

Remuneration Report 2025

1 Introduction

This remuneration report pursuant to § 162 of the German Stock Corporation Act (AktG) presents and explains, in accordance with statutory requirements, the remuneration granted and owed to current and former members of the Management Board and Supervisory Board of TeamViewer SE in the 2025 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 2025 fiscal year from a remuneration perspective

Business development in 2025

TeamViewer achieved profitable growth in the 2025 fiscal year. The Company focused on executing its growth strategy along its defined growth dimensions and expanding its capabilities in digital workplace management through strategic acquisitions, the integration of DEX and AI-powered IT support solutions, and immersive AR solutions. At the same time, remote access for industrial environments was improved, and partnerships with managed service providers were strengthened.

As a result, pro forma revenue grew to EUR 767.5 million, thus meeting the revised 2025 fiscal year pro forma revenue guidance of EUR 778 to 797 million, which was adjusted on 21 October 2025. The adjusted EBITDA, which is relevant for margin guidance, rose by 10 % to EUR 325.6 million, resulting in a pro forma adjusted EBITDA margin of 44 %. This result also met the 21 October 2025 revised guidance of a pro forma adjusted EBITDA margin of around 44%.

Changes in corporate governance

Effective 1 February 2025, Mark Banfield was appointed to the Management Board for a three-year term, extending through 31 January 2028, and initially assumed the role of Chief Commercial Officer (CCO) and, from 1 August 2025, Chief Revenue Officer (CRO). Peter Turner held the position of Management Board member and Chief Commercial Officer (CCO) until 31 January 2025. Peter Turner agreed with the Supervisory Board to step down from his Management Board position effective 31 January 2025 and to end his service contract as scheduled on 10 July 2025.

James Jeffrey (Jeff) Kinder was appointed by the competent court as a member of the Supervisory Board by resolution on 20 February 2025. He was elected by the Annual General Meeting on 28 May 2025, and thus confirmed as a member of the Supervisory Board. Hera Kitwan Siu resigned from the Supervisory Board effective 30 June 2025. Apart from these changes, there were no further adjustments to the composition of the Management Board or Supervisory Board of TeamViewer SE in the 2025 fiscal year.

Resolution on the approval of the Remuneration Report

The Remuneration Report 2024, 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 28 May 2025, with a majority of 93.56%. In light of this strong approval, the remuneration report for the 2025 fiscal year follows a comparable structure and presentation.

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 2025 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 2025 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.

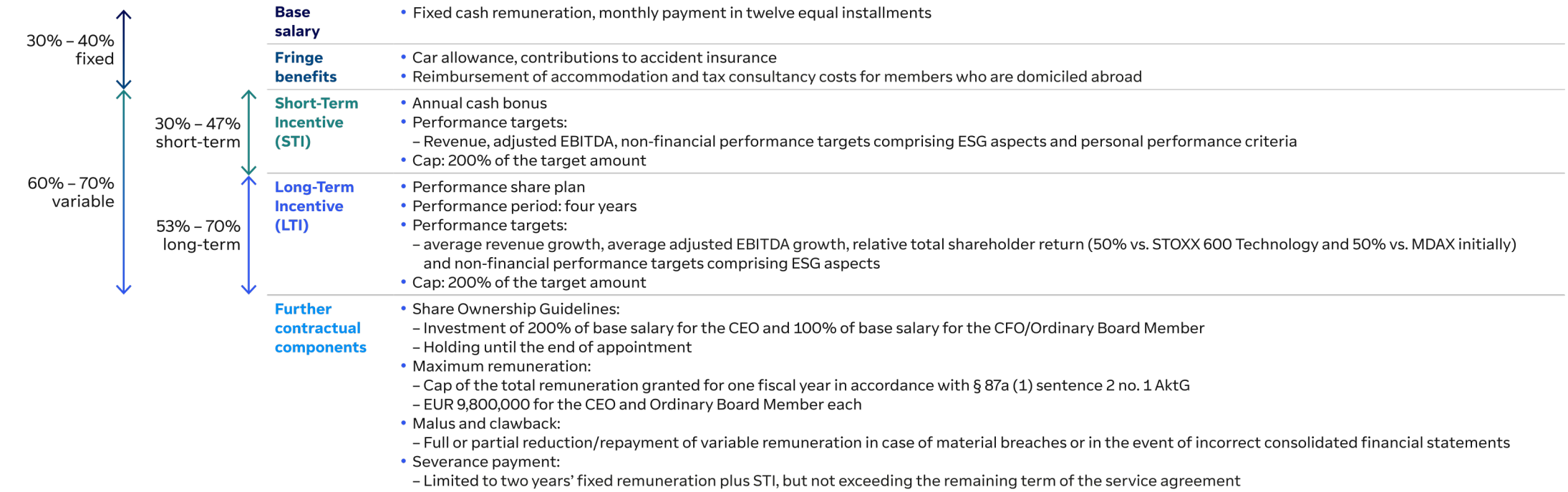
Appropriateness of Management Board remuneration

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 2025 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 December 2024, in relation to the appointment of Mark Banfield as CCO and 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 SLT 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.

Components of remuneration

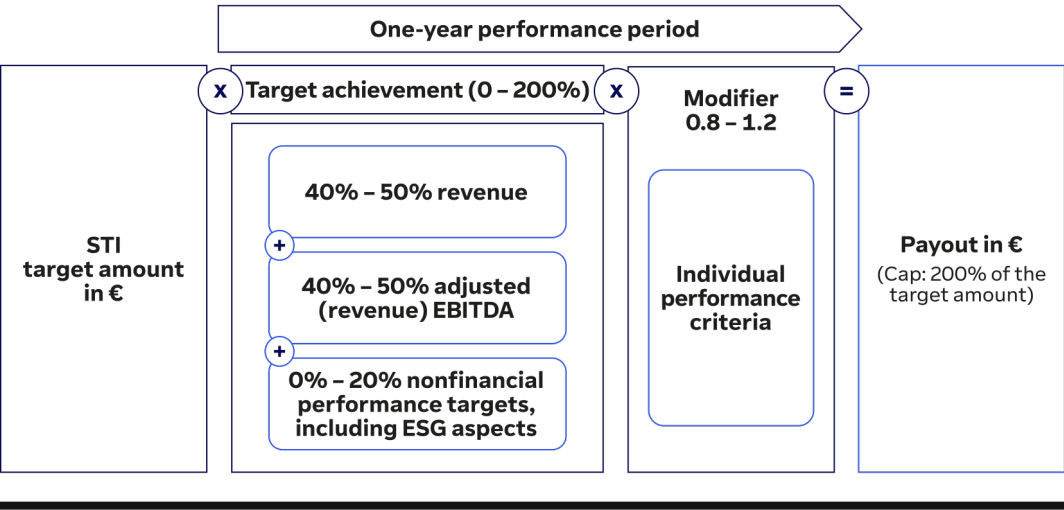
The remuneration of Management Board members comprises fixed (non-performance-based) and variable (performance-based) remuneration components, the total amount of which determines the respective overall target remuneration of each Management Board member.

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



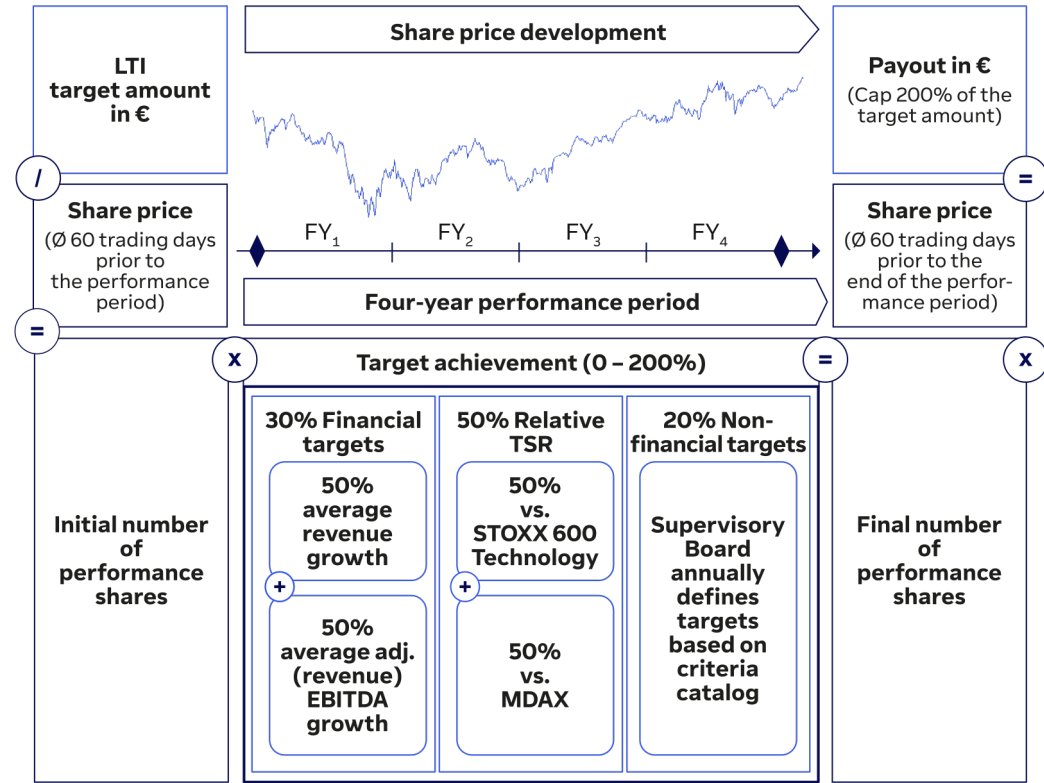
Entitlement to receive an annual bonus to be paid out in cash is contingent upon the achievement of certain financial targets and may additionally be dependent upon certain Company non-financial targets. For each performance target (financial targets and, optionally, certain non-financial targets), the 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 2025 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	1,035,000.00
Michael Wilkens	805,000.00
Mei Dent	575,000.00
Mark Banfield ¹	600,000.00
Peter Turner ²	485,825.77

¹ In the fiscal year, the payment was made on a pro-rata-temporis basis; Mark Banfield received a total of EUR 550,000.00.

² The contractually agreed annual base salary for Peter Turner was adjusted on 1 January 2025, in accordance with the agreement, based on the applicable EUR/GBP exchange rate of 0.8322 (representing an exchange rate reduction of approximately 2.28% compared with July 2022), resulting in an amount of EUR 485,825.77. In the reporting year, the payment was made on a pro-rata-temporis basis; Peter Turner received a total of EUR 255,972.71.

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 the AktG amounting to 10% of the loss or damage but no more than 150% of the annual base salary.

For Peter Turner, the Company additionally reimbursed the costs of a tax advisor for preparing his German tax return, upon submission of supporting documentation, up to an amount of EUR 5,000 plus VAT per year. In addition, the Company covered the extra costs arising from his international tax situation for the preparation of his tax returns in the United Kingdom, upon submission of supporting documentation, up to an amount of EUR 3,000 plus VAT per year.

Performance-based variable remuneration components

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

STI target amount

For 100% target achievement, the STI target amount for the 2025 fiscal year is as follows:

STI target amount for 100% target achievement in FY 2025

Management Board member	STI target amount p.a. in EUR
Oliver Steil	1,035,000.00
Michael Wilkens	805,000.00
Mei Dent	575,000.00
Mark Banfield ¹	600,000.00
Peter Turner ²	450,028.07

¹ In the fiscal year, Mark Banfield's STI target amount was taken into account on a pro rata temporis basis. It amounted to EUR 549,041.10.

² The contractually agreed STI target amount for Peter Turner was adjusted on 1 January 2025 in accordance with the agreement, based on the applicable EUR/GBP exchange rate of 0.8322 (representing an exchange rate reduction of approximately 2.28% compared with July 2022) and amounted to EUR 450,028.07. In the fiscal year, Peter Turner's STI target amount was taken into account on a pro-rata-temporis basis; it amounted to EUR 235,494.14.

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

On 3 February 2025, the Supervisory Board set the target values for the STI performance criteria for the Management Board members for the 2025 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 2025 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 ¹ (50%)	760.0	790.0	802.5	779.3	82.0
Adjusted (revenue) EBITDA ¹ (50%)	323.0	339.0	344.8	343.3	174.0
Target achievement in %					128.0

¹ Revenue and adjusted (revenue) EBITDA were adjusted based on the budget exchange rates at the end of the performance period, as determined by the Supervisory Board at the beginning of the year.

Personal performance criteria/modifier

Management Board member	Individual targets	Target achievement in %	Modifier
Oliver Steil	The individual target achievement was particularly driven by the effective management of the M&A PMI activities and the successful steering of the ARR transition. In addition, the organic and inorganic growth strategy was further refined, and a new equity story together with the mid-term plan was developed and broadly communicated. The performance of the SMB segment was addressed through the development and implementation of a comprehensive turnaround program, while the global Enterprise growth program continued to be advanced. Finally, the standing of the TeamViewer share from an ESG perspective was strengthened by maintaining top-level ESG ratings, embedding CSRD reporting requirements into internal structures, and reducing CO ₂ emissions.	102.50	1.025
Michael Wilkens	The individual goal achievement was particularly driven by the successful integration of 1E into the TeamViewer organization and the effective steering of the ARR transition. In addition, activities in Investor Relations and Capital Markets were further strengthened to enhance the company's positioning and advance a compelling capital markets story. Significant progress was also made in Corporate IT and Business Applications to further improve the technological and operational foundation of the organization. Finally, the standing of the TeamViewer share from an ESG perspective was strengthened by maintaining top-level ESG ratings, embedding CSRD reporting requirements into internal structures, and reducing CO ₂ emissions.	105.00	1.050
Mei Dent	The individual goal achievement was particularly driven by the delivery of an organic product roadmap aligned with customer and market needs. In addition, the product strategy and innovation agenda were advanced through both organic and inorganic growth initiatives. The SE and PS organizations were further matured to support the company's sales growth ambitions, and the development of a best-in-class PM and R&D organization progressed significantly. Finally, the standing of the TeamViewer share from an ESG perspective was strengthened by maintaining top-level ESG ratings, embedding CSRD reporting requirements into internal structures, and reducing CO ₂ emissions.	106.00	1.060
Mark Banfield	The individual goal achievement was particularly driven by the advancement of cross-selling initiatives and the acceleration of growth in the SMB segment. In addition, the Enterprise business was further strengthened, and the brand and customer experience were meaningfully enhanced. Finally, the standing of the TeamViewer share from an ESG perspective was strengthened by maintaining top-level ESG ratings, embedding CSRD reporting requirements into internal structures, and reducing CO ₂ emissions.	103.00	1.030
Peter Turner	The individual goal achievement was particularly driven by ensuring a smooth and orderly handover. Finally, the standing of the TeamViewer share from an ESG perspective was strengthened by maintaining top-level ESG ratings, embedding CSRD reporting requirements into internal structures, and reducing CO ₂ emissions.	98.75	0.9875

The STI payout amounts for the 2025 fiscal year were calculated as follows:

Management Board member	STI target amount in EUR	Target achievement in %	Modifier	STI payout in EUR
Oliver Steil	1,035,000.00	128	1.0250	1,357,920.00
Michael Wilkens	805,000.00	128	1.0500	1,081,920.00
Mei Dent	575,000.00	128	1.0600	780,160.00
Mark Banfield	549,041.10	128	1.0300	723,855.78
Peter Turner	235,494.14	128	0.9875	297,664.59

Long-term variable remuneration (Long-Term Incentive/LTI)**LTI for the 2025–2028 performance period**

The performance period 2025–2028 applies to the LTI granted in the 2025 fiscal year. Due to the still ongoing performance period, no payments from the LTI 2025–2028 were made or earned in 2025; accordingly, the LTI 2025–2028 was not “granted and owed” in the 2025 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 2025–2028 ¹ (Budgeted FX rate)
		50%: Average Adjusted (Revenue) EBITDA growth 2025–2028 ¹ (Budgeted FX rate)
2. Non-financial strategic target	20 %	50%: Net Promoter Score 50%: Female participation 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®

¹ Average of the four annual growth rates from 2025 to 2028.

LTI target amount for 100% target achievement LTI 2025–2028

Management Board member	LTI target amount p.a. in EUR
Oliver Steil	1,200,000.00
Michael Wilkens	996,000.00
Mei Dent	700,000.00
Mark Banfield ¹	700,000.00
Peter Turner ²	613,674.65

¹ In the fiscal year, Mark Banfield's LTI target amount was taken into account on a pro-rata-temporis basis; it amounted to EUR 641,666.67

² The contractually agreed LTI target amount for Peter Turner was adjusted on 1 January 2025 in accordance with the agreement, based on the applicable EUR/GBP exchange rate of 0.8322 (representing an exchange rate of approximately 2.28% compared with July 2022) and amounted to EUR 613,674.65. In the fiscal year, Peter Turner's LTI target amount was taken into account on a pro-rata-temporis basis; it amounted to EUR 306,837.33.

LTI for the 2022–2025 performance period

The performance period 2022–2025 applied to the LTI granted in the 2022 fiscal year. The Supervisory Board set the following target components for the LTI 2022–2025:

Targets	Weighting	Conditions
1. Long-term financial target	30 %	50%: Average billings growth 2022–2025 ¹ 50%: Average adjusted (billings) EBITDA growth 2022–2025 ¹
2. Non-financial strategic target		50%: Net promoter score (assessed externally ²) 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®

¹ Average of the four annual growth rates for the years 2022 to 2025.

² Change in methodology.

LTI 2022–2025 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 % ¹
Average billings growth 2022–2025 ²	14%	16%	20%	8%	15	0
Average adjusted (billings) EBITDA growth 2022–2025 ²	14%	16%	20%	6%	15	0
Net Promoter Score ³	43	47	55	9	10	0
ESG target ⁴	29%	33%	35%	28.44	10	0
Relative TSR vs. STOXX® 600 Technology ⁵	0%	+6.67%	20%	-57%	25	0
Relative TSR vs. MDAX® ⁵	0%	+6.67%	20%	-36%	25	0
Total target achievement in %						0

¹ 0% if the minimum threshold is not met.

² Average of the four annual growth rates from 2022 to 2025.

³ New methodology as of 2024.

⁴ Women in management positions worldwide by 2025.

⁵ 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 2022–2025:

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	1,000,000.00	12.83	77,942	0	0	6.44	0
Stefan Gaiser	320,833.33	12.83	25,006	0	0	6.44	0
Michael Wilkens	276,666.67	12.83	21,564	0	0	6.44	0
Peter Turner	250,000.00	12.83	19,486	0	0	6.44	0

Only Oliver Steil, Michael Wilkens, Stefan Gaiser, and Peter Turner participated in the LTI 2022–2025, as there were no other members of the Management Board in the 2022 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 whether a malus provision justifies reducing or even omitting the variable remuneration amount.

Malus events are those that occur during the respective performance period of the relevant variable remuneration component. Reducing or even entirely omitting the variable remuneration component may 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 was guilty of gross negligence or willful misconduct or omission and was (co-)responsible for a substantial financial loss (possibly occurring only later) or a significant regulatory/official sanction (possibly occurring only later) at the expense of the Company or another company of the TeamViewer Group (e.g. sanction imposed by a data protection authority). Significant financial loss is indicated if this corresponds to at least 1.0% of the balance sheet equity of the Company (on the basis of the audited annual financial statements for the year preceding the year in which the loss 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 2025 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. The number of shares to be held by Mark Banfield is calculated by dividing (i) the amount of USD 2,400,000 (converted into euros on the date of the potential transaction) by (ii) the value of the Company's share at the time of his initial appointment as a member of the Management Board (closing price of the TeamViewer share), rounded to the nearest whole share.

Shares held by members of the Management Board as of 31 December 2025

Management Board member	No. of shares to be acquired	No. of shares held
Oliver Steil	78,857	2,770,000
Michael Wilkens	73,176	83,300
Mei Dent	45,872	55,891
Mark Banfield	201,418	216,418

Based on the shareholdings of the Management Board members outlined above, compliance with the share ownership guidelines as of 31 December 2025 was confirmed; the respective build-up phase has been completed for all Management Board members.

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).

Peter Turner’s service agreement ended on 10 July 2025 upon expiry of the agreed contractual term; no severance payments or other comparable benefits were granted. The variable compensation components are being handled in accordance with the contractual provisions and the rules of the remuneration system.

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.

Peter Turner reached a mutual agreement with the Supervisory Board to step down from his Management Board position effective 31 January 2025 and to end his service agreement as scheduled on 10 July 2025. The post-contractual non-compete clause takes effect upon termination of the contract and applies for twelve months. For this period, Mr. Turner receives compensation amounting to 50% of his most recently agreed remuneration (annual base salary, STI, LTI). This corresponds to EUR 774,764.25, or EUR 64,563.69 per month, payable over twelve months.

Following the end of the vesting period of the LTI 2022–2025, the remuneration of Stefan Gaiser, whose contract ended as scheduled on 18 August 2022, can also be presented on a final basis in line with actual target achievement. During the non-compete period, he received monthly compensation payments of EUR 42,189 in 2022 and 2023 (a total of EUR 506,275). After the final calculation of all components, the advance payments made were fully offset; this resulted in an additional compensation claim of EUR 3,024.97.

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 2025 fiscal year or not until a later time.

Using the STI as an example, the remuneration attributable to this is recognized accordingly in the 2025 fiscal year, even if payment is not made until the beginning of the 2026 fiscal year.

Remuneration granted and owed to the current Management Board members in accordance with § 162 (1) sentence 1 AktG for the 2025 fiscal year (1 January 2025 – 31 December 2025), part I

	Oliver Steil Chairperson of the Board/CEO since 19 August 2019				Michael Wilkens Chief Financial Officer/CFO since 1 September 2022			
	2024 in EUR	2024 in % TR	2025 in EUR	2025 in % TR	2024 in EUR	2024 in % TR	2025 in EUR	2025 in % TR
Annual base salary	1,035,000	34.3	1,035,000	42.8	735,000	35.9	805,000	42.1
Fringe benefits	24,000	0.8	24,000	1.0	24,000	1.2	24,000	1.3
Other (sign-on bonus)	–	–	–	–	–	–	–	–
Total fixed remuneration	1,059,000	35.1	1,059,000	43.8	759,000	37.1	829,000	43.4
One-year variable remuneration (STI)	1,903,055	63.0	1,357,920	56.2	1,287,090	62.9	1,081,920	56.6
Multi-year variable remuneration (LTI)	58,320	1.9	–	–	–	–	–	–
Total variable remuneration	1,961,375	64.9	1,357,920	56.2	1,287,090	62.9	1,081,920	56.6
Total remuneration (TR; under § 162 AktG)	3,020,375	100.0	2,416,920	100.0	2,046,090	100.0	1,910,920	100.0

Remuneration granted and owed to the current Management Board members in accordance with § 162 (1) sentence 1 AktG for the 2025 fiscal year (1 January 2025 – 31 December 2025), part II

	Mei Dent Chief Product and Technology Officer since 31 August 2023				Mark Banfield Chief Revenue Officer since 1 February 2025			
	2024 in EUR	2024 in % TR	2025 in EUR	2025 in % TR	2024 in EUR	2024 in % TR	2025 in EUR	2025 in % TR
Annual base salary	500,000	33.3	575,000	40.9	–	–	550,000	43.2
Fringe benefits	49,939	3.3	18,000	1.3	–	–	–	–
Other (sign-on bonus) ¹	33,333	2.2	33,333	2.4	–	–	–	–
Total fixed remuneration	583,272	38.8	626,333	44.5	–	–	550,000	43.2
One-year variable remuneration (STI)	919,350	61.2	780,160	55.5	–	–	723,856	56.8
Multi-year variable remuneration (LTI)	–	–	–	–	–	–	–	–
Total variable remuneration	919,350	61.2	780,160	55.5	–	–	723,856	56.8
Total remuneration (TR; under § 162 AktG)	1,502,622	100.0	1,406,493	100.0	–	–	1,273,856	100.0

¹ 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 2025 fiscal year
(1 January 2025 – 31 December 2025)**

	Stefan Gaiser Chief Financial Officer/CFO 19 August 2019–18 August 2022				Peter Turner Chief Commercial Officer 11 July 2022–10 July 2025			
	2024 in EUR	2024 in % TR	2025 in EUR	2025 in % TR	2024 in EUR	2024 in % TR	2025 in EUR	2025 in % TR
Annual base salary	—	—	—	—	466,377	40.2	255,973	27.7
Fringe benefits	—	—	—	—	7,392	0.6	2,663	0.3
Total fixed remuneration	—	—	—	—	473,769	40.9	258,635	28.0
One-year variable remuneration (STI)	—	—	—	—	685,863	59.1	297,665	32.3
Multi-year variable remuneration (LTI)	32,073	100.0	—	—	—	—	—	—
Non-compete compensation ¹	—	—	—	—	—	—	366,555	39.7
Total variable remuneration	32,073	100.0	—	—	685,863	59.1	664,220	72.0
Total remuneration (TR; under § 162 AktG)	32,073	100.0	—	—	1,159,632	100.0	922,855	100.0

¹ 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.

Compliance with the maximum remuneration for the 2025 fiscal year can only be reported after the conclusion of the LTI 2025–2028 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 2022–2025 performance period has ended, it will be possible to report on the maximum remuneration for the 2022 fiscal year for the first time. As remuneration components, this will include the STI 2022, the LTI 2022–2025, all fringe benefits and the fixed remuneration for the 2022 fiscal year.

All Management Board members complied with the maximum remuneration limit for the 2022 fiscal year:

Maximum remuneration for the 2022 fiscal year (1 January – 31 December 2022)

	Oliver Steil Chairperson of the Board/CEO	Stefan Gaiser Chief Financial Officer/CFO	Michael Wilkens Chief Financial Officer/CFO	Peter Turner Chief Commercial Officer/CCO
in EUR				
Annual base salary	900,000	348,333	233,333	224,306
Fringe benefits	22,307	42,343	8,000	168
One-year variable remuneration (STI 2022)	887,436	326,290	252,000	184,545
Multi-year variable remuneration (LTI 2022–2025)	–	–	–	–
Other remuneration under the service agreement	–	–	–	–
Total remuneration	1,809,743	716,966	493,333	409,018
Maximum remuneration (under § 87a AktG)	9,800,000	9,800,000	9,800,000	9,800,000

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 2025 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.

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	
	2024	2025	2024	2025	2024	2025
Supervisory Board members in office as at 31 December 2025						
Ralf W. Dieter (Chairperson since 24 May 2023)	187,500	187,500	25,000	52,232	212,500	239,732
Dr. Abraham Peled (Deputy Chairperson since 24 May 2023; formerly the Chairman)	165,000	165,000	50,000	50,000	215,000	215,000
Swantje Conrad	75,000	75,000	60,000	82,693	135,000	157,693
Dr. Joachim Heel	42,500	75,000	—	—	42,500	75,000
James Jeffrey Kinder	—	64,583	—	—	—	64,583
Axel Salzmann (Deputy Chairperson until 24 May 2023)	75,000	75,000	55,000	55,000	130,000	130,000
Christina Stercken	75,000	75,000	30,000	30,000	105,000	105,000
Former Supervisory Board members						
Hera Kitwan Siu (until 30 June 2025)	75,000	37,500	30,000	2,500	105,000	40,000

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	2021	2022	Change	2023	Change	2024	Change	2025	Change
Earnings development of TeamViewer SE in EUR									
Net gain/(Net loss) for the year (HGB) (in EUR million)	(8)	(14)	+75%	(33)	+136%	(38)	+14%	149	n/a
Earnings development of the TeamViewer Group in EUR									
Revenue (IFRS) (in EUR million)	501.1	565.9	+13%	626.7	+11%	671.4	+7%	746.8	+11%
Adjusted (revenue) EBITDA (non-IFRS) (in EUR million)	210.5	229.8	+9%	260.5	+13%	296.7	+14%	325.6	+10%
Average remuneration of employees									
Total workforce TeamViewer SE (until 2021)	113,160	—	—%	—	—%	—	—%	—	—%
Total workforce TeamViewer Group in Germany (since 2022) ¹	92,004	95,479	+4%	105,043	+10%	112,180	+7%	118,887	+6%
Management Board remuneration									
Oliver Steil ² (since August 2019)	22,060,654	1,809,743	-92%	2,477,244	+37%	3,020,375	+22%	2,416,920	-20%
Michael Wilkens (since September 2022)	—	643,333	—%	1,880,278	+192%	2,046,090	+9%	1,910,920	-7%
Mei Dent (since August 2023)	—	—	—%	508,778	—%	1,502,622	+195%	1,406,493	-6%
Mark Banfield (since February 2025)	—	—	—%	—	—%	—	—%	1,273,856	—%
Former Management Board members									
Stefan Gaiser ² (August 2019 – August 2022)	11,177,638	902,600	-92%	324,018	-64%	32,073	-90%	—	-100%
Peter Turner (July 2022 – July 2025)	—	409,018	—%	1,193,547	+192%	1,159,632	-3%	922,855	-20%

Fiscal year	2021	2022	Change	2023	Change	2024	Change	2025	Change
Supervisory Board remuneration									
Ralf W. Dieter (since October 2022)	–	16,250	–%	179,899	n/a	212,500	+18%	239,732	+13%
Dr. Abraham Peled (since August 2019)	242,500	242,500	–%	225,867	-7%	215,000	-5%	215,000	–%
Swantje Conrad (since May 2023)	–	–	–%	81,653	–%	135,000	+65%	157,693	+17%
Dr. Joachim Heel (since June 2024)	–	–	–%	–	–%	42,500	–%	75,000	+76%
James Jeffrey Kinder (since February 2025)	–	–	–%	–	–%	–	–%	64,583	–%
Axel Salzmann (since August 2019)	185,000	214,837	+16%	187,298	-13%	130,000	-31%	130,000	–%
Christina Stercken (since May 2023)	–	–	–%	63,508	–%	105,000	+65%	105,000	–%
Former Supervisory Board members									
Hera Kitwan Siu (November 2021 – June 2025)	4,688	105,000	n/a	105,000	–%	105,000	–%	40,000	-62%

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

² 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.

Göppingen, March 2026

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 2025 including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: 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 2025, 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 2026

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft

Jürgen Schwehr	ppa. Benjamin Mutschler
Wirtschaftsprüfer	Wirtschaftsprüfer
(German Public Auditor)	(German Public Auditor)



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