervisory Board within the year 2021. All of these targets were achieved.

<sup>5</sup> The calculation of the TSR is in line with market practices, with specific details determined by the Investor Relations department.

The following payout amounts were calculated for the LTI 2021–2024:

Management Board member	LTI target amount	Initial share price	Initial number of performance shares	Total target achievement in %	Final number of performance shares	Final stock price	LTI payout in EUR
Oliver Steil	1,000,000	40.37	24,771	20 %	4,955	11.77	58,320
Stefan Gaiser	550,000	40.37	13,624	20 %	2,725	11.77	32,073
Lisa Agona	287,980	40.37	7,134	20 %	1,427	11.77	16,796

Only Oliver Steil, Stefan Gaiser and Lisa Agona participated in the LTI 2021–2024, as there were no other members of the Management Board in the 2021 fiscal year.

## Malus and clawback

The STI and LTI are subject to malus and clawback conditions. This means that before determining the payout amount of an STI or LTI, the Supervisory Board reviews as to whether a malus provision justifies a reduction or even the omittance of the variable remuneration amount.

Malus events are those that occur during the respective performance period of the relevant variable remuneration component. A reduction or even a complete omittance of the variable remuneration component can be determined at the reasonable discretion of the Supervisory Board when one of the circumstances described below applies. In the case of the LTI, the malus applies to each performance period in the year in which the malus occurs:

- (a) The Management Board member, through grossly negligent or intentional acts or omissions, was to blame for a material financial loss (which may occur later) or a significant regulatory/official sanction, such as a sanction imposed by a data protection authority (which may occur later), to the detriment of the Company or another company of the TeamViewer Group. An indication of material financial damage is if the amount is equal to at least 1.0 % of the Company's balance sheet equity, based on the audited annual financial statements for the year preceding the year in which the damage occurred.
- (b) The Management Board member has committed a criminal offense in connection with his/her activities for the Company (e.g., fraud, bribery, embezzlement, theft, breach of trust, balance sheet manipulation).
- (c) The Management Board member has committed a serious breach of duty which, once known, leads to extraordinary termination with legal effect or merely justifies an extraordinary termination (§ 626 of the German Civil Code – BGB).

Variable remuneration amounts already paid out can be reclaimed in full or in part at the reasonable discretion of the Supervisory Board for the relevant performance period if a malus event is subsequently discovered within a clawback period. For each variable remuneration component, the clawback period begins at the end of the performance period on which the component is based and ends two years after this date. The clawback refers to the actual net amount paid and includes the assignment of any tax refund claims the Management Board member may have against the tax authorities in this context.

In the 2024 fiscal year, there was no cause for reductions or clawbacks of variable remuneration components.

Shareholding obligations

Management Board members are obliged to hold a certain number of shares in TeamViewer (restricted shares) for the duration of their appointment on the Company's Management Board. Members must also provide evidence at the end of each fiscal year that they have fulfilled this obligation. This obligation arises for the first time no later than four years after the initial appointment to the Management Board or at an earlier date as agreed in the individual contract. Under the remuneration system, the investment volume amounts to 200 % of the gross annual base salary for the Chair of the Management Board and 100 % of the gross annual base salary for ordinary Management Board members. Restricted shares are acquired accordingly before the end of the fourth year after the initial appointment to the Management Board (or at an earlier date agreed in the individual contract). The full number of restricted shares must be held after the end of the fourth year (or by an earlier date agreed in the individual contract). The number of shares to be held by Oliver Steil is

calculated by dividing (i) two times the annual base salary by (ii) the value of the Company's shares at the time of the IPO. The number of shares to be held by Michael Wilkens, Mei Dent and Peter Turner is calculated as (i) the annual base salary divided by (ii) the value of the Company's shares at the time of their initial appointment to the Management Board, commercially rounded to full units. The shares granted by the Company's main shareholder to redeem previous participation commitments to participate in the increase in value of the Company can be used for this purpose. The number of shares is to be redetermined in the event of a change in the fixed remuneration or a share split.

Shares held by members of the Management Board as at 31 December 2024

Management Board member	No. of shares to be acquired	No. of shares held	End of the acquisition phase
Oliver Steil	78,857	2,720,000	25 April 2024
Michael Wilkens	73,176	73,300	28 February 2025
Peter Turner	49,244	50,321	31 December 2023
Mei Dent	45,872	45,891	9 June 2025

The compliance of the Management Board members with the shareholding obligations as of 31 December 2024 was determined based on the above-listed shareholdings.

Benefits in the event of early termination of employment

In the event of the early revocation of their appointment, Management Board members may be entitled to a severance payment in certain circumstances. The severance payment is based on a severance payment basis, consisting of the annual base salary and the STI calculated for the previous year. If the Supervisory Board comes to the conclusion, at its due discretion, that it is inappropriate to use the previous fiscal year as a basis for determining the STI as part of the severance payment, the expected STI for the current fiscal year may be used instead. The maximum severance payment is 200 % of the severance payment amount but is limited to the remuneration for the remaining term of the employment contract.

The Management Board member shall not receive any severance payment if the revocation of the appointment is based on the inability to properly manage the Company as defined in § 84 AktG, on a gross breach of duty, or on any other good cause for which the Management Board member is responsible, or if there is a good cause for which the Management Board member is responsible as defined in § 626 BGB that would have authorized the Company to terminate the employment contract for good cause.

If a Management Board member's term of office ends early due to death, the Company pays the surviving spouse or registered partner the pro-rata basic annual salary and any pro-rata STI bonus for the month of death and three subsequent calendar months. This sum is paid to the surviving spouse or registered partner or, if the Management Board member is unmarried or in a civil partnership, to any first-order heirs.

## Benefits in the event of regular termination of employment

In the event of the regular termination of employment, no severance payment or other comparable benefits are promised to the members of the Management Board. If during the year the member leaves the Management Board, or the employment contract is terminated, or the member is released from his or her obligation, the degree of target achievement and the modifier are calculated and determined based on defined target parameters (financial targets and modifier criteria) at the usual time (after the end of the fiscal year).

## Benefits in the case of a post-contractual non-compete clause

For the duration of a post-contractual non-compete period, the Management Board member shall receive compensation amounting to 50 % of the last contractual benefits received. Any statutory fees on this amount shall be borne by the Management Board member. Any compensation during the non-compete period is reduced by income the Management Board member earned through other use of the member's services or as a benefit according to the German Social Security Code (SGB) III during the period for which the non-compete compensation is paid, provided the non-compete compensation would exceed 110 % of the contractual benefits last received by the member when this amount is added. Any severance payment shall be credited against the non-compete compensation.

## Remuneration granted and owed

The tables that follow show the remuneration granted and owed to current and former members of the Management Board in the past fiscal year in accordance with § 162 (1) sentence 1 AktG. Remuneration granted in this sense includes all remuneration components whose underlying activity was completed in full in the reporting year and whose performance criteria were met in full. Remuneration is owed if the Company has a legal obligation to the board member in the fiscal year for which the Remuneration Report is prepared that is due but not yet fulfilled. This applies regardless of whether the payment was made in the 2024 fiscal year or not until a later time.

Using the STI as an example, the remuneration attributable to this is recognized accordingly in the 2024 fiscal year, even if payment is not made until the beginning of the 2025 fiscal year.

**Remuneration granted and owed to the current Management Board members in accordance with § 162 (1) sentence 1 AktG for the 2024 fiscal year (1 January 2024 – 31 December 2024), part I**

	Oliver Steil Chairperson of the Board/CEO since 19 August 2019				Michael Wilkens Chief Financial Officer/CFO since 1 September 2022			
	2023 in EUR	2023 in % TR	2024 in EUR	2024 in % TR	2023 in EUR	2023 in % TR	2024 in EUR	2024 in % TR
Annual base salary	922,500	37.24 %	1,035,000	34.27 %	700,000	37.23 %	735,000	35.92 %
Fringe benefits	48,668	1.96 %	24,000	0.79 %	24,000	1.28 %	24,000	1.17 %
Other (sign-on bonus)	–	–	–	–	–	–	–	–
<b>Total fixed remuneration</b>	971,168	39.20 %	1,059,000	35.06 %	724,000	38.50 %	759,000	37.10 %
One-year variable remuneration (STI)	1,506,077	60.80 %	1,903,055	63.01 %	1,156,278	61.50 %	1,287,090	62.90 %
Multi-year variable remuneration (LTI)	0	0 %	58,320	1.93 %	–	–	–	–
<b>Total variable remuneration</b>	1,506,077	60.80 %	1,961,375	64.94 %	1,156,278	61.50 %	1,287,090	62.90 %
<b>Total remuneration (TR; under § 162 AktG)</b>	2,477,244	100 %	3,020,375	100 %	1,880,278	100 %	2,046,090	100 %

**Remuneration granted and owed to the current Management Board members in accordance with § 162 (1) sentence 1 AktG for the 2024 fiscal year (1 January 2024 – 31 December 2024), part II**

	Peter Turner Chief Commercial Officer/CCO since 11 July 2022				Mei Dent Chief Product and Technology Officer since 31 August 2023			
	2023 in EUR	2023 in % TR	2024 in EUR	2024 in % TR	2023 in EUR	2023 in % TR	2024 in EUR	2024 in % TR
Annual base salary	464,958	38.96 %	466,377	40.22 %	168,011	33.02 %	500,000	33.28 %
Fringe benefits	4,752	0.40 %	7,392	0.64 %	26,282	5.17 %	49,939	3.32 %
Other (sign-on bonus) <sup>1</sup>	–	–	–	–	33,333	6.55 %	33,333	2.22 %
<b>Total fixed remuneration</b>	469,709	39.35 %	473,769	40.86 %	227,626	44.74 %	583,272	38.82 %
One-year variable remuneration (STI)	723,837	60.65 %	685,863	59.14 %	281,152	55.26 %	919,350	61.18 %
Multi-year variable remuneration (LTI)	–	–	–	–	–	–	–	–
<b>Total variable remuneration</b>	723,837	60.65 %	685,863	59.14 %	281,152	55.26 %	919,350	61.18 %
<b>Total remuneration (TR; under § 162 AktG)</b>	1,193,547	100 %	1,159,632	100 %	508,778	100 %	1,502,622	100 %

<sup>1</sup> One-off compensation payment to Mei Dent related to initial appointment to offset forfeited remuneration of previous employer. The compensation payment amounts to a one-time payment of EUR 100,000 paid in three equal annual installments, subject to the valid existence of an employment relationship at the time of each payment, starting with the first payroll.



Remuneration granted and owed to the former Management Board members in accordance with § 162 (1) sentence 1 AktG for the 2024 fiscal year  
(1 January 2024 – 31 December 2024)

	Stefan Gaiser Chief Financial Officer/CFO 19 August 2019–18 August 2022				Lisa Agona Chief Marketing Officer/CMO 19 April 2021–31 December 2021			
	2023 in EUR	2023 in % TR	2024 in EUR	2024 in % TR	2023 in EUR	2023 in % TR	2024 in EUR	2024 in % TR
Annual base salary	–	–	–	–	–	–	–	–
Fringe benefits	3,377	1.04 %	–	–	–	–	–	–
<b>Total fixed remuneration</b>	3,377	1.04 %	–	–	–	–	–	–
One-year variable remuneration (STI)	–	–	–	–	–	–	–	–
Multi-year variable remuneration (LTI)	0	0 %	32,073	100 %	–	–	16,796	100 %
Non-compete compensation <sup>1</sup>	320,641	98.96 %	–	–	–	–	–	–
<b>Total variable remuneration</b>	320,641	98.96 %	32,073	100 %	–	–	16,796	100 %
<b>Total remuneration (TR; under § 162 AktG)</b>	324,018	100 %	32,073	100 %	–	–	16,796	100 %

<sup>1</sup> Benefits based on post-contractual non-compete clause.

## Maximum remuneration for Management Board members

The remuneration to be granted to Management Board members for a given fiscal year is capped in order to avoid unrestricted and excessive Management Board remuneration. This applies regardless of whether the remuneration is paid out in the fiscal year or at a later date. Remuneration is limited in two respects: First, the payment of the variable remuneration components is limited to 200 % of the target amount for both the STI and the LTI. Second, the Supervisory Board has set a maximum remuneration for Management Board members in accordance with § 87a (1) sentence 2 no. 1 AktG. The maximum remuneration includes all payments stipulated in the employment contract, which include the annual base salary, fringe benefits, the STI and LTI, sign-on bonuses, and non-compete compensation. The maximum remuneration that can be realized for a given fiscal year may not exceed EUR 9,800,000 for each Management Board member. If the defined maximum remuneration for a given fiscal year is exceeded, the amount paid out under the LTI is reduced accordingly. A final report on the adherence to the maximum remuneration for the 2024 fiscal year is not possible until the end of the LTI 2024–2027 performance period. That said, reaching the maximum remuneration is already mathematically impossible under all current Management Board contracts due to the 200 % cap on STI and LTI.

Compliance with the maximum remuneration for the 2024 fiscal year can only be reported after the conclusion of the LTI 2024–2027 performance period. However, under all current Management Board contracts, reaching the maximum remuneration is already mathematically ruled out from the outset as a result of the 200 % cap on both the STI and LTI.

Once the LTI 2021–2024 performance period has ended, it will be possible to report on the maximum remuneration for the 2021 fiscal year for the first time. As remuneration components, this will include the STI 2021, the LTI 2021–2024, all fringe benefits and the fixed remuneration for the 2021 fiscal year.

All Management Board members complied with the maximum remuneration limit for the 2021 fiscal year:

### Maximum remuneration for the 2021 fiscal year (1 January – 31 December 2021)

in EUR	Oliver Steil Chairperson of the Board/CEO	Stefan Gaiser Chief Financial Officer/CFO	Lisa Agona Chief Marketing Officer/CMO
Annual base salary	900,000	550,000	257,690
Fringe benefits	21,981	36,845	33,839
One-year variable remuneration (STI 2021)	0	0	0
Multi-year variable remuneration (LTI 2021–2024)	58,320	32,073	16,796
<b>Total remuneration</b>	<b>980,301</b>	<b>618,918</b>	<b>308,325</b>
<b>Maximum remuneration (under § 87a AktG)</b>	<b>9,800,000</b>	<b>9,800,000</b>	<b>9,800,000</b>

# 4 Remuneration of the Supervisory Board

The remuneration of Supervisory Board members is governed by § 13 of the Company's Articles of Association and the remuneration system of the Supervisory Board. The remuneration system for Supervisory Board members is in line with the existing regulations on Supervisory Board remuneration outlined in § 13 of the Company's Articles of Association. The current remuneration system, approved by the Company's Annual General Meeting on 15 June 2021, with 98.71 % of the votes cast, was applied to all Supervisory Board members in the 2024 fiscal year. Both the remuneration system and the Articles of Association are publicly available.

The remuneration of the Supervisory Board consists of fixed annual remuneration only. Remuneration should take into account the duties and responsibilities of the Supervisory Board members. Members generally receive fixed remuneration of EUR 75,000. The Chair of the Supervisory Board receives fixed remuneration of EUR 187,500, and his deputy receives fixed remuneration of EUR 165,000. In addition, the Supervisory Board members who are also members of the Audit Committee receive additional fixed remuneration of EUR 30,000. For their work on other Supervisory Board committees, Supervisory Board members receive additional fixed annual remuneration of EUR 25,000 per committee, provided the relevant committee meets at least once a year to perform its duties. The chairs of the committees receive twice the above committee remuneration. Remuneration for committee work is taken into account for a maximum of two committees. The two functions with the highest remuneration are relevant in the event this limit is exceeded. The above remuneration is payable in four equal installments that are due and payable at the end of each quarter for which the remuneration is paid. Supervisory Board members who hold office on the Supervisory Board, or on a committee, or hold the office of Chair or Deputy Chair for only part of the fiscal year receive the corresponding remuneration on a pro rata basis. In addition, the Company reimburses the Supervisory Board members for their reasonable out-of-pocket expenses incurred in connection with the exercise of their mandate, as well as for value-added tax on their remuneration and out-of-pocket expenses.

Supervisory Board members are covered by the Company's D&O insurance policy.

Partners and employees of the main shareholder who serve as members of the Company's Supervisory Board do not receive any additional remuneration for their services as this is considered to be covered by the contractual remuneration they receive from the main

shareholder. They are generally required to waive any remuneration they may be entitled to in such a position.

## Remuneration granted and owed to Supervisory Board members in accordance with § 162 (1) sentence 1 AktG

in EUR	Fixed annual remuneration		Participation in committees		Total remuneration	
	2023	2024	2023	2024	2023	2024
<b>Supervisory Board members in office as at 31 December 2024</b>						
Ralf W. Dieter (Chairperson since 24 May 2023)	143,044	<b>187,500</b>	36,855	<b>25,000</b>	179,899	<b>212,500</b>
Dr. Abraham Peled (Deputy Chairperson since 24 May 2023; formerly the Chairman)	173,891	<b>165,000</b>	51,976	<b>50,000</b>	225,867	<b>215,000</b>
Axel Salzmann (Deputy Chairperson until 24 May 2023)	110,565	<b>75,000</b>	76,734	<b>55,000</b>	187,298	<b>130,000</b>
Hera Kitwan Siu	75,000	<b>75,000</b>	30,000	<b>30,000</b>	105,000	<b>105,000</b>
Swantje Conrad	45,363	<b>75,000</b>	36,290	<b>60,000</b>	81,653	<b>135,000</b>
Christina Stercken	45,363	<b>75,000</b>	18,145	<b>30,000</b>	63,508	<b>105,000</b>
Dr. Joachim Heel (since 7 June 2024)	—	<b>42,500</b>	—	—	—	<b>42,500</b>
<b>Former Supervisory Board members</b>						
Dr. Jörg Rockenhäuser (until 31 December 2024) <sup>1</sup>	0	<b>0</b>	0	<b>0</b>	0	<b>0</b>

<sup>1</sup> Dr. Jörg Rockenhäuser waived his remuneration for the 2023 and 2024 fiscal years.

# 5 Comparative presentation of earnings development and annual change in remuneration

In accordance with § 162 (1) sentence 2 no. 2 AktG, the following overview provides a comparative presentation of the annual change in the remuneration of the current and former members of the Management Board and Supervisory Board, the development of the Company's earnings, and the average remuneration of employees on a full-time equivalent basis over the last five fiscal years.

For the members of the Management Board and Supervisory Board, the remuneration granted and owed in the respective fiscal year is presented on an individual basis as defined by § 162 (1) sentence 1 AktG.

The Company's earnings performance is presented on the basis of net income/loss. In addition, since the beginning of the 2023 fiscal year, TeamViewer used revenue as the primary performance indicator instead of billings, as previously, as it is a more common and less volatile planning parameter. Consequently, the Group's earnings performance has since been measured on the basis of revenue and adjusted (revenue) EBITDA.

TeamViewer SE has not had any of its own employees since 1 June 2022. Therefore, the presentation of the average remuneration of employees is based on the full-time equivalents (FTEs) of the TeamViewer Group's workforce in Germany (TeamViewer Germany GmbH and Regit Eins GmbH). The average employee remuneration includes personnel expenses for wages and salaries, fringe benefits, employer contributions to social security, as well as the variable remuneration components and share-based remuneration (RSUs) attributable to the respective fiscal year.

In line with the remuneration of the Management Board and Supervisory Board, employee remuneration therefore generally corresponds to the remuneration granted and owed as defined by § 162 (1) sentence 1 AktG.

**Comparative presentation of the remuneration and earnings development of the employees, the Management Board and the Supervisory Board in accordance with § 162 (1) sentence 2 no. 2 AktG**

Fiscal year	2020	2021	Change	2022	Change	2023	Change	2024	Change
<b>Earnings development of TeamViewer SE in EUR</b>									
Net loss for the year (HGB) (in EUR million)	7	8	+14 %	14	+75 %	33	+136 %	38	+14.2 %
<b>Earnings development of the TeamViewer Group in EUR</b>									
Revenue (IFRS) (in EUR million)	455.6	501.1	+10 %	565.9	+13 %	626.7	+11 %	671.4	+7.1 %
Adjusted (revenue) EBITDA (non-IFRS) (in EUR million)	256.7	210.5	-18 %	229.8	+9 %	260.5	+13 %	296.7	+13.9 %
<b>Average remuneration of employees</b>									
Total workforce TeamViewer SE (until 2021)	110,942	113,160	+2 %	–	– %	–	– %	–	– %
Total workforce TeamViewer Group in Germany (since 2022) <sup>1</sup>	–	92,004	– %	95,479	+4 %	105,043	+10 %	112,180	+6.8 %
<b>Management Board remuneration</b>									
Oliver Steil <sup>2</sup> (since August 2019)	72,883,940	22,060,654	-70 %	1,809,743	-92 %	2,477,244	+37 %	3,020,375	+21.9 %
Michael Wilkens (since September 2022)	–	–	– %	643,333	– %	1,880,278	+192 %	2,046,090	+8.8 %
Peter Turner (since July 2022)	–	–	– %	409,018	– %	1,193,547	+192 %	1,159,632	-2.8 %
Mei Dent (since August 2023)	–	–	– %	–	– %	508,778	– %	1,502,622	+195.3 %
<b>Former Management Board members</b>									
Stefan Gaiser <sup>2</sup> (August 2019 – August 2022)	36,757,382	11,177,638	-70 %	902,600	-92 %	324,018	-64 %	32,073	-90.1 %
Lisa Agona <sup>3</sup> (April 2021 – December 2021)	–	1,353,852	– %	–	– %	–	– %	16,796	– %

Fiscal year	2020	2021	Change	2022	Change	2023	Change	2024	Change
<b>Supervisory Board remuneration</b>									
Ralf W. Dieter (since October 2022)	–	–	– %	16,250	– %	179,899	+1007 %	<b>212,500</b>	<b>+18.1 %</b>
Dr. Abraham Peled (since August 2019)	242,500	242,500	– %	242,500	– %	225,867	-7 %	<b>215,000</b>	<b>-4.8 %</b>
Axel Salzmann (since August 2019)	185,000	185,000	– %	214,837	+16 %	187,298	-13 %	<b>130,000</b>	<b>-30.6 %</b>
Hera Kitwan Siu (since November 2021)	–	4,688	– %	105,000	+2140 %	105,000	0 %	<b>105,000</b>	<b>0 %</b>
Swantje Conrad (since May 2023)	–	–	– %	–	– %	81,653	– %	<b>135,000</b>	<b>+65.3 %</b>
Christina Stercken (since Mai 2023)	–	–	– %	–	– %	63,508	– %	<b>105,000</b>	<b>+65.3 %</b>
Dr. Joachim Heel (since June 2024)	–	–	– %	–	– %	–	– %	<b>42,500</b>	<b>– %</b>
<b>Former Supervisory Board members</b>									
Dr. Jörg Rockenhäuser (August 2019 – December 2024)	0	0	0 %	0	0 %	0	0 %	<b>0</b>	<b>0 %</b>

<sup>1</sup> Since 2024, the average employee remuneration has included share-based remuneration (RSUs) paid out in the respective fiscal year.

<sup>2</sup> The remuneration of Oliver Steil and Stefan Gaiser in the 2019, 2020 and 2021 fiscal years includes third-party remuneration. These primarily include remuneration granted under an equity investment agreement concluded in connection with the Company's IPO (see securities prospectus dated 11 September 2019). This remuneration was granted exclusively by the main shareholder or its affiliated companies and not by the Company.

<sup>3</sup> The remuneration in 2021 includes a severance payment of EUR 1,602,323 to settle all future claims arising from and in connection with the employment relationship.

Göppingen, March 2025

TeamViewer SE

On behalf of the Supervisory Board:

Ralf W. Dieter  
Chair of the Supervisory Board

On behalf of the Management Board:

Oliver Steil  
Chair of the Management Board

# 6 Auditor's Report

## To TeamViewer SE, Göppingen

We have audited the remuneration report of TeamViewer SE, Göppingen, for the financial year from 1 January to 31 December 2024 including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktengesetz: German Stock Corporation Act].

### Responsibilities of the Executive Directors and the Supervisory Board

The executive directors and the supervisory board of TeamViewer SE are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board are also responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

### Auditor's Responsibilities

Our responsibility is to express an opinion on this remuneration report, including the related disclosures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the remuneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of the remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



**Audit Opinion**

In our opinion, based on the findings of our audit, the remuneration report for the financial year from 1 January to 31 December 2024, including the related disclosures, complies in all material respects with the accounting provisions of § 162 AktG.

**Reference to an Other Matter – Formal Audit of the Remuneration Report according to § 162 AktG**

The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

**Restriction on use**

We issue this auditor’s report on the basis of the engagement agreed with TeamViewer SE. The audit has been performed only for purposes of the company and the auditor’s report is solely intended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor’s report is only towards the company in accordance with this engagement. The auditor’s report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no third parties are included in the scope of protection of the underlying engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Stuttgart, 12 March 2025

**PricewaterhouseCoopers GmbH  
Wirtschaftsprüfungsgesellschaft**

Jürgen Schwehr	Jens Rosenberger
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)



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