TeamViewer

Environmental Management Program & Policy Statement

TeamViewer SE

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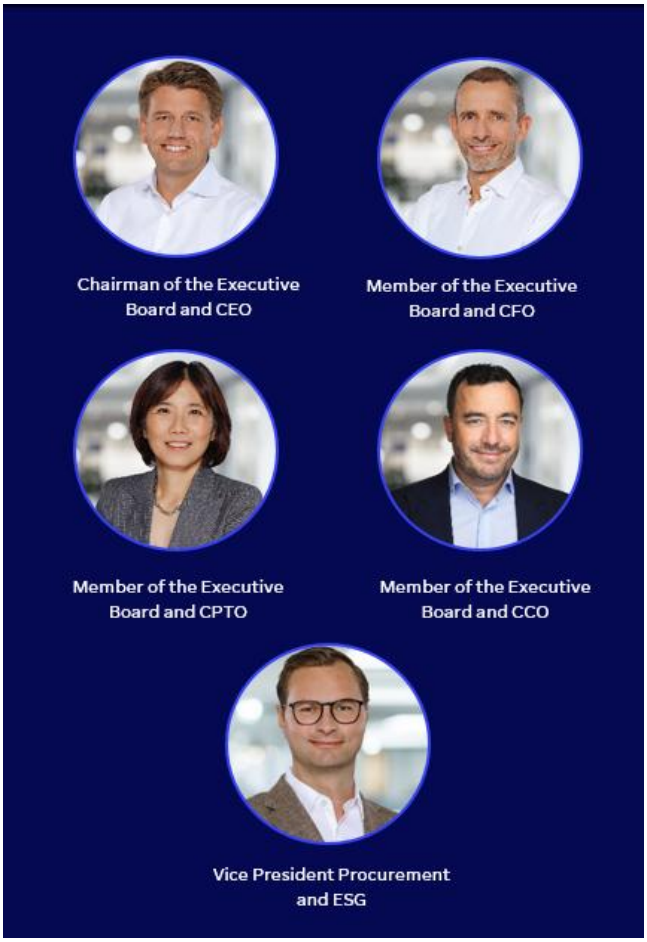
Dear Stakeholders,

Climate change continues to have significant effects on people, communities, and the environment worldwide. As extreme weather events become more frequent, the need for transparent, meaningful, and timely action has never been greater.

At TeamViewer, sustainability is a core part of who we are. Through this Environmental Policy, we reaffirm our commitment to reducing our environmental impact and outline how our operations, strategy, and initiatives contribute to a more sustainable future. Our approach aligns with applicable regulations and global efforts to address environmental challenges.

This policy establishes clear objectives to reduce our environmental footprint by lowering greenhouse gas emissions, improving resource efficiency, and embedding sustainability considerations throughout our business. Key priorities include:

- **Reducing emissions**: Pursuing science-based targets to decrease emissions across our operations and value chain.
- **Advancing sustainable practices**: Expanding the use of renewable energy, reducing waste, and promoting environmentally responsible practices in our workplaces and technology development.
- **Engaging our value chain**: Working closely with suppliers, partners, and other stakeholders to drive sustainability across the value chain.
- **Ensuring accountability and transparency**: Regularly reporting on our progress and maintaining open, transparent communication with stakeholders.



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

Sincerely,

The Management Board of TeamViewer, together with the ESG Team.

1 Environmental Policy Statement

This document has two complementary parts. The Environmental Policy Statement defines TeamViewer's environmental commitments and the principles that guide decision-making. The Environmental Management Program explains how those commitments are governed, translated into objectives and measures, monitored, reviewed, and continuously improved. Responsibility for implementation is shared across relevant governance bodies, functions, and employees according to their roles.

This policy applies globally to all TeamViewer employees and relevant business activities within the company's organizational and operational boundaries. It defines how environmental considerations are integrated into governance, operations, procurement, supplier engagement, and continuous improvement activities. The policy covers environmental impacts across our operations and value chain that we can control, influence, or monitor.

As a global technology company, TeamViewer is committed to protecting the environment and supporting sustainable development. Our remote-connectivity solutions can help customers reduce travel, improve operational efficiency, and avoid greenhouse gas emissions. Separately, we work continuously to reduce the environmental impacts of our own operations, digital services, and value chain.

Given our software-based business model, our most significant environmental impacts relate to purchased goods and services, cloud and IT infrastructure, office energy consumption, business travel and employee commuting. We assess these impacts through our annual Corporate Carbon Footprint process to identify priorities, reduction opportunities, and improvement measures.

To address these impacts and support continual improvement in environmental performance, TeamViewer has established the following environmental commitments and objectives.

1.1 Climate Change and Emissions

The primary environmental objectives of TeamViewer are defined through its SBTi-validated greenhouse gas reduction targets and net-zero commitment.

TeamViewer commits to:

- Measure, monitor, and disclose Scope 1, Scope 2, and relevant Scope 3 greenhouse gas emissions annually in accordance with recognized standards and methodologies.
- Implement and regularly review emission reduction measures to support achievement of TeamViewer's science-based targets and net-zero commitment.
- Integrate climate considerations into business planning, operational decision-making, and relevant investment activities.
- Support the transition to a low-carbon economy by reducing emissions across operations and the value chain.
- Avoid activities that materially contribute to fossil fuel expansion, consistent with TeamViewer's climate commitments.

- Continuously identify opportunities to reduce environmental impacts, prevent pollution, and improve environmental performance.

1.2 Resource Efficiency and Energy

TeamViewer commits to:

- Improve energy efficiency across offices, facilities, and digital infrastructure.
- Increase the sourcing and use of renewable energy across operations and, where feasible, throughout the value chain.
- Promote the efficient use of energy, water, materials, and other natural resources.
- Integrate environmental criteria into procurement, supplier management, and operational decision-making processes.
- Reduce resource consumption and waste generation while supporting circular economy principles where applicable.
- Monitor relevant environmental performance indicators and implement corrective actions where necessary.

1.3 Suppliers and Value Chain

TeamViewer commits to:

- Promote environmental responsibility throughout the value chain.
- Integrate environmental expectations into supplier qualification, onboarding, and ongoing supplier management processes.
- Engage suppliers and business partners on greenhouse gas management, climate-related risks, and environmental performance.
- Encourage suppliers to establish environmental management practices, disclose relevant environmental data, and implement emission reduction measures.
- Consider environmental impacts across upstream and downstream value-chain activities where relevant.
- Support continuous improvement in supplier sustainability performance through engagement and collaboration.

1.4 People and Awareness

TeamViewer commits to:

- Promote employee awareness and engagement through training, guidance, onboarding activities, and environmental initiatives.
- Foster a culture of environmental responsibility and continuous improvement.
- Support employees in understanding their environmental responsibilities and opportunities to contribute to TeamViewer's sustainability objectives.
- Encourage environmentally conscious decision-making across all levels of the organization.

1.5 Transparency and Accountability

TeamViewer commits to:

- Comply with applicable environmental laws, regulations, and other relevant requirements.
- Maintain governance structures, processes, and controls that support effective environmental management.
- Regularly disclose environmental performance, progress against targets, and relevant sustainability information through public reporting.
- Maintain accessible reporting channels for environmental concerns, compliance matters, and potential violations.
- Communicate environmental objectives, commitments, and performance transparently to internal and external stakeholders.
- Continuously improve environmental data quality, monitoring processes, transparency, and reporting practices.

This Environmental Policy is supported by TeamViewer's Sustainable Procurement Policy and Supplier Code of Conduct, which establish environmental expectations for suppliers, as well as TeamViewer's Declaration of Principles on Human Rights & Social Responsibility. Together, these documents support the integration of environmental considerations into procurement processes, supplier engagement, and value-chain management. Environmental and compliance concerns can be reported through TeamViewer's Speak Up mechanism, which is available to internal and external stakeholders.

2 Environmental Management Program

2.1 Environmental Governance

TeamViewer integrates environmental management into its governance and decision-making processes through its sustainability governance framework and Environmental Management System. Environmental considerations are embedded in relevant governance, risk management, and business decision-making processes across the organization.

Responsibility and accountability for environmental matters are assigned at the Supervisory Board, Management Board, and operational management levels.

Environmental objectives and sustainability performance are incorporated into relevant variable compensation and performance management processes, reinforcing accountability for the achievement of TeamViewer's environmental commitments and reduction targets.

Cross-functional collaboration supports the integration of environmental considerations into business operations, procurement processes, supplier engagement, and strategic decision-making.

2.2 Environmental Objectives

TeamViewer establishes measurable environmental objectives and targets to drive continual improvement in environmental performance and support the implementation of its environmental commitments. Objectives and targets are reviewed periodically and address greenhouse gas emissions, energy efficiency, renewable energy sourcing, supplier engagement, employee awareness, and other material environmental topics.

Priorities are informed by the annual Corporate Carbon Footprint, environmental aspects and impacts, climate-related risks and opportunities, sustainability reporting, applicable requirements, and broader business objectives. Progress is monitored through relevant key performance indicators and incorporated into governance and management-review processes.

2.3 Reduction Targets and Climate Commitments

Reducing greenhouse gas emissions across TeamViewer's operations and value chain is a strategic priority. The Science Based Targets initiative has validated TeamViewer's near-term and net-zero greenhouse gas reduction targets. The long-term net-zero pathway aims to reduce Scope 1, Scope 2, and Scope 3 greenhouse gas emissions by at least 90% by 2040. These commitments are aligned with the goals of the Paris Agreement and the objective of limiting global warming to 1.5°C.

Compared to the 2021 baseline-year, TeamViewer aims to:

- Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030.
- Reduce absolute Scope 3 emissions from purchased goods and services and capital goods by 37.8% by 2030.

- Achieve net-zero greenhouse gas emissions across the value chain by 2040 by prioritizing emission reductions and neutralizing residual emissions through durable carbon dioxide removal solutions.

Target boundaries, baseline assumptions, calculation methodologies, and progress are reviewed annually to maintain consistency, transparency, and comparability.

Environmental Performance Monitoring

TeamViewer monitors environmental performance through its annual Corporate Carbon Footprint calculation and quarterly KPI reviews by management. Monitoring covers:

- Scope 1, Scope 2, and relevant Scope 3 greenhouse gas emissions;
- progress against environmental objectives and reduction targets;
- energy consumption and renewable energy sourcing;
- material environmental risks and opportunities;
- supplier and value-chain performance, where relevant;
- the effectiveness of environmental controls and reduction measures; and
- identified non-conformities, corrective actions, and improvement opportunities.

Results are incorporated into governance and decision-making processes to support accountability, corrective action, target achievement, and continual improvement. Relevant objectives and sustainability performance are also incorporated into applicable variable compensation and performance-management processes.

TeamViewer discloses its Scope 1, Scope 2, and relevant Scope 3 greenhouse gas emissions annually. Its Corporate Carbon Footprint is subject to external verification in accordance with recognized standards and methodologies.

2.4 Environmental Improvement Measures

To achieve its environmental objectives and targets, TeamViewer implements and periodically reviews measures in the following strategic areas.

2.4.1 Renewable Energy and Energy Efficiency

TeamViewer aims to:

- increase the sourcing and use of renewable energy across its operations and, where feasible, its value chain;
- operate offices and facilities using renewable electricity where feasible;
- consider renewable energy sourcing and energy performance when procuring hosting, cloud, and data-center services; and
- improve energy efficiency across offices, facilities, and digital infrastructure.

2.4.2 Supply Chain Engagement

TeamViewer aims to:

- integrate environmental requirements into supplier qualification, onboarding, contracting, evaluation, and ongoing supplier management, where relevant;
- engage suppliers on greenhouse gas emissions, climate-related risks, energy performance, and other material environmental topics;
- encourage relevant suppliers to disclose environmental data, establish emission reduction targets, and implement environmental management practices;
- assess supplier environmental performance and risks using appropriate due-diligence and monitoring processes; and
- collaborate with suppliers to improve environmental performance and reduce value-chain emissions.

2.4.3 Product and Digital Service Efficiency

TeamViewer aims to:

- consider energy efficiency and data intensity in the development and operation of products and services;
- identify opportunities to reduce the energy and resource requirements associated with digital services without compromising security, performance, or customer value;
- monitor and improve the environmental efficiency of relevant digital infrastructure; and
- assess the positive environmental impacts enabled by TeamViewer's remote-connectivity solutions using transparent and credible methodologies.

2.4.4 Emission-Efficient Business Travel

TeamViewer aims to:

- avoid unnecessary business travel and use virtual collaboration where appropriate;
- prioritize rail and public transportation where feasible;
- reduce avoidable air-travel emissions;
- monitor business-travel emissions and relevant intensity indicators; and
- promote responsible travel behavior across the organization.

2.4.5 Audits and Continuous Improvement

TeamViewer is committed to the continual improvement of its Environmental Management System and environmental performance.
Environmental aspects and impacts, compliance obligations, objectives, controls, targets, disclosures, and reduction measures are reviewed periodically to assess their effectiveness and identify improvement opportunities. These reviews include internal and external audits, management reviews, performance evaluations, compliance evaluations, corrective actions, and the ongoing improvement of environmental processes and data quality.

TeamViewer maintains an Environmental Management System covering the identification and assessment of environmental aspects and impacts, compliance obligations, environmental objectives, operational planning and controls, performance monitoring, audits, management reviews, corrective actions, and continual improvement.
Audit findings, non-conformities, and identified improvement opportunities are addressed through corrective-action processes, with implementation and effectiveness monitored as appropriate.

Further information on TeamViewer's climate targets, greenhouse gas emissions, methodologies, performance, and reduction measures is provided in the Sustainability Statement and Annual Report.

2.5 Renewable Energy Consumption Disclosure

In 2025, renewable sources accounted for an estimated 82% of TeamViewer's total energy consumption, compared with 80% in 2024, representing an increase of 2 percentage points.

2.6 CO_2 Emissions Disclosure

In accordance with our commitments to emission reduction targets, we disclose our CO_2-emissions Scope 1, 2 and 3 with the relevant category split.

Table 1:Development of CO_2 Emissions (in metric tons)

GHG emissions (gross and net)	2021 (Baseline)	2023	2024	2025	% 2025 / 2024
Scope 1					
Gross Scope 1	251	202	104	39	-62%
Scope 2					
Gross Scope 2 location-based	749	835	823	914	11%
Gross Scope 2 market-based	685	759	84	83	-1%
Scope 3					
3.1: Gross purchased goods and services	24.518	16.279	13.795	14.587	6%
3.1: Net purchased goods and services	24.518	16.168	13.689	14.564	6%
Gross cloud computing and data centers services	2.115	1.418	447	297	-34%
Net cloud computing and data center services	2.115	1.307	376	274	-27%
3.2: Capital goods	3.821	1.732	3.244	7.278	124%
3.3: Energy- and fuel-related emissions	235	397	228	217	-5%
3.5: Waste produced in operations	26	19	21	23	12%
3.6: Business travel	4.256	4.916	3.485	4.307	24%
3.7: Employee commuting	1.259	664	961	990	3%
3.8: Gross upstream leased assets	2.098	747	448	1288	187%
3.8: Net upstream leased assets	2.098	747	163	429	155%
Gross Scope 3 upstream	36.212	24.755	22.146	28.690	30%
Net Scope 3 upstream	36.212	24.644	21.866	27.808	27%
Scope 3 downstream	n/a[1]	n/a[1]	n/a[1]	n/a[1]	n/a[1]
Totals					
Gross total location-based	37.211	25.792	23.073	29.644	28%
Gross total market-based	37.148	25.715	22.334	28.813	29%
Net total market-based	**37.148**	**24.509**	**21.983**	**27.931**	**27%**

1. TeamViewer, being a software company, does not have any operations that are categorized as Scope 3 Downstream in accordance with the Greenhouse Gas Protocol.

Table 2: Development of CO_2 emissions per million EUR of revenue

GHG intensity per net revenue	2021	2023	2024	2025	% 2025 / 2024
Scope 1					
Gross Scope 1	0,5	0,32	0,15	0,052	-66,1%
Scope 2					
Gross Scope 2 location-based	1,49	1,33	1,23	1,22	-0,1%
Gross Scope 2 market-based	1,37	1,21	0,12	0,11	-10,8%
Scope 3					
3.1: Gross purchased goods and services	48,93	25,98	20,49	19,53	-4,7%
Gross cloud computing and data centers services	4,22	2,26	0,67	0,4	-40,3%
Net cloud computing and data center services	4,22	2,09	0,56	0,37	-34,5%
3.2: Capital goods	7,63	2,76	4,83	9,75	101,7%
3.3: Energy- and fuel-related emissions	0,47	0,63	0,34	0,29	-14,4%
3.5: Waste produced in operations	0,05	0,03	0,03	0,03	0,3%
3.6: Business travel	8,49	7,84	5,19	5,77	11,1%
3.7: Employee commuting	2,51	1,06	1,43	1,33	-7,4%
3.8: Gross upstream leased assets	4,19	1,19	0,67	1,72	158,2%
3.8: Net upstream leased assets	4,19	1,19	0,25	0,57	129,2%
Gross Scope 3 upstream	72,26	39,5	32,99	38,42	16,5%
Net Scope 3 upstream	72,26	39,32	32,57	37,24	14,3%
Scope 3 downstream	n/a[1]	n/a[1]	n/a[1]	n/a[1]	n/a[1]
Totals					
Gross total location-based	74,26	41,15	34,37	39,70	15,5%
Gross total market-based	74,13	41,03	33,27	38,58	16%
Net total market-based	**74,13**	**39,11**	**32,74**	**37,40**	**14,2%**

1. TeamViewer, being a software company, does not have any operations that are categorized as Scope 3 Downstream in accordance with the Greenhouse Gas Protocol.

Table 3: Development of the business travel intensity

Business travel intensity	2021	2023	2024	2025	% 2025/2024
Business travel (tCO_2e)	924	4916	3359	4307	28%
Employees (headcount, quarterly average)	1515	1434	1641	1989	21%
Business travel per employee (tCO_2e)	0,61	3,43	2,05	2,17	6%