



Environmental Management Program & Policy Statement

TeamViewer SE

Dear stakeholder,

It has become impossible to ignore the detrimental effect that climate change has on people, the environment, and all structures of our society. The increasing rate at which extreme weather events threaten our communities deeply concerns and motivates us to take transparent, effective, and immediate action.

Sustainability has always been a core focus at TeamViewer. Through this Environmental Policy, we aim to publicly reaffirm our commitment to environmental stewardship and outline how our operations, strategies, and initiatives contribute to a sustainable future. Our efforts align with global regulations and targets to limit environmental harm.

Our Environmental Policy outlines clear objectives to minimize our environmental footprint, focusing on reducing greenhouse gas emissions, promoting resource efficiency, and integrating sustainability principles into every aspect of our business. Key elements of this policy include:

- **Emissions Reduction:** Setting and adhering to science-based targets for reducing emissions across our operations and supply chain.
- **Sustainable Practices:** Incorporating renewable energy, waste reduction measures, and environmentally friendly practices in our workplaces and technology development.
- **Value Chain Engagement:** Collaborating with partners and stakeholders to promote sustainability across the entire value chain.
- **Accountability and Transparency:** Regularly report on our progress to ensure alignment with our sustainability commitments and maintaining open communication with stakeholders.

The Management Board of TeamViewer is dedicated to implementing this policy, ensuring that environmental responsibility remains integral to our business operations and long-term strategy.

Sincerely,

Management Board of TeamViewer.

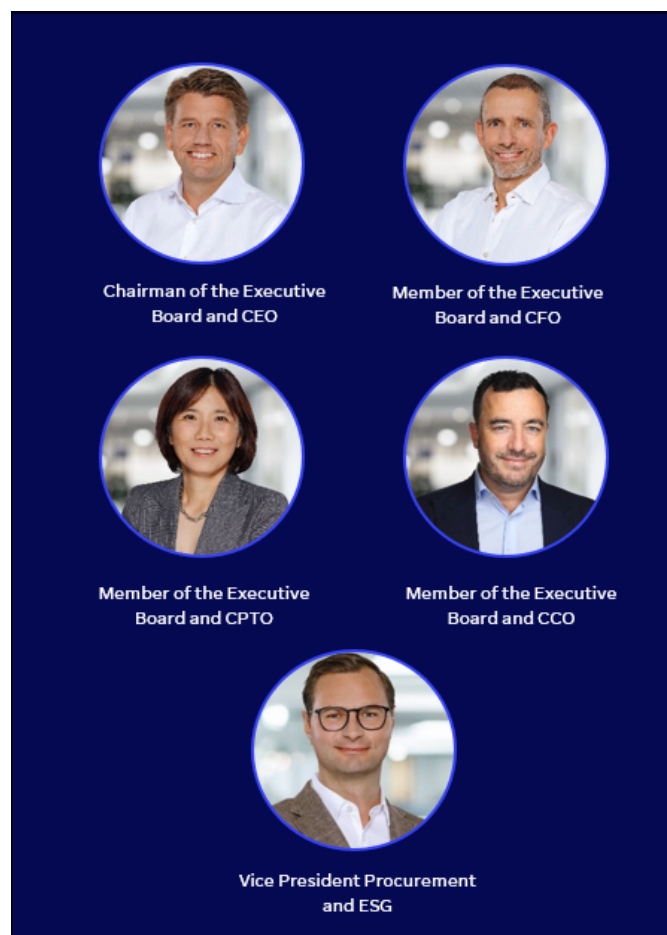


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1 Environmental Policy Statement

TeamViewer's Commitment

Environmental Policy Statement

-This policy applies to all employees of TeamViewer globally -

As an innovative technology company, TeamViewer is globally committed to fulfilling its part in protecting the environment and ensuring sustainable development by addressing the global climate challenge through our role as a remote connectivity enabler. By bridging economic activities of our business partners through ongoing remote connectivity and access to all types of technological devices across the globe, we aim to reduce the necessity of physical mobility and thus decrease the global carbon emissions resulting from extensive business travels.

While utilizing TeamViewer products and expertise to assist globally in developing solutions to address the environmental challenges, we establish (among others) the following objectives that contribute to the development of our Environmental Management System:

- Continue researching new innovative ways to operate our business in a manner that reduces our impact on the environment and avoids pollution.
- Take active steps in continuing to compile and measure TeamViewer's GHG Scope 1, 2, and 3 emission inventories, evaluate and report on the estimated impact, and actively work on the fulfillment of the targets set to minimize our own corporate carbon footprint in close alignment with best industry practices.
- Strive for responsible use of energy, water, and other natural resources throughout our value chain, including improving energy efficiency and aiming to become independent from fossil fuels.
- Engage with all relevant stakeholders, including our employees, suppliers, and partners, to gain insights into best practices and enhance our efforts in addressing climate and environmental protection policies.
- Arrange training and awareness programs for employees, that educate them on the importance of ESG matters relevant to TeamViewer and which stimulate environmental awareness.
- Make use of both internal and external channels to effectively communicate about environmental management matters.
- Maintain full compliance with all applicable environmental laws, governmental regulations, and standards, fulfill our commitments towards voluntary agreed obligations.

Employees and contractors at TeamViewer will receive comprehensive information and training regarding their responsibilities. They will also be provided with detailed guidance on specific measures that everyone can implement. The top-level management is actively addressing environment-related concerns, and effective reporting channels have been established to ensure effective communication.

2 Environmental Management Program

Reduction Targets & CO₂ Emissions Disclosure

Environmental Management Program

TeamViewer, being a forward-thinking technology company, is dedicated to playing its role in safeguarding the environment and promoting sustainable development on a global scale. By leveraging our expertise and products in remote connectivity, we actively contribute to tackling the pressing issue of climate change. In pursuit of this goal, we have set several objectives that form the foundation of our Environmental Management System.

- An Environmental Policy Statement, applicable to TeamViewer globally, demonstrating our commitment internally and externally with regular disclosure on environmental issues in our sustainability report and compliance with environmental regulations.
- The SBTi has approved TeamViewer's near-term science-based emission reduction target. TeamViewer has also committed to setting long-term emission reduction targets with the SBTi in line with reaching net-zero by 2040.
- Investment in durable Carbon Dioxide Removal (CDR) technologies including, but not limited to, biochar and CO₂ mineralization.
- Disclosure of our corporate carbon footprint (Scope 1, 2, 3) on an annual and externally verified basis according to industry standards, with verification conducted by TÜV SÜD.
- Regular evaluation of the positive impact that TeamViewer's remote connectivity solutions have on our customers' efforts to reduce CO₂-emissions.
- The clear division of responsibility and ownership for sustainability is emphasized by the Supervisory Board and Management Board, highlighting its paramount importance.
- Bottom-up involvement through a climate action working group with a focus on environmental topics.
- Regular internal and external environmental and energy audits.
- Commitment to certify our Environmental Management System in accordance with the ISO 14001 standard.
- Implementation of measures to encourage ongoing enhancement of TeamViewer's Environmental Management System.

1.1 Reduction Targets

TeamViewer has made it a topmost priority to minimize CO₂ emissions for all operations and entities. To accomplish our reduction goals, we have established five essential strategies.

1. **Renewable energy**

Obtain data services with 100% renewable energy.

→ Operation of the office buildings with 100 % renewable energy.

2. **Influence the supply chain**

Require suppliers to define carbon emission reduction targets.

3. **Increase product efficiency**

Reduce the data intensity of our services, thereby reducing energy requirements along the entire value chain.

4. **Emission-efficient business travel**

Increase the use of rail and public transport and avoid short-haul flights.

More information and disclosure provided, see <https://annualreport.teamviewer.com/>

1.2 CO₂ Emissions Disclosure

In accordance with our commitments to emission reduction targets, we disclose our CO₂ emissions Scope 1, 2 and 3 with category split.

Table 1: Development of CO₂ Emissions (in metric tons)

GHG Emissions (gross and net)	2021	2022	2023	2024	% 2024 / 2023
Scope 1					
Gross Scope 1	222,29	352,85	202,01	101,72	-50%
Scope 2					
Gross Scope 2 location-based	457,89	617,82	834,73	816,01	-2%
Gross Scope 2 market-based	255,46	221,39	31,55	83,75	165%
Scope 3					
3.1: Gross purchased goods and services	27.171,33	21.010,93	14.860,28	12.896,65	-13%
3.1: Net purchased goods and services	27.171,33	21.010,93	14.860,28	12.896,65	-13%
Gross cloud computing and data centers services	6.757,15	2.662,25	1.418,44	447,21	-68%
Net cloud computing and data center services	6.757,15	2.662,25	1.307,47	376,34	-71%
3.2: Capital goods	3.521,07	n/a ¹	1.732,21	2.648,32	53%
3.3: Energy- and fuel-related emissions	71,04	106,29	397,09	328,20	-17%
3.5: Wasted produced in operations	34,10	20,14	18,95	20,24	7%
3.6: Business travel	924,00	2.998,01	4.916,39	3.359,01	-32%
3.7: Employee commuting	171,00	1.557,62	663,96	1.007,42	52%
3.8: Gross Upstream leased assets	16,26	87,64	747,45	443,77	-41%
3.8: Net Upstream leased assets	16,26	87,64	379,48	162,65	-57%
Gross Scope 3 upstream	38.665,96	28.442,88	24.754,77	21.150,82	-15%
Net Scope 3 upstream	38.665,96	28.442,88	24.275,83	20.798,83	-14%
Scope 3 downstream	n/a ²	n/a ²	n/a ²	n/a ²	n/a ²
Totals					
Gross total location-based	39.346,13	29.413,55	25.791,51	22.068,55	-14%
Gross total market-based	39.143,71	29.017,13	25.715,49	21.336,28	-17%
Net total market-based	39.143,71	29.017,13	24.509,39	20.984,30	-14%

Table 2: Development of CO2 emissions per million EUR of revenue

GHG intensity per net revenue	2021	2022	2023	2024	% 2024 / 2023
Scope 1					
Gross Scope 1	0.44	0.62	0,32	0,15	-53%
Scope 2					
Gross Scope 2 location-based	n/a ³	n/a ³	1,33	1,22	-9%
Gross Scope 2 market-based	n/a ³	n/a ³	0,05	0,12	148%
Scope 3					
3.1: Gross purchased goods and services	67.71	41.83	23,71	19,21	-19%
Gross cloud computing and data centers services	n/a ³	n/a ³	2,26	0,67	-71%
Net cloud computing and data center services	n/a ³	n/a ³	2,09	0,56	-73%
3.2: Capital goods	7.03	-3	2,76	3,94	43%
3.3: Energy- and fuel-related emissions	0.14	0.19	0,63	0,49	-23%
3.5: Wasted produced in operations	0.07	0.04	0,03	0,03	0%
3.6: Business travel	1.84	5.30	7,85	5,00	-36%
3.7: Employee commuting	0.34	2.75	1,06	1,50	42%
3.8: Gross Upstream leased assets	n/a ³	n/a ³	1,19	0,66	-45%
3.8: Net Upstream leased assets	0.06	0.16	0,61	0,24	-60%
Gross Scope 3 upstream	n/a ³	n/a ³	39,50	31,50	-20%
Net Scope 3 upstream	77.16	50.26	38,74	30,98	-20%
Scope 3 downstream	n/a ²	n/a ²	n/a ²	n/a ²	n/a ⁴
Totals					
Gross total location-based	n/a³	n/a³	41,16	32,87	-20%
Gross total market-based	n/a³	n/a³	41,03	31,78	-23%
Net total market-based	78.11	50.98	39,11	31,25	-20%

1. Included in Scope 3.1
2. TeamViewer, being a software company, does not have any operations that are categorized as Scope 3 Downstream in accordance with the Greenhouse Gas Protocol
3. Was not calculated in the years before 2023

Table 3: Development of the business travel intensity

Business travel intensity				
	2021	2022	2023	2024
Business travel (tCO2e)	924	2998	4916	3359
Employees (headcount)	1515	1416	1434	1641
Business travel per employee (tCO2e)	0,61	2,12	3,43	2,05

1.3 Renewable Energy Consumption Disclosure

TeamViewer strives to use energy responsibly throughout its value chain by increasing its energy efficiency and reducing its dependency on fossil fuels. To achieve this, TeamViewer has sourced an estimated 80% of all energy requirements from renewable energy sources in the year 2024.