



Code of Conduct

for Suppliers and Business Partners

March 2025



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01_Purpose



TeamViewer became a leading global connectivity platform with a clear mission to connect anyone, anything, anywhere, anytime. We see this success as a great privilege as well as a great responsibility - a responsibility towards our customers, partners, suppliers, employees, and shareholders.

Integrity, transparency, and compliance with applicable laws and regulations should always guide decision-making to further shape our reputation as a trusted business partner.

TeamViewer expects its suppliers and other business partners (e. g., contractors, consultants, sales partners) (following: "suppliers and other business partners") to commit to the high standards of ethical business conduct defined in this Code of Conduct for Suppliers and Business Partners.

All business activities, directly or indirectly, performed for, or on behalf of TeamViewer, must follow the principles set forth in this document as well as all applicable local and international laws, rules, and regulations.

This Code of Conduct for Suppliers and Business Partners is based on the regulations of the

- TeamViewer Code of Conduct
- United Nations Global Compact
- Universal Declaration of Human Rights
- International Labor Organization
- Minamata Convention on Mercury
- Conflict Minerals Regulation
- Stockholm Convention on Persistent Organic Pollutants
- Basel Convention

TeamViewer expects its suppliers and other business partners to uphold the standards covered in this document, make reasonable efforts to disclose information relevant to these standards, and uphold similar standards throughout their supply chain.

02_Social standards and respect for human rights

Respect for human rights

TeamViewer expects its suppliers and other business partners to comply with global standards in respect for human rights and labor rights of the respective applicable local laws. In particular, this includes the recognition of the United Nations Global Compact and the protected legal positions and corresponding obligations for TeamViewer and its suppliers and other business partners as e.g. defined in the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz).

Prohibition of forced children or compulsory labor

In accordance with the conventions of the International Labor Organization (ILO), TeamViewer expects its suppliers and other business partners not to tolerate child labor, forced labor, or any other form of compulsory labor. "Child" thereafter refers to any employed person under the age of 15 (or 14 where the law of the country permits). Additionally, no workers must be employed under the age of 18 to perform hazardous work.

Zero tolerance for discrimination and harassment

We as TeamViewer are particularly proud of our diverse workforce. Our suppliers and other business partners must commit not to engage in any kind of discrimination based on age, gender, race, ethnic background, marriage status, sexual orientation, gender identity, national origin, religious beliefs, or physical condition and create a work environment free of harassment. Committing to and promoting equal opportunities is expected.

Transparency on working hours, wages & other benefits for employees

TeamViewer expects its suppliers and other business partners to comply with the applicable national and global laws on working hours. All wages and other benefits of employees must be paid in a timely manner and in accordance with current applicable laws. Employees must receive contracts stating working hours and compensation. TeamViewer encourages its suppliers and other business partners to disclose their social benefits, such as working hours and wages, as part of their corporate responsibility reporting.

Freedom of association and the right to collective bargaining

Open communication across all levels and functions is the most effective way to resolve workplace issues. Suppliers and other business partners must respect the rights of employees to associate freely, join or not join labor unions, seek representation, or join workers' councils in accordance with local laws. Employees should be able to communicate openly with the management regarding working conditions without the fear of retaliation.

Safety and health

Our employees are the company's most valuable asset, and they must be protected by giving high priority to health and safety measures. We act in accordance with applicable legal requirements as well as international and local standards on occupational health and safety, in particular the core conventions of the International Labor Organization (ILO). TeamViewer expects its suppliers and other business partners to ensure safe working environments for all employees as required by global standards. In addition, suppliers and other business partners are expected to comply with local health and safety regulations as well as the international labor standards of the International Labor Organization (ILO) and the basic principles of ISO 45001.

03_Good (corporate) governance standards

Countering bribery and corruption

In accordance with the provisions of the UN Global Compact, TeamViewer does not tolerate and does not directly or indirectly engage in any form of corruption or bribery and expects its suppliers and other business partners to act accordingly. In particular, refrain from granting, offering or promising anything of value in order to obtain an improper advantage. This includes renouncing giving or accepting improper facilitation payments. Special care must be taken when dealing with government officials. TeamViewer emphasizes ethical business practices, and requests suppliers and other business partners to implement recognized anti-bribery systems to strengthen the commitment and to prevent corruption and to ensure a structured approach and to manage bribery risks.

Avoiding conflict of interest

TeamViewer expects its suppliers and other business partners to conduct themselves in a safe and professional manner and to refrain from any action that may be considered a conflict of interest. In case such conflicts arise between suppliers or other business partners and TeamViewer, any of these must be eliminated and reported to TeamViewer.

Complying with antitrust and fair competition laws

Antitrust and fair competition laws are designed to protect consumers and competitors against unfair business practices and promote and protect healthy competition. TeamViewer expects its suppliers and other business partners to compete fairly and comply with all applicable antitrust laws.

Fighting money laundering, terrorist financing and complying with trade controls

TeamViewer takes Anti-Money Laundering laws very seriously. Our suppliers and other business partners must refrain from any form of money laundering or terrorist financing activities. Sales distribution partners and resellers in particular must follow global trade control and sanctions regulations in order not to engage with sanctioned companies or individuals in the name of TeamViewer.

Information confidentiality

Suppliers and other business partners working for or on behalf of TeamViewer might come across confidential information. Unless disclosure is authorized, such information is to be safeguarded and kept confidential and not used or spread outside of the directly relevant business context. Additional agreements (e.g., non-disclosure agreements) determine details and must be acknowledged. This also applies to any information related to the stock market.

■ 04_Environmental standards

Suppliers and other business partners must ensure compliance with applicable environmental laws and are encouraged to adopt best practices in environmental management, the progress should be monitored through regular audits and self-declarations

to ensure compliance with these targets. The introduction of an Environmental Management System should be aimed at. Suppliers and other business partners must commit to continuous efforts to reduce their environmental impact.

■ 05_Audit

TeamViewer trusts its suppliers and other business partners in ensuring they comply with the above-mentioned standards. Still, TeamViewer is required by law (in particular by the German Supply Chain Act) to verify compliance with the standards and obligations of the suppliers and business partners with regard to human rights and environmental risks and to request the necessary information for this purpose. In the event of indications of possible non-compliance with the requirements mentioned in this document, TeamViewer has the right to conduct various types of risk-based audits of suppliers and business partners at any time with reasonable notice, which may include requesting information about the suppliers and business partners, requesting copies of its compliance policies and programs, and collecting

certifications and other documents.

Failure to accept the TeamViewer Code of Conduct for Suppliers and Business Partners or to comply with it during the course of business may lead to disqualification as an accepted supplier or business partner up to and including cancellation of the contractual relationship.

■ 06_Whistleblowing and supply chain reporting

TeamViewer expects all suppliers and other business partners to promptly report any suspicious acts, violations against laws and regulations, or any non-compliance with this Code of Conduct for Suppliers and Business Partners and violations against human rights and environmental obligations within the supply chain.

Suppliers and other business partners may choose the following options:

- ✔ Contact their respective TeamViewer business representative,
- ✔ Reach out via TeamViewer whistleblowing & reporting channel ([Speak Up!](#))
- ✔ Get in touch via email to compliance@teamviewer.com.

07_Self-declaration

1. The supplier or other business partner has received, read, and understood the "TeamViewer Code of Conduct for Suppliers and Business Partners".
2. By signing this self-declaration, the supplier or other business partner additionally to general (existing) contractual provisions hereby commits to comply with and acknowledge all principles and regulations of the "TeamViewer Code of Conduct Supplier and Business Partners".
3. The substantive law applicable in the Federal Republic of Germany applies to this declaration.

Supplier / Business Partner Company Name:

Location, Date

Location, Date

Name (printed letters)

Name (printed letters)

Signature

Signature

Please sign this declaration with authorized signatories and send it back to your primary contact person or to:

TeamViewer Germany GmbH
Compliance Department Bahnhofplatz 2
73033 Göppingen

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About TeamViewer

As a leading global technology company, TeamViewer offers a secure remote connectivity platform to access, control, manage, monitor, and support any device — across platforms — from anywhere. With more than 600,000 customers, TeamViewer is free for private, non-commercial use and has been installed on more than 2.5 billion devices. TeamViewer continuously innovates in the fields of Remote Connectivity, Augmented Reality, Internet of Things, and Digital Customer Engagement, enabling companies from all industries to digitally transform their business-critical processes through seamless connectivity.

Founded in 2005, and headquartered in Göppingen, Germany, TeamViewer is a publicly held company with approximately 1,400 global employees. TeamViewer SE (TMV) is listed at Frankfurt Stock Exchange and belongs to the MDAX.

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