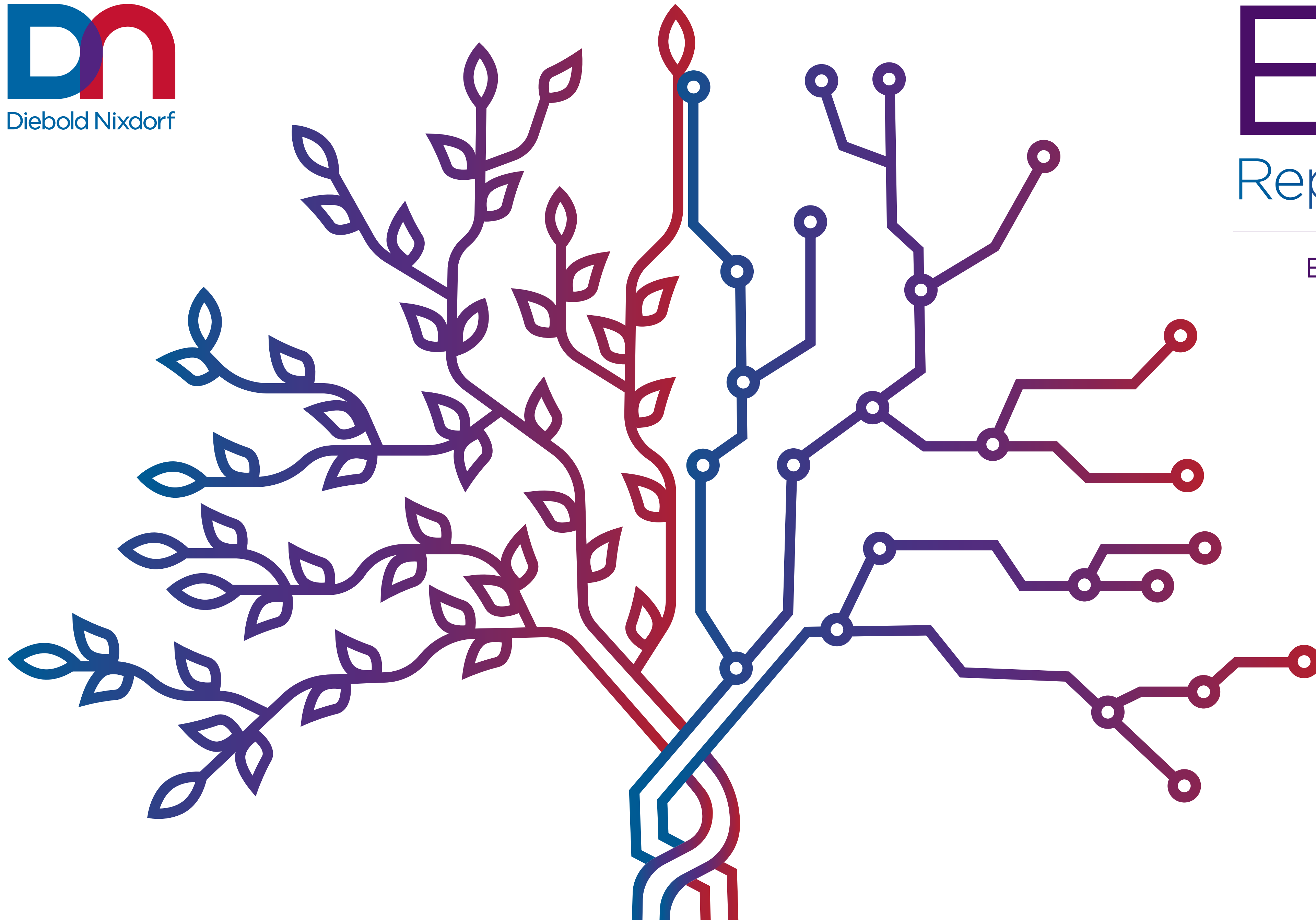




# ESG

Report 2022

Environmental  
Social  
Governance



# CONTENTS

About this Report 03

---

Investor Information 03

---

CEO Letter 04

---

About Diebold Nixdorf 05

---

Planet (Environmental) 08

---

Carbon Footprint 10

Green Products and Solutions 15

Sustainable Supply Chain 18

Waste and Recycling Management 20

Water Consumption and Conservation 24

People (Social) 25

---

Diversity and Inclusion 26

Labor, Health and Safety 29

Human Rights 35

Giving Back to the Community 37

Performance (Governance) 40

---

Code of Business Ethics 44

Cybersecurity and Data Privacy 45

Collaboration with Suppliers 47

Our Global Commitments 48

---

Appendix 49

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## ABOUT THIS REPORT

This report describes Diebold Nixdorf's initiatives, management systems and performance related to our Environmental, Social, and Governance (ESG) program.

ESG data in this report, which is not audited or externally assured, is based on calendar year 2022 unless otherwise stated. Data and information are collected and managed through Diebold Nixdorf's management systems, including various internal reporting protocols and a cloud-based resource management platform.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards Framework, as described in the Appendix. Diebold Nixdorf also considered reporting guidance from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD) to further inform reporting, as described in the Appendix. This report is designed to share our organization's commitment to outstanding corporate citizenship with all our key stakeholders, including customers, shareholders, partners and employees around the world. ESG risks and opportunities are dynamic, and we continually assess our program to ensure its responsiveness to our changing world and its expression of our values. For questions regarding this report, please contact [Sustainability@dieboldnixdorf.com](mailto:Sustainability@dieboldnixdorf.com).

## INVESTOR INFORMATION

The Company uses its Investor Relations website, <http://investors.dieboldnixdorf.com>, as a channel for routine distribution of important information, including stock information, news releases, investor presentations and financial information. The Company posts filings as soon as reasonably practicable after they are electronically filed with or furnished to the U.S. Securities and Exchange Commission (SEC), including its annual, quarterly, and current reports on Forms 10-K, 10-Q and 8-K; its proxy statements; registration statements; and any amendments to those reports or statements. All such postings and filings are available on the Company's Investor Relations website free of charge. In addition, this website allows investors and other interested persons to sign up to automatically receive email alerts when the Company posts news releases and financial information on its website.



# LETTER FROM THE CEO

Valued member of the Diebold Nixdorf community,

When working with our global customers, we frequently discuss how Diebold Nixdorf transforms the way the world banks and shops. A key component of our mission is to do this work as a responsible corporate citizen that recognizes all the ways an organization touches and impacts the world around us. In this spirit, our ESG program includes the following components:

- Automating and digitizing the banking and retail industries in ways that protect, care for and minimize harm to the **environment**;
- Ensuring responsible **global citizenship** through fair, diverse, inclusive and safe workplaces and by giving back to the communities where we live and work; and
- Maintaining best practices in **governance** on behalf of all our stakeholders, while **growing our business in sustainable ways** through our commitment to our values and ethics.

In 2022, our company continued to work on improving these components. From an **Environmental** perspective, we reduced key, direct emissions (Scope 1), consistent with our goal to move responsibly toward “net zero” emissions in the future. We implemented sustainability projects at our facilities around the world — such as purchasing 100% renewable electricity for our European hub in Paderborn, Germany, and a renewed operational sustainability commitment across four themes: Energy Efficiency, Water Management, Waste Management and Green Initiatives.

In the **Social** sphere, we built upon our employee-focused initiatives by expanding the number of employee resource groups (ERGs) available and by increasing participation in ERGs. Our corporate giving philosophy includes donations and partnerships with charities that promote and protect human rights and diversity,

equality and inclusion initiatives while continuing to provide needed support within the communities where we operate.

In **Governance**, we continued to focus on best practices across our company. The foundational values of our corporate governance practices are openness, equity, integrity and accountability. Our management team receives regular updates and provides input and feedback regarding the company’s ESG initiatives.

These are only some of the strides we made in our ESG efforts in 2022. We are very proud of our continued progress into 2023. Thank you for your interest in our company and for joining us to make our world a better place.



**Octavio Marquez**

President and Chief Executive Officer  
Diebold Nixdorf, Incorporated



# ABOUT DIEBOLD NIXDORF

As an innovation partner for most of the world's top 100 financial institutions and a majority of the top 25 global retailers, Diebold Nixdorf delivers unparalleled services and technology that power the daily operations and consumer experiences of banks and retailers around the world. Diebold Nixdorf has a presence in more than 100 countries with approximately 21,000 employees worldwide.

Diebold Nixdorf offers a broad portfolio of solutions designed to automate, digitize and transform the way people bank and shop. As a result, our operating structure is focused on two customer segments: Banking and Retail. Leveraging a broad portfolio of solutions, Diebold Nixdorf gives customers the flexibility to purchase the combination of services, software and products that drive the most value to their business.

Visit [our website](#) to learn more about Diebold Nixdorf and the Company's [leadership team](#).

## BANKING AND RETAIL

We provide integrated solutions that help drive operational efficiencies, differentiate the consumer experience, grow revenue and manage risk for financial institutions and retailers of all sizes. Our whitepapers, [Sustainable Banking: A Guide to Taking Action](#) and [Sustainable Retail: The Sustainability Playbook](#), outline opportunities for financial institutions and retailers to drive positive environmental and social impacts through green operations and financial inclusion supported by our products and services. Please see our Green Products section.

Our DN Series® family of ATMs include cash recyclers and dispensers, intelligent deposit terminals, teller automation, kiosk technologies and our Retail systems include modular and integrated "all-in-one" point of sale (POS) and self-service terminals. Our products integrate sustainable features solutions such as significantly reduced power consumption and carbon dioxide (CO<sub>2</sub>) emissions compared to previous product generations.

## SOFTWARE

The DN Vynamic® Banking software suite encompasses front-end applications for consumer connection points, digital solutions that enhance consumer-facing offerings, and back-end platforms that manage channel transactions, operations and channel integration. The DN Vynamic® Retail software suite provides a comprehensive, modular and open solution ranging from the in-store check-out to solutions across multiple channels that improve end-to-end store processes and facilitate continuous consumer engagements.

## SERVICES

Services represents the largest operational component of our company and includes product-related implementation and managed services, maintenance and availability services to continuously optimize the performance and total cost of ownership. Product-related Services manages incidents through onsite visits or remote service capabilities.

## ELECTRIC VEHICLE CHARGING STATION SERVICES

In close cooperation with charger equipment manufacturers (OEMs), Diebold Nixdorf ensures charge point operators (CPOs) have a single point of contact for everything services-related, during and post-warranty, to guarantee maximum uptime. Diebold Nixdorf provides online support and on-site field maintenance services across Europe and North America. To date, approximately 100,000 chargers have already been assigned by over a dozen customers to Diebold Nixdorf's global maintenance and support services team.



## OUR VISION FOR ESG — PLANET, PEOPLE AND PERFORMANCE

In 2022, Diebold Nixdorf continued to enhance our company's ESG program, engaging our employees, partners and customers worldwide across each of our ESG components while continuing to invigorate our business and our culture through responsible, sustainable practices.

We worked to reduce our use of energy and other resources, we managed paper consumption, we diverted waste streams that previously had gone into landfills, and we reminded each other to make choices in our lives and our work that make a difference for our planet. We also worked to reduce our carbon footprint, promoted recycling, and focused on using environmentally sustainable materials in our products and solutions. We remain committed to continuous improvements in our ESG program.

As a global company, we are committed to protecting the environment, caring for our people and the communities in which we live and work, and continually enhancing our governance to ensure best practices in all we do as an organization. As our company has grown over its long history, we have thought about security in many different ways, such as physical security, information security, environmental safety and care, and the security of our employees and customers. Our ESG — Planet, People and Performance program is devoted to caring for our most treasured assets, including our environment, the communities where we operate and our employees around the world. Our ESG initiatives are among our company's highest priorities.

### Our ESG initiatives include the following categories:

We collaborate with a set of internal stakeholders and understand the priorities of our external stakeholders to address a comprehensive set of critical topics that matter to our company and to our stakeholders. As part of our stakeholder engagement process, we use this feedback to help inform our decisions and our approach to disclosure.



#### Planet

Planet (Environmental) topics such as climate change, sustainable products, sustainable field operations, materials used, waste produced and resource management.



#### People

People (Social) topics include diversity, equity and inclusion, global citizenship, financial inclusion, human rights, health and safety, and human capital management.



#### Performance

Performance (Governance) topics include best practices in corporate governance, our code of business ethics, enterprise risk management, cybersecurity and data privacy.

Engaging with our stakeholders is essential for us to fulfill our responsibilities as a responsible global company. We strive to build cooperative relationships with our stakeholders consistent with our corporate culture which emphasizes trust, transparency, reliability and fairness in our interactions with employees, customers, investors, suppliers and the communities in which we operate.



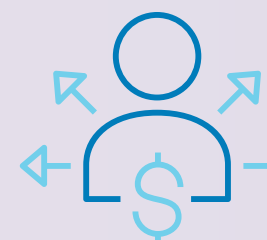
## Employees

We are committed to our employees. Diebold Nixdorf supports a diverse, inclusive workplace where each employee is able to thrive and succeed. Our employee resource groups foster engagement in new ways that benefit employees and serve as a resource for members and employees are encouraged to increase their skills and knowledge through training and education. DN focuses on the safety and health of its employees by having programs and benefits which support employees and their families.



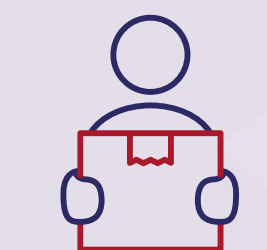
## Customers

We support our customers by incorporating sustainability and accessibility into our products and by focusing on our programs which protect the environment, support our people and promote good governance. Diebold Nixdorf's commitments, in turn, assist our customers with their environmental stewardship and their commitment to the tenets of their ESG programs.



## Investors

Diebold Nixdorf is committed to operating our business in a way that minimizes environmental impacts, reduces energy consumption from sources which cause carbon emissions and embraces sustainability practices. Diebold Nixdorf's sustainability efforts contribute significantly to the environmental "triple bottom line" concept: planet, people and performance. As we're reducing, reusing, recycling and reclaiming, we're also reducing costs while becoming leaner and more agile.



## Suppliers

Our suppliers are a critical resource which helps us meet our sustainability objectives. We expect our providers to fully embrace environmental and social responsibility, operate in an ethical manner, respect human rights, and comply with all applicable laws and regulations. Enhanced engagement with our suppliers enables us to ensure that our raw materials are responsibly sourced. In turn, we are willing to work with suppliers to help them meet their own sustainability goals.



## Communities

It has always been our practice to act responsibly — and with consistency. Diebold Nixdorf will continue to support local organizations and causes through our charitable arm, the Diebold Nixdorf Foundation. Our volunteer projects across the world are dedicated to helping communities where they need it most. We respect our environment, make the best use of resources, repurpose materials when possible, and support our local communities. Our actions now, affect future generations.



# PLANET (ENVIRONMENTAL)

Diebold Nixdorf enhances our communities and conserves natural resources through a responsible supply chain and socially aware workplace.

We are taking concrete steps every day to reduce our global energy consumption. These include targeted improvements in building efficiency, personal practices and responsibilities, and reducing the total square footage of our facilities and offices around the world without significantly reducing output.

Climate change is a serious environmental, economic, and social challenge. We focus on reducing climate risks related to our direct climate impact — the emissions resulting from our own operations, our supply chain, and the marketing and use of our products. We also focus on increasing our community impact — identifying ways that Diebold Nixdorf technologies and services can help our customers reduce their footprints, including Internet of Things (IoT) solutions that enable intelligence in our machines and vehicle fleets, buildings, supply chains, and factories, and make them smarter, safer and more efficient.

Our Code of Business Ethics (COBE), the Supplier Code of Conduct (SCOC), the Global Sustainability Policy, the Environmental, Health and Safety (EHS) Policy, the Responsible Chemical Management Policy, the Physical and Environmental Security Policy and the Waste Management Policy form our environmental program, which covers carbon emissions, water consumption, energy usage, recycling efforts, supply chain management, and sustainable products and solutions. Together, our programs and policies allow us as an organization to create value in a sustainable way for our stakeholders.



## ENVIRONMENTAL AWARENESS—ONE TEAM, ONE GOAL

Sustainability is one of the key forces driving change across the industry right now.

From investment decisions to how workforces operate, sustainability is a topic that is being discussed across all levels of the organization within the financial services industry. We recognize that solving the world’s environmental challenges requires broad, collective action — which starts with individuals. For that reason, we have long encouraged our employees’ passion for the environment by supporting sustainability projects within the company and our local communities.

We are committed to helping educate our workforce about the importance of a sustainable planet. This includes opportunities for self-directed learning through our training and education platform with courses such as “Sustainability at Diebold Nixdorf,” “Sustainability Foundations,” and “Sustainability Foundations and Leadership.” In addition to these specific education courses, Diebold Nixdorf works to

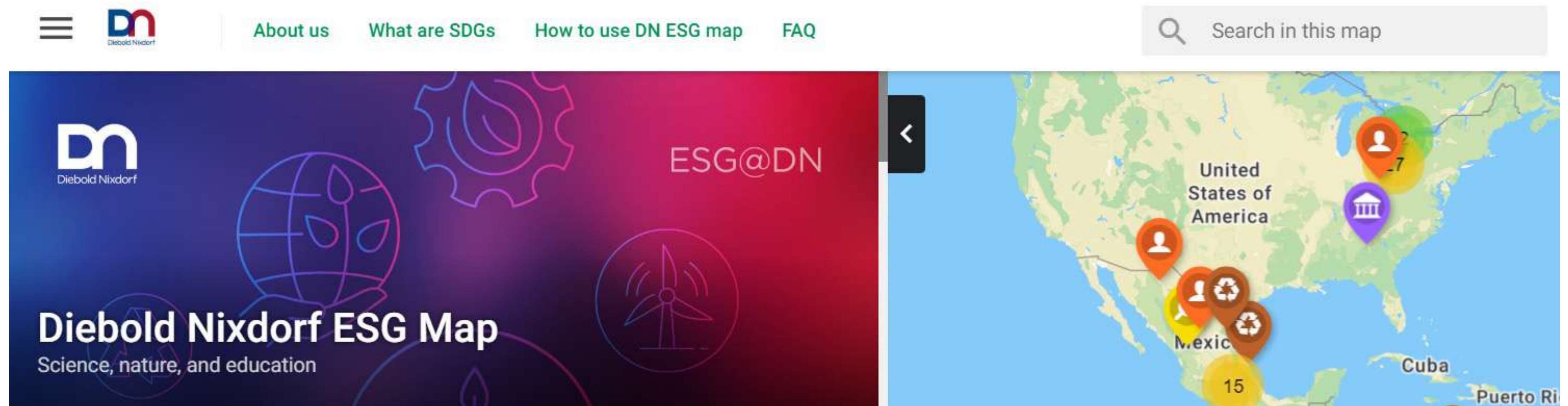
provide broad education and awareness to its employees on key ESG topics through a series of monthly “Green Tips” articles, where we share strategies for our employees to reduce their environmental impact and increase their social outreach.

### ESG Impact Platform:

Our newly launched ESG Impact Platform allows our employees to report on various environmental and sustainability initiatives they are practicing and implementing to support our overall ESG goal. We are using this platform to learn and share experiences with our global employees to promote Diebold Nixdorf’s sustainability program globally and to share results in future reporting.

The tool allows employees from anywhere in the globe to showcase the actions they are taking to support our sustainability and ESG goals. Employees can either make a post or drop a pin anywhere on the map to share upcoming volunteer events, sustainable

initiatives at their office, in their city, or in their personal lives, or even a sustainable idea that they want to try. The new platform is growing and has over 800 active Sustainability Liaisons and over 200 initiatives submitted. Examples can be found within the Carbon Footprint and Giving Back to the Community sections. The platform also allows our employees to filter the locations so that they can discover pins in specific areas of interest, including nature, food/water, energy, waste/recycling, human development, or sustainable ideas. Employees have greatly enjoyed the map and are often commenting on each other’s posts and pins with words of encouragement and support.





# CARBON FOOTPRINT

## ENERGY

Diebold Nixdorf has made efforts to structure our operations and products to conserve resources.

The use of new, energy-saving technologies in our production facilities and our products delivers both economic and environmental benefits for our customers. Our Global Sustainability Policy outlines our approach to prevent and minimize environmental harm. In analyzing our environmental footprint, our most meaningful opportunity for impact is in resource reduction of electricity, gas, water, waste, and reducing greenhouse gases (GHGs). We integrate energy and resource efficiency practices into our operations and lower the total cost of ownership for our products by including energy reduction technologies.

As of Dec. 31, 2022, Diebold Nixdorf’s global real estate footprint was approximately 1,500,000 square feet — a reduction from approximately 1,600,000 square feet in 2021. Since 2018, we have reduced our operating real estate footprint by nearly 50 percent, consolidating existing locations by reducing rented areas, e.g., Mexico; relocating to smaller and more cost-efficient locations, e.g., Indonesia and Portugal; and exiting locations like Paddington, United Kingdom, and Atlanta.

In 2022, Diebold Nixdorf continued efforts to capture a higher percentage of energy and utility data from our global operations where available. We utilize a leading cloud-based data management software platform that allows us to measure and manage energy and sustainability initiatives across Diebold Nixdorf’s operations. The software platform provides the foundation for Diebold Nixdorf’s GHG Inventory Management System.

When data sources, such as utility invoices, cannot be collected, specified Sustainability Liaisons receive alerts to drive participation and help enhance collaboration with

Operations and Facility personnel. The system provides our teams with the ability to run various reports, such as commodity forecasts, energy cost and usage summaries, or carbon, water or waste summaries, which allows Diebold Nixdorf’s Sustainability team to perform analytical reviews of the data and information.

This approach allows us to maintain our focus on reducing our largest drivers of energy use, while continuing to make incremental improvements throughout our operational footprint. We work closely with our third-party service provider to monitor, measure and analyze resource consumption (electricity, gas, water and waste) data, which helps us improve efficiency and operate more sustainably.

<b>DIEBOLD NIXDORF GLOBAL ENERGY CONSUMPTION*</b>	<b>2020 (BASELINE)</b>	<b>2021</b>	<b>2022</b>
Electricity (TJ) <sup>1</sup>	239.4	218.4	246.2
Natural Gas (TJ)	286.9	279.2	285.7
<b>TOTAL ENERGY CONSUMPTION (TJ)</b>	<b>526.3</b>	<b>497.7</b>	<b>531.9</b>
Energy Intensity <sup>2</sup>	0.000000134	0.000000127	0.000000153

\* In the interest of completeness and transparency, the company has been working to capture its global energy consumption from Operations. The company continues to improve the identification and collection of data within its organizational and operational boundaries. Because of the size and complexity of Diebold Nixdorf, it is not always possible to obtain all necessary information to complete all segments of the energy inventory. When information cannot be obtained in a timely manner, Diebold Nixdorf uses extrapolations to provide the most complete inventory possible. As data becomes available or when additional energy sources are identified, they will be incorporated into the inventory. Base year is 2020 and covers sites under operational control.

<sup>1</sup> Terajoules (TJ)

<sup>2</sup> Energy Intensity represents energy consumed within Diebold Nixdorf. Our calculation utilizes total energy consumption (numerator) divided by Diebold Nixdorf’s revenue for the reported annual year (denominator).







## EMISSIONS

Diebold Nixdorf works to reduce environmental impacts across our operations and supply chain and through the goods and services we provide to our customers. Annually, we report how we manage and assess climate-related risks and opportunities through the Carbon Disclosure Project (CDP) to increase transparency for our customers, investors and stakeholders. The CDP is an international non-profit organization that helps companies and cities disclose their environmental impact. Diebold Nixdorf has been using the CDP platform since 2008 to increase transparency around our ESG initiatives. Our most recent CDP score for reporting year 2022 is “B-Management.”



“As a mission-based non-profit that runs the global environmental disclosure system, CDP greatly values the support of Diebold Nixdorf. Urgent system-wide action remains critical to ensuring that we can limit global warming to 1.5°C, avoid the worst effects of climate change and safeguard our planet’s natural resources. Disclosure is the first key step in addressing current and future environmental risks. Diebold Nixdorf has demonstrated its commitment to transparency around its environmental impacts and strategies for action by disclosing its environmental data through CDP in 2022. Disclosure not only provides the foundation for environmental action, but brings tangible business benefits for shareholders, customers and employees alike.”

— Dexter Galvin, CDP Global Director, Corporations & Supply Chains, 2022

We implement measures to optimize energy efficiency and reduce GHG emissions with plans to set global reduction targets. Our owned and leased offices and production facilities strive to conserve resources and use state-of-the-art technology, such as LED lighting and highly efficient HVAC systems. Our cloud-based resource management system empowers our Sustainability Liaisons to aggregate and visualize cross-enterprise energy and sustainability information to improve performance and increase efficiency, financial savings and corporate transparency. We have access to valuable facility-level data in a single platform, where it is organized and quality checked. The long-term goal is to reduce our global energy consumption and GHG emissions. In 2021 and 2022, we reduced our Scope 1 and Scope 2 carbon emissions by more than 25% from our 2020 baseline.

We have codified our emissions accounting approach in our Carbon Accounting Manual. Diebold Nixdorf’s methodology for calculating the GHG emissions inventory is based on the Greenhouse Gas Protocol’s Corporate Accounting and Reporting Standard (GHG Protocol) for Scope 1 and 2 emissions reporting. In 2021 and 2022, we started working with our internal and external partners to begin the collection of Scope 3 emissions data and are planning to establish a Scope 3 emissions baseline in 2025. We are utilizing the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as the foundation for our emission data collection efforts.

Beginning in 2020, we established our GHG emissions baseline with analytical software and implemented formalized processes to collect energy consumption data. After continued development of the cloud-based data management software platform to track GHG emissions, Diebold Nixdorf’s emissions may appear to fluctuate over the next five years as emissions monitoring and tracking become more accurate. These tools have not and cannot be implemented in every global facility. Facilities not within Diebold Nixdorf’s operational control are not reflected in the data that is provided.

DIEBOLD NIXDORF GLOBAL GHG EMISSIONS*	2020 (BASELINE)	2021	2022
Scope 1 Emissions <sup>1</sup> (metric tons CO <sub>2</sub> e)	86,671.9	81,180.4	64,593.4
Scope 2 Emissions <sup>2</sup> (metric tons CO <sub>2</sub> e)	31,360.2	28,640.9	29,371.2
<b>TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS (METRIC TONS CO<sub>2</sub>e)</b>	<b>118,032.1</b>	<b>109,821.4</b>	<b>93,964.6</b>
GHG Emission Intensity <sup>3</sup>	0.0000302	0.0000281	0.0000271
<b>REDUCTION OF GHG EMISSIONS FROM BASELINE (METRIC TONS CO<sub>2</sub>e)</b>	<b>24,067.5</b>		

\* In the interest of completeness and transparency, the company has been working to capture its GHG emissions from operations and service fleet vehicles. The company continues to improve the identification and collection of data within its organizational and operational boundaries. Because of the size and complexity of the company, it is not always possible to obtain all necessary information to complete all segments of GHG inventory. When information cannot be obtained in a timely manner, Diebold Nixdorf uses extrapolations to provide the most complete inventory possible. As data becomes available or when additional sources of emissions are identified, they will be incorporated into the inventory. Covers sites under operational control. Base year is 2020 and emissions figures are calculated using the GHG Protocol.

1 Represents location-based Scope 1 emissions

2 Represents location-based Scope 2 emissions

3 GHG Emission Intensity represents energy consumed within Diebold Nixdorf. Our calculation uses total scope 1 and scope 2 emissions (numerator) divided by Diebold Nixdorf’s revenue for the reported annual year (denominator).



## SERVICE FLEET VEHICLE TELEMATICS

Our U.S. Service fleet vehicles are outfitted with vehicle telematics that monitor and track fuel consumption, improve routing, and manage speeding and idling time.

The Service fleet team receives driving reports and driver training tools to develop fuel efficient driving behaviors for service technicians. In 2022, our global Service fleet reduced carbon emissions by 16,575.4 metric tons of carbon dioxide equivalent (CO<sub>2</sub>e) because of the interconnection of our DN AllConnect Data Engine (ACDE) solution, smarter driving decisions and behaviors. Diebold Nixdorf is expanding its use of vehicle telematics across the Global Service Fleet. These efforts allow us to reduce the number of trips our service technicians make to a customer location and plan our trips using the most fuel-efficient route. As a result, we've seen reduced fuel consumption, reduced emissions, increased efficiency and improved customer service.

Effective fuel management is crucial to reducing fuel consumption, and in turn, GHG emissions. Fuel efficiency reports use fuel consumption data to make comparisons between drivers and/or vehicles to target improvement areas. Furthermore, side-by-side fuel data allows Diebold Nixdorf fleet managers to monitor any driving behavior that is linked to increased fuel costs. Ultimately, effective route planning reduces fuel consumption because of less time idling and miles driven, contributing to greater operational efficiency.

## DATA CENTER AND CO-LOCATION MANAGEMENT

Our “cloud first” principle is the foundation of our cloud computing strategy, which relies on our ability to establish strong governance standards and processes that align with our development efforts.

We launched our Cloud Governance processes, cloud computing strategy and the current standards to enable our strategy and non-functional core requirements for implementing new products. Diebold Nixdorf continues to focus on digital transformation, fueled in part by a push to place more functions inside our products.

In a data center, a large portion of the overall carbon footprint is related to energy consumption, as well as the cooling of the servers and systems in that data center. As a result, Diebold Nixdorf is working with utility system partners to foster and simplify increased availability of renewable energy for data centers. We are also collaborating with our data center operator customers on projects that accelerate data center energy efficiency and optimize the use of renewable energy sources to power the cloud. This includes projects to define measurement models to differentiate energy use from renewable vs. fossil-based sources that inform when and where workloads should be run to minimize carbon impact, e.g., time-shifting workloads to when renewable energy availability is highest—generally during mid-day and evening. To further reduce compute carbon impact, we are working on engineering advanced cooling solutions that optimize the reuse of compute exhaust heat.

The data center industry has been a force for positive change on climate action over the past decade as cloud computing platforms have pioneered advances in sustainable operations and corporate adoption of renewable energy. This impact will be amplified in coming years as more businesses abandon carbon-heavy, on-premises data centers and migrate to greener infrastructure operated by cloud platforms and co-location facilities. We work directly with our IT and co-location data center vendors to drive energy efficiency through our data center operations. Many of our co-location data center vendors have strong commitments to source 100% of their energy from renewable energy sources. By working with external vendors who share our commitment for sustainability, we can make further progress on our goal to reduce energy consumption and GHG emissions.





# SUSTAINABILITY PROJECTS AROUND THE WORLD

As we focus on collecting environmental data throughout our organization, we are also committing and investing in our employees and their work environment. Diebold Nixdorf extended this commitment for sustainability at our global locations across four themes: Energy Efficiency, Water Management, Waste Management and Green Initiatives.



## Energy Efficiency

- LED lighting retrofit program with support from property owners
- Occupancy sensors to turn on/off lights
- Open floor plans allow for maximum use of natural daylight
- Identifying opportunities to purchase renewable energy



## Water Management

- Automatic toilets, sink faucets and hand-drying stations
- Faucet aerators reduce water usage
- Water bottle refilling stations also reduce single-use plastic waste



## Waste Management

- Product Stewardship programs to reduce end-of-life product waste
- Encouraging employees to recycle with waste stations and recycling bins
- IT Printer Policy: printing reduction with a zero-paper goal



## Green Initiatives

- Installing EVC stations at our larger locations to encourage employee use of electric vehicles (EVs) and electric bicycles, which reduce emissions and promote a more sustainable lifestyle
- New car policy encouraging hybrid/100% EVs introduction
- Statement of our vehicles fleet CO<sub>2</sub> consumption with reflections to reduce our carbon footprint
- Technical intervention optimization: ATM monitoring, ACDE, recycling technology
- Hybrid workforce
- Travel optimization
- Grass parking overflow areas for select facilities minimizes water runoff and downstream erosion
- Employee led and maintained vegetable gardens with a focus on protection and breeding of pollinators



In addition to our approach to sustainable facility management, we are proud to highlight the efforts our employees are taking to support and adopt our commitment to sustainability across these four themes.

## Germany

At our Paderborn manufacturing facility, our green rooftop project and the roof-mounted solar photovoltaic energy system reduce the amount of electricity we previously purchased for the building, and we have also executed a contract with our utility supplier to provide the facility with 100% renewable energy for the facility in 2022 and 2023.



Employees were able to optimize our bulk orders' packaging and transportation by adapting pallet dimensions to overseas containers, transporting more than one unit per pallet and switching plastic packaging to paper-based material. This impact of increasing the number of products transported at a time resulted in a savings of 1,120 metric tons of carbon emissions per container.

Our team in Berlin identified multiple ways to increase energy efficiency. This included replacing lights under kitchen cabinets with LEDs, adjusting energy settings on a water heater, and purchasing tea kettles with pre-settable temperatures. They also optimized power consumption by setting devices and systems to turn off when no one is working.

Our colleagues in Burgdorf performed an energy audit to identify all opportunities to increase energy efficiency. Many measures were taken, and they were able to decrease their electricity consumption by about 30%.

## Turkey

Our location in Istanbul, Turkey has LED lighting throughout the facility with automation occupancy sensors that allow our teams to save energy every day. Timing controls and dimmers allow our employees with access to directly maintain these lighting systems in Istanbul and many other DN locations worldwide.

## Mexico

Our innovative experts in Mexico identified an opportunity to reduce waste through a program to replace non-recyclable foam packaging for critical electronics with recyclable packaging and reusing cardboard boxes, decreasing their impact on the environment.

## France

Our French colleagues have purchased reusable water bottles and coffee mugs for local area employees to eliminate single-use plastic cups from the office. Water stations at many of our DN locations around the world provide direct access to clean water with a focus on water efficiency and waste reduction.

## Brazil

With a focus on our role within the circular economy, metals, plastics and parts are either recovered or recycled from end-of-life systems. Our global supply chain through a parts harvesting program allows our Systems group to bring new life into this equipment for existing products and new products where applicable.

## Peru

At our office and warehouse in Peru, we have installed LED lighting and occupancy sensors, which are used to reduce electricity consumption.

Waste management with recycling partners to increase recycling of office waste, plastics, and other materials.

## United States

Our team in North Canton collaborated with a local fire station to reduce waste and help those in need by collecting aluminum cans that the fire station can use to aid burn victims.

These examples highlight DN's commitment to supporting sustainable development and ensuring DN's compliance with environmental, health and safety laws. The completed sustainability upgrades will significantly improve the resiliency and sustainable future of our global facilities. Diebold Nixdorf is constantly working on programs that drive sustainable practices with a goal to have no adverse effects on public health or the communities where we operate.



## DN SUPPORTS AMAZON RIVER WATER QUALITY MONITORING INITIATIVE

In 2022, Diebold Nixdorf announced our support for the Amazon River Basin Water Quality Monitoring Project, the Yara Project, led by Universidade do Estado do Amazonas (UEA), for monitoring the water quality of the Amazon River basin.

The project is a joint realization between the Manaus and Parintins campuses focusing on developing a platform that allows automatic and real-time analysis of the waters of the region. In Parintins, electronic sensors will be installed that are specially designed to collect and analyze parameters such as color, pH index, temperature, conductivity, turbidity and amount of dissolved oxygen in the waters among others.

The expected results would include the development of a Data Collection Platform (PCD) focused on technological innovation and environmental water sustainability for the Amazon region. A PCD would provide continuous and real-time monitoring, generating important information for environmental management and water security. The team also hopes the project will lead to the development of a web interface to verify parameters stored by river water quality sensors. This includes storage of parametric data on the water quality of the Amazon River for future studies and the development of electronic RF (Radio Frequency) gateway devices.

Expected results also include technological and scientific access to cities in the interior of the Amazon, continuous training of personnel in the technical-scientific areas, environmental technologies and monitoring of the water of the Amazon River, and published articles and scientific publications in specialized journals. This research would also expose the results achieved by the project financed with R&D resources in the Amazon, especially for municipalities outside the metropolitan region of Manaus.

"We are very happy to be part of this project that aims to streamline and strengthen river water monitoring throughout the region," says Fernando Curcio, Industrial Director of Diebold Nixdorf Brazil and responsible for the company's factory in Manaus. "Diebold Nixdorf is recognized worldwide for its social and environmental responsibility work, and our management in the Amazon also follows these guidelines. We seek to collaborate with the community to promote a more sustainable and fairer environment. The UEA's work has great synergy with this purpose that we want to share."

Diebold Nixdorf's support will help enable an important digital ecosystem to be constructed that will allow the project to be developed. Diebold Nixdorf's history with the region is long-standing, as is its commitment to ESG-focused practices. The company has a factory in Manaus with 350 collaborators and 18,000 square meters, certified by International Standards Organization (ISO) 14000 (focused on environmental management) and 450001 (focused on occupational health and safety management). The plant has its own waste management and water treatment system, for example. "Today, over 80% of the material we use to produce our equipment is recycled," says Curcio, noting that the company's local initiatives are not restricted to the environmental aspect. "During the pandemic, we readapted the operation and provided all our oxygen supply to hospitals by putting our ESG guidelines into practice, thinking about the well-being of the community. We also provided staple food baskets and cleaning kits for the families of our collaborators, helping to ensure their jobs with us, even during the COVID-19 pandemic. We want to maintain this relationship and help with local development."







# GREEN PRODUCTS AND SOLUTIONS

## BANKING

Sustainability is not only gaining momentum among businesses, but also for consumers as they become more conscious of the impact of their everyday actions.

Consumers are looking to industries to help drive positive change and trusting leadership teams to act sustainably. Offering these value-added services to support a more sustainable future can help organizations strengthen a company's brand by creating trust, value and emotional connection with consumers who want to use and be associated with responsible financial institutions and retailers. It's the right thing to do, not only for the future of banking and retail, but also for society as a whole.

As part of our global strategic initiatives for the design and end-of-life phases of our products, each new generation of products offers higher performance and improved energy efficiency compared to previous generations. Building energy efficiency into our products not only reduces our scope 3 GHG emissions, but also presents an opportunity to create value for our customers by helping them lower their scope 2 GHG emissions, energy use and overall environmental impacts.

DN Series® ATMs are designed to reduce the systems' environmental impact, both during its manufacturing phase and throughout its useful life. In the past 10 years, electricity consumption in individual systems has been reduced by two-thirds, while the performance of these same systems has multiplied. This has been achieved by using advanced and energy-efficient technologies, such as energy-efficient processors.

The DN Series® 200 model is made of recycled and recyclable materials and is 25% lighter than most traditional ATMs. This reduces CO<sub>2</sub> emissions, both in the manufacturing processing and transportation of components and terminals. The DN Series® 200 ATM uses state-of-the-art LED technology in all its lighting systems and highly efficient electrical systems, which enables savings of 25% in electricity consumption compared to traditional ATMs, a figure that rises to 50% if it is equipped with energy-saving mode.

In 2021 and 2022, Diebold Nixdorf's Sustainability, Research & Development, Systems, and Procurement departments initiated a long-term project to perform product life cycle assessments, which will help us build sustainability into our products and systems during the early development stage. This collaboration led to the launch pad for the Green ATM. The solutions were piloted for the Swiss market and delivered in partnership with local service providers.

The Green ATM concept refers to implementing power management software that schedules idle periods to reduce energy consumption. ATMs can be remotely set to sleep mode when not in use and reactivated as soon as they are accessible to customers again. We intend to provide the Green ATM service offering to our clients in regional markets to broaden the environmental benefit and financial savings for our customers.

Diebold AllConnect Data Engine (ACDE) processes data into actionable insights in real-time and is compatible with all deployed Diebold Nixdorf ATMs. Diebold Nixdorf started the connected devices journey nearly 10 years ago, gathering IoT sensor data from live ATMs and analyzing it to track and continuously improve the performance of existing devices. DN Series® is optimized for use with ACDE, featuring 150 sensors and 100 data points. We expect to benefit from more environmentally friendly, efficient and cost-effective operations as the number of connected devices increases and we focus on incident resolution or proactive maintenance.



# GREEN PRODUCTS AND SOLUTIONS

## RETAIL

DN Series® EASY retail solutions also provide multiple ways our customers can enhance their sustainability efforts across their value chain.

We use energy-saving technologies like solid state drives, 80 Plus/EPS 2.0 power supplies, system-powered interfaces for peripherals and power-saving mobile processors in our products. This allows for highly efficient and intelligent power management capabilities. These products have an extended life cycle of up to 10 years and we encourage the reuse of legacy parts, modules and products through our Global Product Stewardship Program.

We design our products with sustainability in mind. A main element of this involves reducing the waste and product weight while increasing eco-friendly and recycled materials/components (>90%) according to Waste from Electrical and Electronic Equipment (WEEE) compliance. Allowing easy upgradability and retrofitting capabilities that reduces CO<sub>2</sub> emissions, both in the manufacturing processing and transportation of components and terminals. Lastly, our packaging uses minimum plastic and environmentally friendly and recycled paper (>90%).

Diebold Nixdorf AllConnect Services<sup>SM</sup> for retailers includes maintenance and availability services to continuously optimize the performance and total cost of ownership of retail touchpoints such as checkout, self-service and mobile devices, as well as critical store infrastructure. As a single point of contact, Services employees plan and supervise store openings, renewals and transformation projects with attention to local details and customers' global information technology (IT) infrastructure.

The DN Vynamic® software suite provides a comprehensive, modular and open solution ranging from the in-store check-out to solutions across multiple channels that improve end-to-end store processes and facilitate continuous consumer engagements to support a digital ecosystem. The software suite cuts both costs and customers CO<sub>2</sub> emissions by implementing remote tracking of cash levels (cash management), power management software, secure and remote deployment of software updates.

DN Vynamic® Digital Receipt, launched in 2022, is a sustainable solution to reduce the amount of thermal paper receipts. Consumers can receive digital receipts via QR code at the point of sale (POS) without the need to register or via their retailer's app, so they have it available whenever necessary. Retailers can easily add accessible promotions and offers to strengthen customer loyalty, while significantly saving costs and reducing their environmental impact.





# SUSTAINABLE SUPPLY CHAIN

## COLLABORATION ACROSS THE VALUE CHAIN

If broad commitments to environment, social and governance are going to be truly effective, then they need to include the wider supplier and stakeholder ecosystem. This is a much bigger undertaking and will require time and commitment on both sides. Back to trust and the need for open and visible relationships across the value chain.

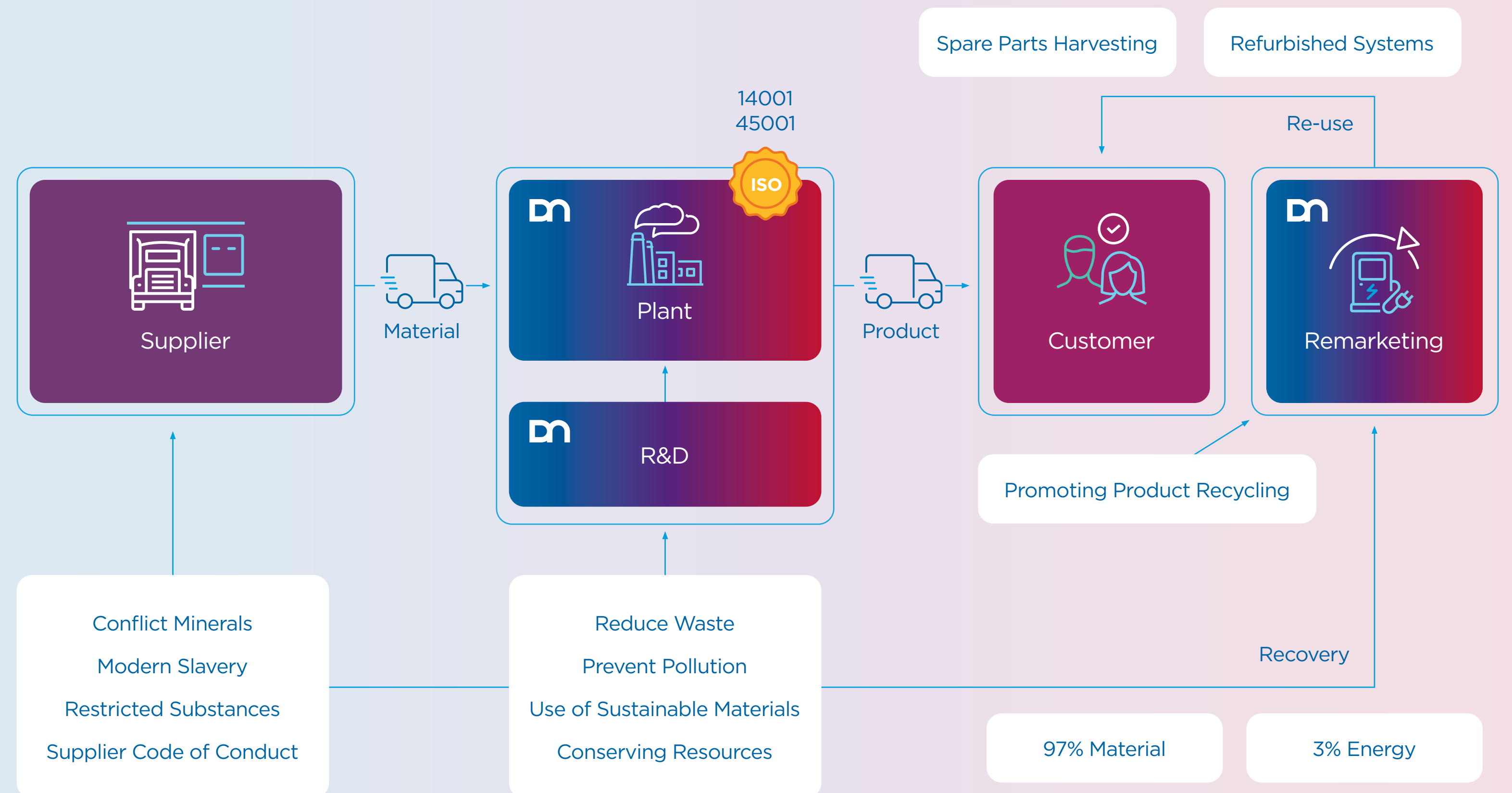
Diebold Nixdorf's Supplier Code of Conduct (SCOC) requires our suppliers to adhere to high ethical standards, support sustainable business practices and respect human rights. In our supply chain, we focus on using environmentally sustainable materials, which have a positive impact on our operational efficiency while benefiting our customers. We value collaboration and engage in proper transactions with business partners around the world.

Managing the social, ethical, environmental and human rights impacts in our supply chain is part of our value-chain approach to embedding sustainability throughout our business. Diebold Nixdorf suppliers are required to confirm that they apply our SCOC during the mandatory onboarding process based on our internal supplier compliance screening tool. Diebold Nixdorf's Terms and Conditions, which are referenced in each purchase order, also link to the SCOC.

In addition, all third parties acting on our behalf to sell or market our products or interact with government entities on our behalf must act in line with our Diebold Nixdorf Code of Business Ethics and all relevant policies and procedures. These third parties are screened and monitored to ensure compliance with all applicable laws and regulations.

### Materials

Environmentally sustainable materials are a top focus when it comes to our supply chain. These materials have a positive impact on our operational efficiency and benefit our customers. Direct material suppliers participate in our due diligence processes, perform similar due diligence on their own supply chains, and provide complete and accurate information when requested. Additionally, every contract we sign with our direct suppliers includes a mandate to adhere to our Supplier Code of Conduct with the objectives of reducing waste, preventing pollution, promoting recycling and conserving resources.







Our expectations for meeting environmental standards are an integral part of our SCOC. In addition, we expect our direct material suppliers to have a certified environmental management system to International Standards Organization (ISO) 14001 or equivalent standard; we monitor compliance with environmental standards through periodic audits of our suppliers.

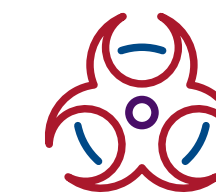
Furthermore, Diebold Nixdorf strives to limit and reduce the hazardous substances that are used in our global operations. We also work directly with suppliers who share this commitment. Through our Restricted Substances and Prohibited Substances Program, we proactively work to avoid the use of known hazardous chemicals in the products we provide to our customers.

Key to our chemical management strategy is a comprehensive review of materials, which starts with a regulatory search of all applicable chemical regulations and use restrictions. The search includes Diebold Nixdorf-specific restrictions (which often go beyond regulatory requirements), and local and global regulations. We then identify the environmental and safety controls needed to protect personnel and the environment during a chemical's intended use.

At Diebold Nixdorf, we also bear responsibility for ensuring that our products are compatible with environmental requirements. The principal raw materials used in our manufacturing operations are steel, plastics, electronic parts and components, and spare parts, which are purchased from various major suppliers. One major aspect of our responsibility is to reduce the volume of critical substances in our products. Numerous legal provisions such as Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), Restriction of Hazardous Substances Directive (RoHS), the Toxic Substances Control Act, and California Proposition 65

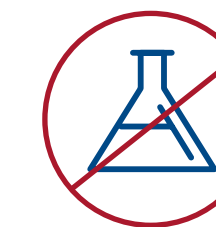
underline our responsibilities. Based on legal stipulations and our own requirements, we have compiled lists of restricted substances that form an integral part of our arrangements with our respective suppliers. All suppliers must observe and comply fully with these substance lists.

## Restricted Substances Lists



### REACH CANDIDATE LIST

The European Union (EU) REACH directive (EU Directive 1907/2006, including its updates) obliges product manufacturers to inform their customers about particularly hazardous substances, including substances of very high concern, used in the manufacture of their products. Our approach is to avoid using substances that appear on the Candidate List in any Diebold Nixdorf products worldwide. We impose an obligation on our suppliers globally to avoid using substances on the Candidate List in a concentration above 0.1% weight by weight (w/w) in any of the materials they supply to us.



### PROHIBITED SUBSTANCES LIST

The list of prohibited substances contains a range of substances/substance groups whose use or circulation in our products and related resources is prohibited or restricted by current legislation. We impose an obligation on our suppliers all over the world to comply with laws prohibiting and restricting the use of prohibited substances.



# WASTE AND RECYCLING MANAGEMENT

We have published an enterprise-wide Sustainability Policy, which includes our guiding sustainability principles and provides our methodology to address resource consumption and waste at our production plants and offices. We actively pursue methods to reduce our impact on the environment, preserve natural resources and contribute to a long-term, ecological balance. This includes recycling electrical equipment and ATMs every year, reusing packaging and pallets, carpooling, telecommuting, consolidating offices, installing energy efficiency lighting, saving water and more.

In addition, the Diebold Nixdorf Waste Management Policy provides operational requirements for the safe, responsible and ecologically sound management of the different types of waste generated at Diebold Nixdorf facilities or projects. We actively embed waste conservation and recycling practices throughout our production and office locations with plans to set global reduction targets. Where possible, we follow the “ARRR” principle: Avoidance before Reducing before Reusing before Recycling, and only then disposing materials that are considered as specially regulated waste. The management of significant waste-related impacts is delegated accordingly so every level and aspect of the business is covered:

- Department and business unit leaders are responsible for reviewing operations to determine where waste can be reduced at its sources of generation — acquiring items that are durable, have minimal packaging or are readily recyclable when discarded — and making every attempt to purchase items only when needed and in amounts that are not excessive.
- Diebold Nixdorf employees, contractors and vendors are responsible for all applicable materials or equipment brought into a Diebold Nixdorf facility, separating defined waste types and placing identified waste materials in the appropriate containers.

- Diebold Nixdorf Procurement is responsible for prioritizing goods and services that have a less negative effect on human health and the environment, promoting the purchase of durable and environmentally preferable products, and prioritizing these purchases over single-use or disposable products.
- Diebold Nixdorf Operations is responsible for establishing procedures to manage waste sources. This includes setting specific recycling targets, managing waste and recycling collection areas for the drop-off of various waste sources in each building, maintaining up-to-date procedures for reuse and recycle requirements, and keeping records of all waste reduction, management and recycling activities.
- The Global Sustainability team and the EHS department are responsible for developing and communicating waste and recycling policies and guidelines, facilitating an analysis of Diebold Nixdorf-owned operations’ waste and recycling program status, developing guidelines with a focus on minimizing the environmental impact and CO<sub>2</sub> emissions, regularly updating senior leadership regarding performance and compliance, and regularly reviewing documents for applicability and amendment.

We have focused on finding ways to recover materials and regenerate resources to create circular economy solutions that reduce costs and environmental impacts. Our supply chain organization works to reduce the environmental impact associated with reverse logistics operations — that is, the return of products and materials to Diebold Nixdorf and our supply chain. We seek opportunities to capture circular economy value on returns, including restocking back to inventory, repairing, reuse as warranty spares, or extending product life through resale in the secondary market. Electronic components that cannot be reused or resold are routed through Diebold Nixdorf’s network of recycling vendors, with the majority of materials reclaimed for precious metals or recycled.

In 2021 and 2022, Diebold Nixdorf analyzed and collected our waste stream data — materials we either reuse, recycle or dispose. We have defined material groups that we recycle at our offices, production facilities or through our Global Product Stewardship program. We track recycling data, including electronics waste (e-waste), steel, aluminum, mixed metals, universal waste, mixed wood and paper, mixed plastics, and finally a miscellaneous category. Diebold Nixdorf meets all reporting, recording and notification requirements in all our global operations.

The table below represents a U.S.-based example of the materials we recycle and how much we recycled in tons in each category from 2021 and 2022. We intend to broaden our waste and recycling data collection efforts globally.

DIEBOLD NIXDORF MATERIAL GROUPS	RECYCLING VOLUME FROM 2021 AND 2022
Mixed Wood and Paper	233.78
Steel	3,256.58
Aluminum	4.61
Mixed Metals <sup>1</sup>	1.06
E-Waste	77.16
Universal Waste <sup>2</sup>	29.00
Mixed Plastics	31.88
Miscellaneous <sup>3</sup>	19.01
<b>TOTAL MATERIALS RECYCLED</b>	<b>3,653.07 tons</b>

\* We worked with our internal and external partners to collect information on the disposal and treatment of non-hazardous waste generated in Diebold Nixdorf’s facilities. The total non-hazardous waste activity across Diebold Nixdorf will be included in future reporting

<sup>1</sup> Our mixed metals category includes brass, bronze, copper, iron, zinc and more.

<sup>2</sup> Universal waste includes batteries, pesticides, mercury-containing equipment, light bulbs, and aerosol cans.

<sup>3</sup> Our miscellaneous category includes all waste materials that did not quite fit in the other categories described above. For example, concrete shells, glass doors and foam pallets.



## Mixed Wood and Paper

One ton of uncoated virgin printing and office paper uses 24 trees. So, by recycling 233.78 tons of mixed paper and wood between 2021-2022, we have saved more than 5,500 trees by recycling our various wood, paper, and cardboard products. Between 2012-2022, we have saved more than 17,500 trees by recycling our various wood, paper and cardboard products.

## Steel

Steel is the most recycled material in the U.S., and recycled steel saves 60% production energy. We recycled more than 6.5 million pounds of steel over a two-year period in the U.S. alone, equating to 4,935.1 metric tons of carbon emissions avoided.

## Aluminum

One ton of recycled aluminum saves 14,000 kilowatt hours (kWh) of energy. Through our aluminum recycling efforts, we assisted in saving more than 64,540 kWhs of energy.

## Mixed Metals

Mining virgin metal is extremely taxing on the environment, harming the environment itself by digging into grounds with rich biodiversity while using a significant amount of energy in the process. We are taking every effort to ensure we are collecting and separating metals to be recycled downstream. Between 2021 and 2022 we have recycled 1.06 tons of mixed metals, equivalent to saving 81 gallons of oil.

## E-Waste

Recycling e-waste has several benefits, with the largest being the reduction of toxic substances and heavy metals (like mercury, lead, and cadmium) getting into landfills and eventually the surrounding environment. From 2021-2022, we have saved an estimated 6.15 million hours of electricity by recycling over 77 tons of e-waste.

## Universal Waste

From 2021-2022, we recycled 29 tons of universal waste. Recycling universal waste conserves our natural resources, reduces waste in landfills, reduces harm to the environment and protects human health. It is important to Diebold Nixdorf that we properly recycle or dispose all hazardous waste to ensure we are not harming the environment through this process.

## Mixed Plastics

Mixed plastics range from fans and connectors to clean plastics. Recycling mixed plastics reduces waste and GHG emissions, reduces pollution and promotes our commitment to divert waste from entering landfills. Over a two year-period, we recycled over 30 tons of mixed plastics, equivalent to saving more than 180,000 kWhs of energy.

## Miscellaneous

From 2021-2022, we have kept an estimated 54.9 metric tons of CO<sub>2</sub>e emissions from being released into the atmosphere from the miscellaneous items we diverted from the landfill by recycling. For all the recycling in this two-year period, we diverted more than 19.01 tons of waste from entering landfills across the U.S., which represents a significant reduction in carbon emissions from our U.S. recycling initiatives.



## GLOBAL PRODUCT STEWARDSHIP PROGRAM

We are guided by the Waste from Electrical and Electronic Equipment (WEEE) EU rules on treating waste electrical and electronic equipment. The directive requires the separate collection and proper treatment of WEEE and sets targets for their collection, recovery and recycling. Diebold Nixdorf is committed to meeting WEEE standards and is proud of the progress we have made.

The French Ministry of the Environment has recently renewed its agreement with DN for the sustainable management of our electrical and electronic equipment waste from components inside our ATMs and self-checkout (SCO) solutions. With this agreement, our customers benefit from a trusted partner for the waste management of their DN solutions at end-of-life. Whether the waste is reused, repaired or destroyed, customers can be assured that it is managed in a way that is best for the planet.

Diebold Nixdorf's actions for the recovery, repair and reuse of the company's solution parts and the results obtained by this approach in France were presented to the French Environment and Energy Management Agency (ADEME) and the Inter-Filières REP Commission - Extended Producer Responsibility (CIFREP). At the end of the presentation, representatives of the unions of producers and recyclers and representatives of the citizen associations gave their agreement to DN to keep the current system of WEEE management. This approval allows DN to certify its actions and officially promote this approach to its customers.

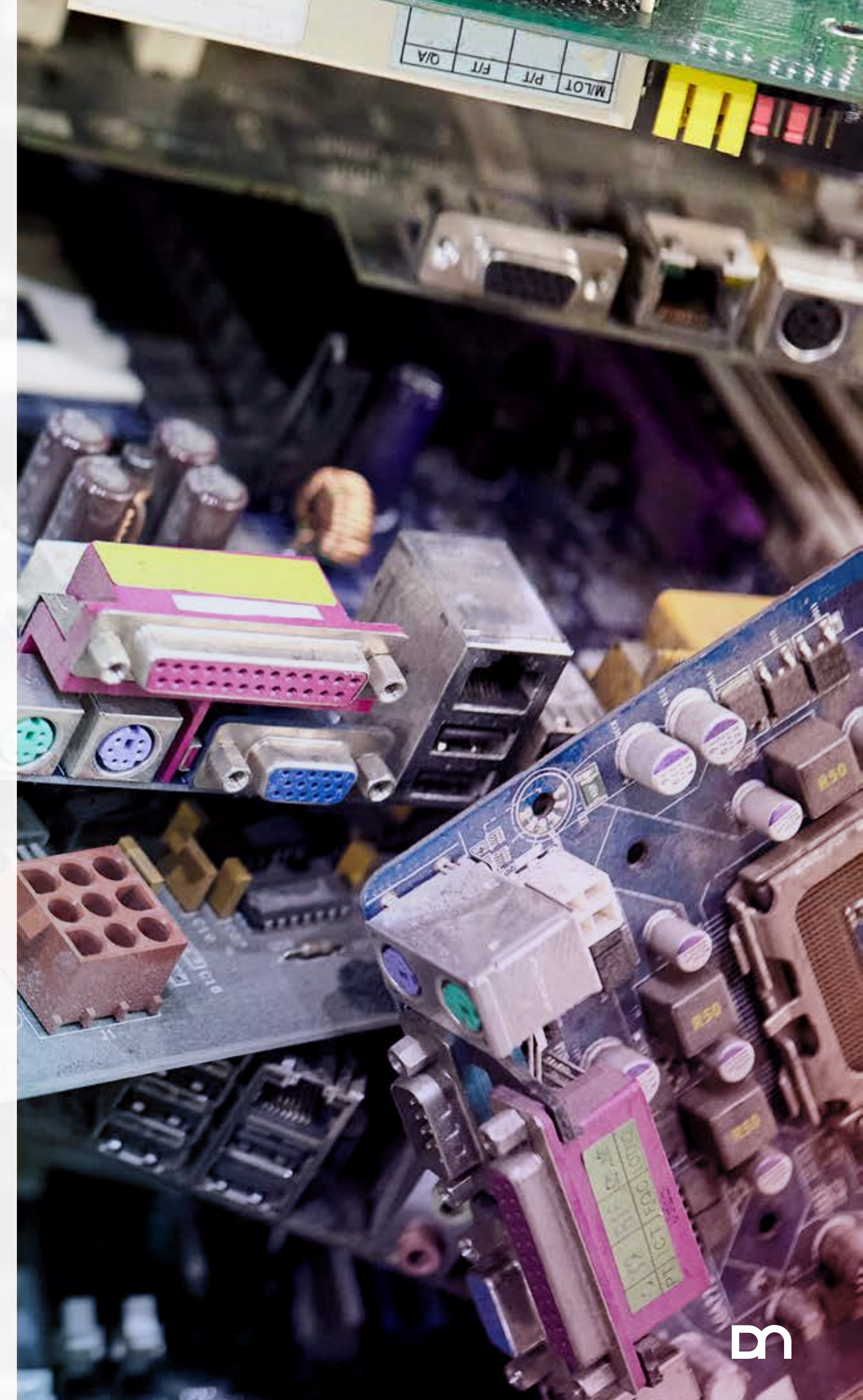
Diebold Nixdorf France's current operating mode for managing this type of waste is a strong competitive differentiator, a key value for the company and a source of savings on end-to-end management of our solutions. We have officially received approval from the Ministry of the Environment and representative of CIFREP to continue our WEEE management method for six years for large equipment (ATMs and SCOs) and for three years for screens and small electronic equipment.

Our Global Product Stewardship (Recycling — Take Back) Program aims to minimize the environmental impact of our products at their end-of-life and ensure they are handled according to high environmental standards. Diebold Nixdorf has maintained this program to recycle out-of-use ATMs and other electronic hardware for more than a decade to ensure they do not go to landfills, including active recycling programs in the Americas and throughout Europe. This program is available to all our Banking and Retail customers worldwide. Minimally, all selected recyclers are third-party audited in accordance with ISO standards, such as ISO 14001 and ISO 45001, but also in accordance with specific recycling standards, such as the Responsible Recycling certification.

It is estimated that more than 12 million tons of plastic enters the world's oceans every year, putting all forms of marine life at risk. We are evaluating all our products to ensure we are offering a recycled alternative through our Diebold Nixdorf Global Product Stewardship Program whenever possible. We offer complete end-of-life disposal services for ATMs and other products to ensure all components are discarded in an environmentally sound way.

We are focused on recycling our ATMs and other retail hardware, and we are also focused on extending our product lifecycles. When a product is returned at the end of its life, we can re-use certain components, which allows us to reduce the volume of waste from the old product and reduce the number of materials needed to build the new product. We have also expanded how we source repairable parts from around the world to include materials gathered via harvesting.

The harvesting process involves collaborating with internal teams to identify where customers want to trade their existing installed base for new units. Our colleagues provide model and configuration information so we can determine if there is an opportunity to harvest modules or any other components from the units they are replacing. We run harvested materials through our repair process to ensure they meet our high-quality standards before making them available to our field technicians. This sustainable approach allows us to redeploy high-quality parts while reducing our impact on the environment.





## GLOBAL PRODUCT STEWARDSHIP PROGRAM

As we continue our efforts to compile product recycling data in all countries where we offer this service, we are including data for our Brazil, Germany, and Canada Product Stewardship programs seen below.

### BRAZIL

	2021	2022
<b>PROCESSED SYSTEM</b>	10,668	1,483
<b>TYPES OF WASTE</b>	<b>TONS</b>	<b>TONS</b>
Mixed Metals <sup>1</sup>	2,244.9	859.6
Component Parts and Pieces <sup>2</sup>	289.4	108.7
Recycled Polymers	87.0	8.1
Wood	51.8	—
Compound Polymers	30.4	5.7
<b>TOTAL IN TONS</b>	<b>2,703.4</b>	<b>982.1</b>

\* We worked with our internal and external partners to collect information on product recycling generated in Diebold Nixdorf's Brazil facilities.

1 Our mixed metals category includes brass, bronze, copper, iron, zinc, and more.

2 Our component parts and pieces category represent small components of used products.

### GERMANY

TYPES OF WASTE	2021 TONS	2022 TONS
Spare Parts Modules (piece) <sup>1</sup>	16,199	12,962
Re-marketed Systems (pieces) <sup>2</sup>	427	157
Old equipment (metric tons)	3,124	2,327

\* We worked with our internal and external partners to collect information on product recycling generated in Diebold Nixdorf's Germany facilities.

1 Our Spare parts modules category represents singular pieces of systems that could not be reused again as is.

2 Our Re-marketed systems category includes entire systems that could not be reused again as is.

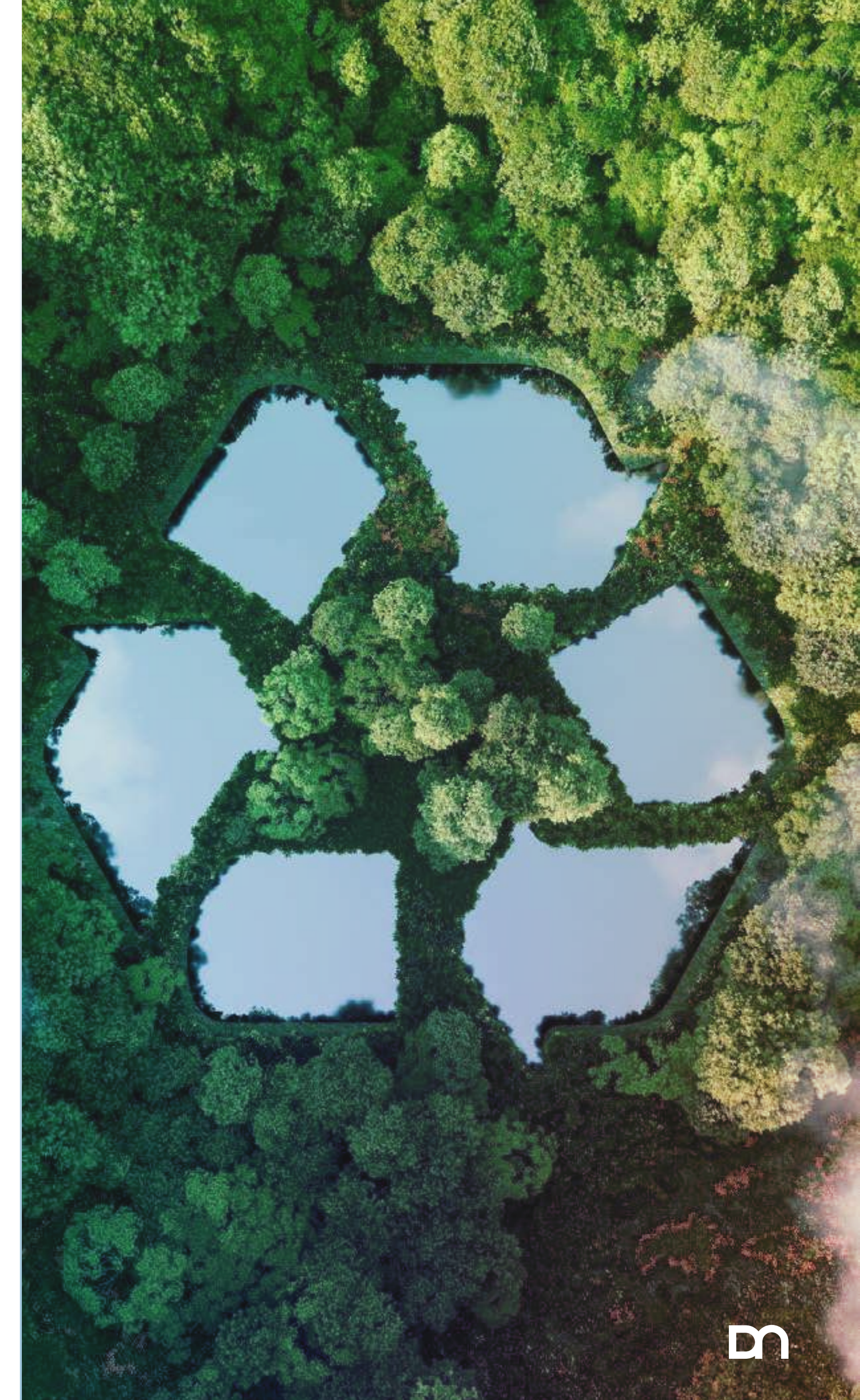
### CANADA

TYPES OF WASTE	2022 POUNDS
Component Parts and Pieces <sup>1</sup>	11,048.4
Flat Panel Monitors	142.2
Ferrous Materials <sup>2</sup>	59.5
Plastic Parts	33.1
Wire	82.7
Cardboard	35.3
Mixed Steel	451.9
Printers Desktop Model	33.1
Mixed Toner and Ink	94.8
<b>TOTAL</b>	<b>11,980.9</b>

\* We worked with our internal and external partners to collect information on product recycling generated in Diebold Nixdorf's Canada facilities.

1 Our Component Parts and Pieces modules category represents singular pieces of systems that could not be reused again as is.

2 Our Ferrous Materials category represents any materials that contain iron.







# WATER CONSUMPTION AND CONSERVATION

We are committed to preserving natural resources by reducing our consumption of water and avoiding polluting waterways. We use ground water for our manufacturing operations, office and warehouse locations to reduce our consumption of valuable drinking water.

While the water consumption footprint of a light-manufacturing and technology services company like Diebold Nixdorf presents a limited opportunity to enact significant reductions of water consumption, we strive to improve our water use efficiency through proactive monitoring at our primary locations around the world. We believe that sound water stewardship makes our operations more resilient while reducing any potential impacts on the communities in which we operate.

We believe that access to water and sanitation is a human right. All our employees have access to clean drinking water, and we work with our community members to donate water supplies in regions that are considered “water stressed.” We remain diligent in gathering data where possible and applying it to drive reductions in water consumption worldwide. We regularly analyze the wastewater generated by our company to ensure it complies with all legal requirements and does not include any prohibited pollutants. We then provide the results of these analyses to supervisory authorities and engage in open, transparent dialogue.

In 2020 and 2021, we had several global locations missing water consumption data in our cloud-based resource management tool, reflecting a lower total of water withdrawal and discharges. During the 2022 reporting period, we increased our internal efforts to capture a higher percentage of water consumption data from our global operations. The table below represents our progress in capturing missing data from

some locations in 2022 and more accurately reflects Diebold Nixdorf’s water consumption total. We are making every effort to collect this information across our manufacturing, offices and warehouses to establish a water consumption baseline and implement plans for reducing water consumption in 2023 and beyond.

DIEBOLD NIXDORF GLOBAL WATER CONSUMPTION*	2020	2021	2022
Total Withdrawals (ML) <sup>1</sup>	16.52	59.36	63.09
Total Discharges (ML)	13.49	54.5	54.21
<b>Total Water Consumption (ML)<sup>2</sup></b>	<b>3.03</b>	<b>4.86</b>	<b>8.88</b>
<b>ADJUSTMENT OF WATER CONSUMPTION BETWEEN BASELINE AND 2022 (ML)</b>		<b>(5.85)<sup>3</sup></b>	

\* In the interest of completeness and transparency, the Company has been working to capture its global water consumption from Operations. The Company continues to improve the identification and collection of data within its organizational and operational boundaries. Because of the size and complexity of Diebold Nixdorf, it is not always possible to obtain all necessary information to complete all segments of the water inventory. When information cannot be obtained in a timely manner, Diebold Nixdorf uses extrapolations to provide the most complete inventory possible. As data becomes available or when additional water sources are identified, they will be incorporated into the inventory.

<sup>1</sup> Megaliters (ML)

<sup>2</sup> For reporting years, 2020, 2021 and 2022, the reported data for total water consumption in megaliters per year reflects Diebold Nixdorf offices and manufacturing facilities in the U.S., Brazil, and Germany.

<sup>3</sup> In 2022, Diebold Nixdorf was successful in capturing water consumption data that was previously missing in 2020 and 2021. Therefore, our total water consumption increased by 5.85 ML.

By 2025, Diebold Nixdorf’s Global Sustainability team plans to use a climate-related scenario analysis, the World Resources Institute Aqueduct Water Risks Atlas, and the World Wildlife Fund Water Risk Filter to inform Diebold Nixdorf’s water conservation strategy. Water stress increases risk for communities and businesses alike. At Diebold Nixdorf, we strive to have increasingly positive and minimally negative impact on the world around us.



# PEOPLE (SOCIAL)

Our employees are our greatest asset, and their expertise and passion for applying Diebold Nixdorf's Sustainability Principles help us address global challenges and are critical to achieving our sustainability goals.

We have long cultivated a culture that strongly encourages employees to get involved in their communities, and our employees have volunteered countless hours globally over the past decade. Diebold Nixdorf encourages its employees to perform volunteer activities in their communities by providing paid time to its employees to volunteer up to sixteen (16) hours per year. If all employees take advantage of this policy, DN employees will have received paid time off for volunteer hours in 2021 and 2022, representing 672,000 volunteer hours.

We are committed to ensuring our employees have a safe workplace with a goal of zero injury, incident and health impact. Therefore, proactive management of issues relating to EHS factors is a core component of our company strategy and corporate culture. We are also aware of our place in the global community and have an increased awareness on responsible resource consumption, which has a positive impact on waste generation and potential climate and environmental impacts and is a core component of our sustainability strategy.



## EMPLOYMENT

Diebold Nixdorf is improving the employee experience by leveraging best practices and investing in the tools necessary to develop and reward talent across our organization. We govern our actions by our shared values:



We have invested in our internal communications resources to better engage our employees. We have an intranet, called The Exchange, to keep employees informed about key changes to our business, new product launches and progress on strategic initiatives. To maintain a competitive workforce, we are evolving and enhancing how we train, identify and promote key talent. Diebold Nixdorf has continually improved and standardized our employee review process — encouraging regular performance reviews and feedback that will set clear expectations, motivate employees, and reinforce the connection between pay and performance. We expanded our global talent review program for talent development and succession planning to go deeper into our organization below senior leadership roles. Diebold Nixdorf is committed to providing skills training and economic opportunity for our employees and in the communities where we operate.

## DIVERSITY, EQUITY AND INCLUSION

As a global company, we support diverse customers in diverse markets with diverse needs.

Diversity within our own company — whether cultural, gender, racial or other — means we value the many different and varying perspectives and solutions that our people bring to the table. We believe that a diverse workforce fosters innovation and growth. Respect for and sensitivity toward each employee’s individuality is central to our culture of diversity, equity and inclusion (DEI) so that we are a desirable workplace for everyone.

Diebold Nixdorf has and continues to implement non-discriminatory policies and provides equitable healthcare and other benefits that are inclusive for all our employees. In 2021, we launched four employee resource groups (ERGs), which are voluntary, self-sustaining employee-led groups based on shared characteristics, social identity or life experiences. In 2022, we also added two additional ERGs and are planning two more in 2023. The relationships developed across these groups are mutually beneficial for our employees and for Diebold Nixdorf. ERGs serve as a resource for members and organizations by fostering a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices and objectives.

### THE ERGS INCLUDE:

#### PRIDE @ DN

Represents the interests of LGBTQ+ employees. The mission of Pride @ DN is to cultivate a safe, positive, and inclusive environment that empowers and encourages members and allies through connection, community, sharing, and outreach. They have about 175 members across the world. In 2022 Pride @ DN hosted several events, including meetings on How to Get Your Act Together on Diversity and Inclusion, Knowledge Hour: Pronouns Matter, a Virtual Pride Parade, a Pride Month Panel Discussion, and a Lunch and Learn with the Trevor Project.

#### VETERANS @ DN

Recognizes the sacrifice of all Diebold Nixdorf veterans and the families of veterans. The mission of Veterans @ DN is to recognize the sacrifice of all DN Veterans and the families of Veterans, to attract and retain Veteran talent to DN, to assist and educate those transitioning from military service to civilian life, and to assist in Veteran’s causes within our communities. They have about 160 members. Some of their events in 2022 included a Memorial Day virtual wall, a PTSD Awareness Virtual Walk, and a Veteran’s Day event held at our facility in North Canton, Ohio to honor our DN Veterans.



#### MULTICULTURAL CONNECTIONS

Provides a voice to employees who are part of underrepresented ethnic and cultural groups. The mission of Multicultural Connections is to give voice to employees who are part of underrepresented ethnic and cultural groups at DN by providing a safe space for sharing experiences, creating paths to inclusion, and serving as a network for employees. They have about 450 members across the world. In 2022 they held a Black History Month celebration to celebrate the work that Black scientists and inventors have accomplished. They also held a Black History Month Panel for DN employees to share their experiences and views on influential Black people.



# DIVERSITY, EQUITY AND INCLUSION

## WOMEN @ DN

Aims to build a positive and supportive community for women to promote their professional and personal growth. Women @ DN's goal is to welcome and empower women at DN by providing support, events, and education that aim to build a positive, supportive community of women and promote their professional and personal growth. They have over 400 members globally and have meetings every month. Meeting topics in 2022 included mental health awareness, professional development, an internal speaker roundtable, and a networking event.



## SPARKS @ DN

Provides a platform to create empowerment and connection as well as synergies for all German-speaking employees. SPARKs @ DN is open to all German speaking DN employees and has about 180 members. Their mission is to have a platform in place to create empowerment and connection as well as synergies. They want to support efficiencies and stimulate knowledge exchange. They have a buddy system in place to provide employees with mentorship, and they also host community meetings and roundtable discussions. At each meeting, a "Champion" is invited to talk about a topic of interest, which may include anything from personal development to a business-related topics.

## PARENTS @ DN

Drive positive change by supporting and advocating for parents to build a flexible and family-friendly culture at DN. The mission of Parents @ DN is to improve conditions for the working parent by removing the barriers that parents face in the workplace and the knock-on impacts these barriers may have at home. Parents @ DN drives positive change by supporting and advocating for parents to build a flexible and family-friendly culture here at DN. They have over 350 members across the globe. Some of their 2022 events included Mother's Day and Father's Day celebrations, Bring Your Kids to Work Day, and meetings on Supporting Kids Through Stress and Raising Diversity.

We are continuing to enhance our DEI initiatives to recruit, retain and promote a diverse workforce. These efforts will not only promote innovation and growth but will also strengthen our relationships with customers spanning more than 100 countries with diverse cultural, gender, racial and other profiles. We believe that our diversity commitment delivers a benefit for society and Diebold Nixdorf because the talents and experience of our multicultural teams, comprising members from different backgrounds, contribute to an environment where ideas for innovative business processes and software solutions can arise.

Diebold Nixdorf also earned strong marks in the Human Rights Campaign (HRC) Foundation's 2022 Annual Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. As a result of our DEI efforts, we received a score of 90 out of 100 on the CEI. Our score outpaces the average score of all Fortune 500 companies evaluated by the HRC. To date, we have already committed to our participation in the 2023 Annual CEI survey and will share those results in future reporting.





## SUPPLIER DIVERSITY

We are committed to growing our supply chain and working with diverse suppliers. Aligned with our ESG and diversity, equity and inclusion programs, Diebold Nixdorf's Supplier Diversity Program encourages our team members to seek out meaningful business opportunities with suppliers who share the same commitment to diversity.

In 2021 and 2022, Diebold Nixdorf's Supplier Diversity team launched an effort to significantly increase the diversity of our supply chain. The most notable increase was our minority spend from 2020 to 2022. We are committed to proactively pursuing certified diverse suppliers that can provide competitive, high-quality goods and services in accordance with our policies and our customers' requirements. Diebold Nixdorf's Procurement and Sourcing departments will be reviewing existing suppliers and increasing their efforts to attract a diverse supplier base.

Diebold Nixdorf has established specific goals regarding supplier diversity and other key partnerships. Specifically, we have set a three-year goal to increase our spend with diverse suppliers, and as part of that investment, we will be supporting new opportunities for small and certified diverse suppliers. Diebold Nixdorf's primary focus in the next three years is to grow its Tier 1 diverse supplier spend. Simultaneously, Diebold Nixdorf will develop a more robust Tier 2 diverse supplier spending program. This will include elements such as Tier 1 suppliers reporting on diverse spending information relating to Tier 2 suppliers, requiring Diebold Nixdorf contracts with Tier 1 suppliers to use diverse Tier 2 suppliers, and instituting a review of such information through an audit process. This will enable us to accurately track Tier 2 diverse spending and engage Tier 1 suppliers to meet spending goals with Tier 2 diverse suppliers.

We are also regularly engaging with our customers' supplier diversity teams to share best practices and benchmarks. For example, in 2021 and 2022 our Supplier Diversity team achieved recognition from a key customer who has named Diebold Nixdorf as one of its Gold Suppliers, a designation for preferred suppliers who are distinguishing themselves through excellent performance, integrity and partnerships to serve the needs of its business and customers.





# LABOR, HEALTH AND SAFETY

## OPERATIONS MANAGEMENT SYSTEM

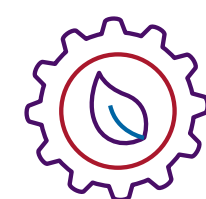
Our Operations Management System is aimed at creating benefits for our customers while ensuring and improving the occupational health and safety of our employees, protecting the environment, and defining clear rules and instructions for managers and employees. It is based on the requirements and recommendations of the internationally recognized and successful standards ISO 9001:2015 (ISO 9001), ISO 14001:2015 (ISO 14001), ISO 45001:2018 (ISO 45001) and ISO/ International Electrotechnical Commission (IEC) 20000-1:2018 (ISO 20000). As a global company, we are obligated to comply with international standards, and we conduct regular audits to ensure compliance, Depending on the certification, specific standard aspects are described for individual certified organizations within the company.

The entire scope of the Operations Management System covers the following:



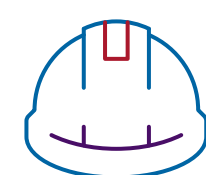
### QUALITY MANAGEMENT

Research, development, manufacturing and supply of products and solutions for financial and retail industries, including provision of facility management services and maintenance of manufacturing machinery, as well as provision and operation of security services.



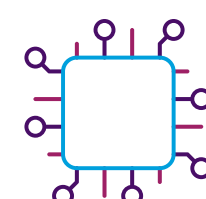
### ENVIRONMENTAL MANAGEMENT

Research, development, manufacturing, and supply of products and solutions for financial and retail industries, including provision of facility management services and maintenance of manufacturing machinery as well as generation of electrical and thermal energy for manufacturing.



### OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Manufacturing and supply of products and solutions for financial and retail industries.



### SERVICE MANAGEMENT

Development, provision and operation of services for financial and retail industries, including outsourcing, IT infrastructure services and solutions as well as application services.

Diebold Nixdorf's product manufacturing plants and existing assembly facilities are certified under the International Organization for Standardization's ISO 14001 standard for environmental management systems. ISO 14001 provides assurance to Diebold Nixdorf's management, our employees and external stakeholders that our environmental impact is being measured and improved.

The Sustainability and Environmental, Health and Safety (EHS) teams and the EHS department are responsible for supporting sustainable development and ensuring Diebold Nixdorf's compliance with all applicable EHS-related regulations. This responsibility is a team effort, delivered collectively through the management activities of our workforce around the globe. We are focused on the proactive management of issues relating to climate change and ensuring employees are provided with information on how they can support our sustainability goals.

In reference to our Operations Management System, the percentage of our workforce that is contract, leased or contingent labor is currently between 20-25% and will fluctuate based on business needs. This entire population would be covered by the Operations Management System in the same way our applicable direct-hire staff would be, and this system is audited internally as well as by external parties if external certification is desired. There are no exceptions. Diebold Nixdorf hires external parties to manage some of our global warehouse operations, as well as hires third-party partners for some field service and installation projects. While we don't manage the employees at those locations or in those tasks, we recognize their activities can have an impact on our success. As such, we do implement various levels of audits or site walkthroughs.



## OCCUPATIONAL HEALTH AND SAFETY HAZARDS, RISKS AND INCIDENTS

On a global basis, Diebold Nixdorf has a Global Incident Reporting tool that allows employees to report any incident, concern and/or unsafe condition individually and anonymously.

Reports are distributed to managers and functional leaders within the Legal and Risk department for review and action as necessary. On the basis of the risk assessment, actions to avert danger are initiated and the effectiveness of these actions is evaluated. The result of the risk assessments, the defined actions and the result of their evaluation are documented in various function-based and local electronic databases. The risk assessments are regularly updated, especially after legal or operational changes.

For identified emerging situations, preparations are made by responding to incidents, including first aid cases. Relevant responsible parties are included in the investigation and development of planned responses based on the identified nonconformity. These responses would then be routed back into the risk assessment process and updates made to the management system as needed, thus realizing a continuous improvement cycle.

All employees also can report potential misconduct to any supervisor or manager, any Human Resources representative, any member of the internal Ethics & Compliance team, or the Diebold Nixdorf anonymous EthicsPoint hotline using global phone numbers or an internet portal. Finally, all employees are protected from reprisals when reporting incidents, hazards, risks and opportunities. All employees can also remove themselves from work situations that pose an imminent and serious danger to their life or health.

## OCCUPATIONAL HEALTH SERVICES

Guidance and direction on the safety and health of our employees, as well as protection of the environment and implementation of sustainability initiatives, is completed under the primary global direction of the Legal department.

Globally, our Director for Environmental, Safety and Health, who is a Certified Safety Professional, has several country-level direct staff and maintains relationships with all designated points of contact. Our Global Sustainability Leader similarly has country-level liaisons and contacts to assist in the collection of data and the implementation of global or local improvements. Professional staff are assigned responsibility for management system component support, either actual completion and documentation, or direction to various business segments for the same. Additionally, further support is provided in some countries by shared resources in other departments or retaining local consultants. All such resources are responsible for systems management support, including documentation, training and investigation. All collected data is kept in the strictest confidence and meets all global data privacy requirements.

The Global Environmental Health and Workplace Safety Policy helps to ensure Diebold Nixdorf employees enjoy a safe workplace with a goal of zero injury, incident and health impact and supports our objective to provide customers with products and services that have minimal impact on the environment and no adverse effects on public health or the communities where we operate. This Global Environmental Health and Safety Policy applies to all directors, officers, contractors and employees worldwide of Diebold Nixdorf and its subsidiaries.







Diebold Nixdorf conducts business globally in a responsible and sustainable manner, which includes protecting the environment and the health and safety of our employees, associates, customers and the communities in which we operate. The goal of this policy is zero environmental, health or safety incidents. All Diebold Nixdorf employees must:



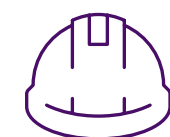
Maintain a safe workplace.



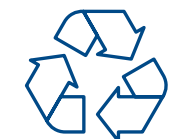
Promptly alert a supervisor and appropriate Safety employee of any environmental, health or safety hazards, incidents or concerns through incident reporting procedures established and communicated by Diebold Nixdorf.



Be aware of and comply with all applicable laws, regulations, applicable standards and Diebold Nixdorf policies, procedures, guidelines and other requirements for environmental, health and workplace safety.



Conduct operations and activities in a way that avoids unacceptable risk to health, safety and the environment.



Minimize waste and pollution, promote reuse and recycling, and conserve resources.



Remain committed to continuous improvement and EHS risk reduction.



Promptly contact a supervisor or responsible safety employee regarding any question.

## EMPLOYEE TRAINING AND PARTICIPATION

Our Global Environmental Health and Safety Policy is the overriding policy governing our actions in the EHS space. Particularly regarding employee participation, consultation and communication, all our employees are expected to:

- **COMPLY WITH ALL APPLICABLE EHS POLICIES, PROCEDURES AND LEGAL REGULATIONS;**
- **PROMPTLY REPORT TO SUPERVISION ALL OCCUPATIONAL INJURIES, ILLNESSES, ENVIRONMENTAL AND NEAR-MISS INCIDENTS TO SUPERVISORS; AND**
- **REPORT ANY UNSAFE ACTS OR CONDITIONS.**

Where required, country-level, formalized safety and health committees have been established that meet regulatory requirements. At other locations, functional leadership teams are in place to ensure compliance, and Diebold Nixdorf-required processes are put into place. Employees at all appropriate levels and functions, including employee representatives where available and necessary, are consulted and involved in development, planning, implementation, performance evaluation and improvement activities.

Occupational safety and health training around the globe is based on hazard evaluations and risk assessments, in addition to mandatory regulatory training. Training includes both new hire onboarding and periodic training (as required or identified as necessary). Training is always provided in a native language, or if circumstances dictate, a language well understood by the audience. Training varies by location and business segment or as required by local regulation: computer-based training (CBT), face-to-face, and on-the-job are utilized. Training is provided free of charge and during working hours or possibly after hours with extra pay. The measurement of training effectiveness occurs by various methods such as CBT in-line quizzes and exams or after-topic face-to-face exams. For CBT, Diebold Nixdorf utilizes a global provider that provides content in 16 languages/dialects.



## PROMOTION OF EMPLOYEE HEALTH AND WELLNESS

Diebold Nixdorf offers employee and wellness benefits so our employees and their families can live healthier, happier lives.

As a global company, Diebold Nixdorf, in conjunction with country health benefit schemes, has a wide range of plans, providers and options. Access is provided during onboarding as well as through our intranet site, the Exchange. We offer different benefits options to fit our employees' lifestyles and remind employees to make their health and wellness a priority.

Employee Assistance Programs are available around the world to help our employees deal with daily struggles or concerns. Confidentiality is maintained by using contracted third-party administrator services as well as designated internal resources within our Human Resources department. As dictated by law or contract, these benefits are also available to our contacted labor.

Diebold Nixdorf believes that employee benefits comprise an integral part of the company's total reward strategy and each employee's remuneration package. Diebold Nixdorf places heavy emphasis on the thoughtful planning, implementation and communication of its employee benefits programs.

The design of employee benefit programs includes, in certain jurisdictions where applicable, the following:



**HEALTH PLANS: MEDICAL, DENTAL, VISION**



**PRESCRIPTION DRUG**



**EMPLOYEE ASSISTANCE PROGRAM (EAP)**



**HOLISTIC WELLNESS PROGRAMS AND SUPPORT**



**CONSUMER TRANSPARENCY EDUCATION/TOOL**



**FITNESS INCENTIVE**



**TELEMEDICINE**



**PAID AND UNPAID LEAVE (VACATION/SICK)**



**RELEVANT ALLOWANCES**



**FAMILY CARE BENEFITS**



**RETIREMENT BENEFITS (DC/DB)**



**DISABILITY**



**LIFE INSURANCE/ ASSURANCE**



**BUSINESS TRAVEL ACCIDENT**



**VOLUNTARY BENEFITS**



**PARENTAL LEAVE**



**HEALTH SAVINGS ACCOUNT**



**FLEXIBLE BENEFIT OPTIONS**





## WORK RELATED INJURIES

Diebold Nixdorf meets all EHS reporting, recording and notification requirements in all our global operations. Reporting metrics and KPIs vary by country or state but include Lost Time Case Rate (LTCR), Days Away and Restricted Duty case rate, and total recordable case rate.

Diebold Nixdorf began capturing health and safety metrics on a global basis in 2021. As of Dec. 31, 2022, lost time metrics are captured and currently cover three global manufacturing locations, 23 field service operations (country level), 18 warehouse operations (country level), and 17 repair center operations (country level). Other considerations are for near-miss reporting and mining data from first aid cases. Our metric collection has been designed to include all contract and leased employees for whom we exercise day-to-day control. Diebold Nixdorf is aware of five work-related fatalities in the past three years, three related to motorcycle incidents in India and two related to motor vehicle incidents in Mexico. An improvement plan has been established specific to transportation conditions in India, as well as several Latin America countries.

Fleet safety has become a focus for improvement. Our global fleet operations are being measured against a best-in-class 15 element program. The self-reported (country level) status will be audited in 2023 so that any gaps can be identified and a plan for improvement developed.

### GLOBAL DIEBOLD NIXDORF SAFETY PERFORMANCE METRICS FOR 2021

OPERATIONS	MVA/RTI INCIDENTS <sup>1</sup>	LOST TIME INJURIES <sup>2</sup>	TOTAL DAYS LOST	TOTAL HOURS WORKED	LOST TIME CASE RATE (CASES/100 EMPLOYEES/YEAR) <sup>3</sup>
MANUFACTURING	0	24	350	3,113,554	1.54
FIELD SERVICE	402	89	2,395	18,358,835	0.97

<sup>1</sup> MVA / RTI = Motor Vehicle Accident, Road Traffic Incident, with or without injuries unless otherwise noted, not including commuting incidents nor incidents involving acts of nature, collision with animal or debris, cosmetic, fire, vandalism, vehicle failure, or windshield/window glass damage from the same

<sup>2</sup> The definition of "lost time case" varies by country, some use one day or more off, others three days, etc. For the purposes of this data, the Lost Time Injuries listed involved at least one day off work after the day of the incident. Also, all injuries were reviewed and classified in accordance with the US standard of care.

<sup>3</sup> Lost Time Case Rate (LTCR) is calculated using the formula: # cases x 200,000 / Total Hours Worked. The # of lost days does not affect the LTCR.

### GLOBAL DIEBOLD NIXDORF SAFETY PERFORMANCE METRICS FOR 2022

OPERATIONS	MVA/RTI INCIDENTS <sup>1</sup>	LOST TIME INJURIES <sup>2</sup>	TOTAL DAYS LOST	TOTAL HOURS WORKED	LOST TIME CASE RATE (CASES/100 EMPLOYEES/YEAR) <sup>3</sup>
MANUFACTURING	0	19	158	3,192,916	1.19
FIELD SERVICE	414	137	3,933	20,602,786	1.33
WAREHOUSING	8	4	12	1,681,975	0.48
REPAIR CENTERS	0	2	8	1,065,945	0.38

<sup>1</sup> MVA / RTI = Motor Vehicle Accident, Road Traffic Incident, with or without injuries unless otherwise noted, not including commuting incidents nor incidents involving acts of nature, collision with animal or debris, cosmetic, fire, vandalism, vehicle failure, or windshield/window glass damage from the same

<sup>2</sup> The definition of "lost time case" varies by country, some use one day or more off, others three days, etc. For the purposes of this data, the Lost Time Injuries listed involved at least one day off work after the day of the incident. Also, all injuries were reviewed and classified in accordance with the US standard of care.

<sup>3</sup> Lost Time Case Rate (LTCR) is calculated using the formula: # cases x 200,000 / Total Hours Worked. The # of lost days does not affect the LTCR.

All Reported cases are reviewed by our director of Global EHS. Cases reviewed for detail and appropriate inquiry are directed back to the reporting person to ensure an appropriate investigation is completed to unveil proximate causes and associated corrective and preventive actions, including the hierarchy of controls.

Work-related injuries and illnesses are grouped together in any reported metric or KPI. Work-related illnesses would represent a very small percentage of the total cases but would include ergonomic-related cases. Diebold Nixdorf's operations are such that occupational disease cases related to chemical or toxic compound exposure would be unlikely.



## CUSTOMER HEALTH AND SAFETY

Our products are tested for consumer safety by using external agencies to certify our products. The international standard we comply to is the International Electrotechnical Commission (IEC) standard for IEC 62368.

Product safety is the top priority throughout our portfolio. We have established an integrated management system covering the full range of product safety procedures. This system specifies how we ensure compliance with the product safety requirements set out in legislation and our own standards. These rules are intended to make sure that our products operate according to their intended purpose and do not pose a risk to life, property or the environment. We have put in place optimized and coordinated business processes to control the quality and safety of all the products that we develop, manufacture and sell.

Over the entire process chain, from drawing up an initial product concept through disposal or recycling, we monitor the effects of each device on health and safety and look for potential improvements. These tasks are performed by experts from a dedicated department within our manufacturing organization together with employees from Quality Assurance and independent inspection and certification bodies. Responsibilities for all product safety tasks are clearly defined and documented — from management level all the way down to individual tests. After completion, each task is signed off by the corresponding employee and their manager.

## PRODUCT SAFETY PROVISIONS

Each process is defined and documented in the management system to ensure that all product safety information follows the correct channels. All standards, lessons learned, faults and findings of a technical nature are regularly evaluated by the Approvals department.

Diebold Nixdorf has dedicated employees who can immediately log all cases of potential damage, analyze their causes and effects, and quickly implement remedial measures. At the same time, this helps to avoid any recurrence. Finally, all relevant data is documented and filed by the Approvals department as prescribed by law. As part of our internal audit and reporting procedures, the system is regularly checked to ensure that it remains efficient and to identify any scope for ongoing improvements.

Diebold Nixdorf is focused on ensuring not only our employees' good health and well-being, but also anyone who interacts with our products, including our customers, supply chain partners and third-party contractors.





# HUMAN RIGHTS

Diebold Nixdorf is committed to enhancing human rights and adhering to all global regulations regarding human rights.

Our Code of Business Ethics (COBE), which is applicable to Diebold Nixdorf employees and contracted staff, provides a framework for how we operate ethically around the world. We have global recruitment processes to ensure that all hiring is in line with our commitment to labor and human rights standards. Our processes are set out in our Global Talent Acquisition Policy and all hiring, and terms and conditions offered to future employees, are overseen by a Diebold Nixdorf Talent Acquisition partner. Likewise, all compensation and benefits offered to Diebold Nixdorf employees are overseen by our Compensation and Benefits professionals.

Our Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity policies formalize Diebold Nixdorf's well-established efforts and continuing commitment to support the human rights of all people, consistent with the UN Guiding Principles on Business and Human Rights (UN Guiding Principles). These policies are only part of Diebold Nixdorf's responsible and sustainable business practices in our own operations and throughout our supply chain and value chain.

Our commitment is based upon the fundamental rights and standards of treatment recognized by the majority of businesses, governments and individuals in the world as set forth in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition, the UN Guiding Principles sets forth, among other things, a company's responsibility to respect human rights and a company's joint responsibility with governments to correct and remedy adverse human rights impacts when they occur. In accordance with UN Guiding Principles, Diebold Nixdorf is establishing these frameworks, which are appropriate to the company's size, business, operational impacts and circumstances.

Diebold Nixdorf identifies and addresses any actual or potential adverse impacts with which we may be involved either directly or indirectly through our activities or business relationships. For example, Diebold Nixdorf suppliers play a critical role in sourcing responsibly and sustainably. Diebold Nixdorf will partner with our suppliers to drive toward the adoption of these human rights standards. Diebold Nixdorf currently directs our suppliers to abide by company policies that seek to protect human rights, such as our policies on COBE, SCOC, and use of Conflict Minerals and Modern Slavery.

We will also aid our suppliers in complying with human rights directives. In reviewing and remediating human rights impacts, Diebold Nixdorf will follow certain processes, including:



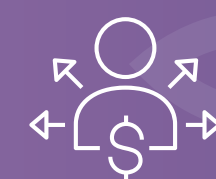
## VERIFICATION

Performing due diligence on operations and suppliers' operations to confirm compliance with this policy and related policies. When onboarding new suppliers or entering new business partnerships and when operating in countries where there is a higher risk of human rights abuses, Diebold Nixdorf aims to perform additional due diligence to assess risks and address those risks.



## TRAINING

Providing appropriate training to employees and suppliers regarding this policy and other policies related to human rights.



## AUDITING

Conducting periodic audits of our higher risk suppliers to evaluate compliance with this policy and in the future, related human rights policies.



## TRACKING

In the future, tracking and reporting our audit findings to our stakeholders, including how impacts or negative audit findings will be addressed.



## COMMUNICATING

Proactively communicating with our employees, suppliers, contractors and external stakeholders affected by Diebold Nixdorf activities or operations regarding human rights issues.



If Diebold Nixdorf determines a supplier is not compliant with this policy or a related human rights policy, Diebold Nixdorf will engage with the supplier about remedying the non-compliance. If after a reasonable period, the supplier is unable or unwilling to be compliant with Diebold Nixdorf's policies, we will discuss with the relevant stakeholders whether to end our relationship with the supplier.

At Diebold Nixdorf, we recognize everyone's dignity and equality wherever they are in the world. We strive to respect and promote human rights in accordance with local and international standards, including the UN Guiding Principles. Our goal is to help increase the enjoyment of human rights within the communities in which we operate. We provide fair working conditions and expect our suppliers and business partners to do the same. No form of modern slavery is acceptable within Diebold Nixdorf or within companies that work with or for us.

All our employees and contingent workers are required to complete online COBE training upon joining the company and annually thereafter. This includes signing and agreeing to comply with our COBE Policy. In 2021, we included a module on modern slavery as part of our COBE training. We also intend to introduce more focused training on modern slavery to our Procurement and Supply Chain teams to help them spot the signs of forced labor and identify where to report concerns. Our aim is to share practical case studies and demonstrate the day-to-day steps to prevent modern slavery in our business and supply chain.

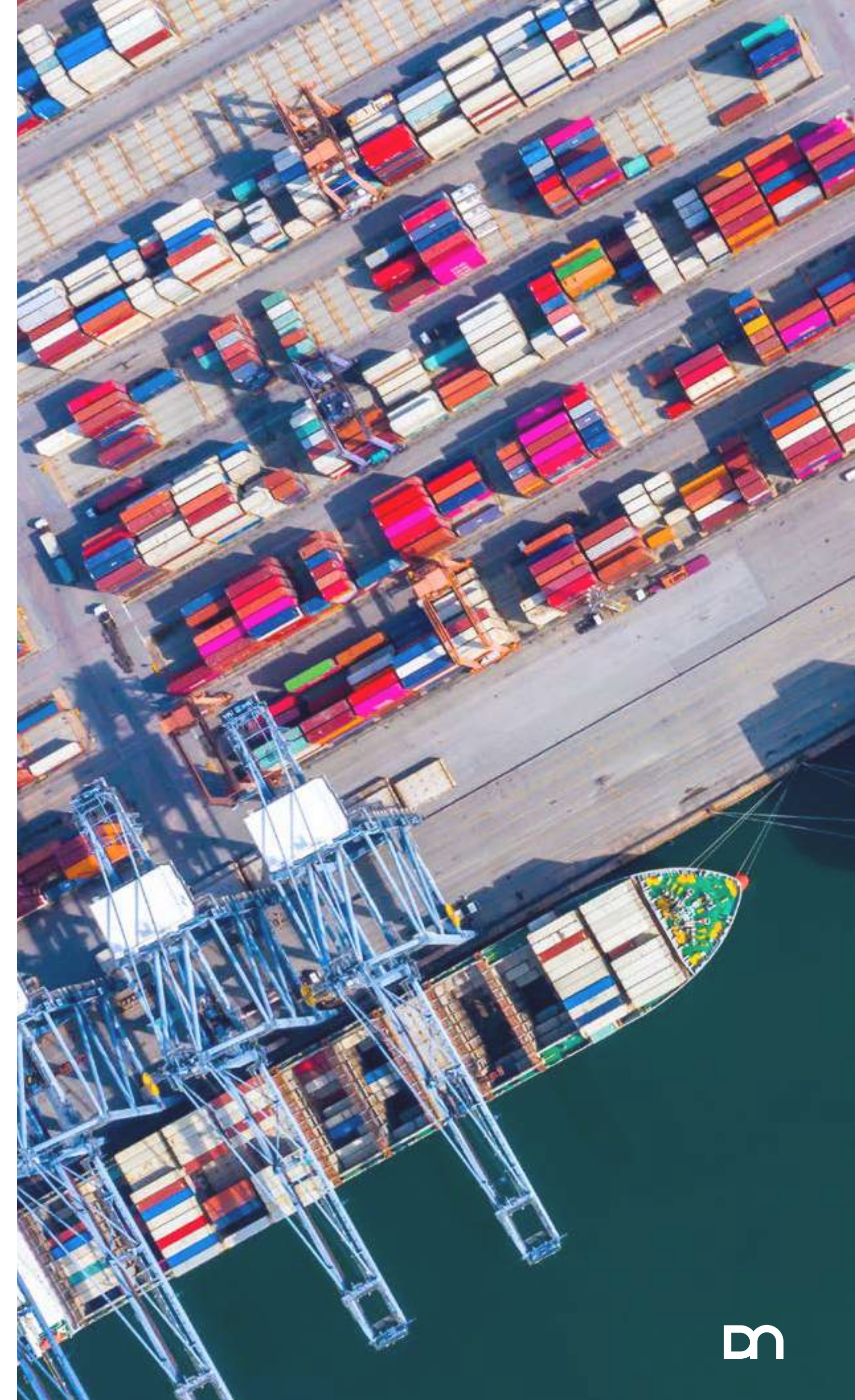
## USE OF CONFLICT MINERALS

Annually, we conduct due diligence on our supply chain to enhance transparency and identify the country and smelter or refiner of origin of the conflict minerals that may be used in our products.

Conflict minerals are defined as columbite-tantalite (tantalum ore), cassiterite (tin ore), gold, wolframite (tungsten ore) or their derivatives (tantalum, tin, tungsten and gold). Suppliers must participate in Diebold Nixdorf's due diligence processes, provide complete and accurate information when requested, and perform similar due diligence on their own supply chains.

Diebold Nixdorf's due diligence process was designed to conform, in all material respects, with the framework in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition, 2016, and the related Supplements for tin, tantalum, tungsten and for gold, as it relates to Diebold Nixdorf's position in the supply chain as a "downstream" purchaser.

Diebold Nixdorf's objective is to eliminate conflict minerals from its supply chain that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo (DRC) or adjoining countries. While we do not ban ethically sourced minerals from the DRC and adjoining countries, our suppliers are expected to share these objectives. Diebold Nixdorf identified the potential use of certain necessary minerals (i.e., gold, columbite-tantalite (coltan), cassiterite, wolframite and their derivatives, which are limited to tantalum, tin and tungsten) in the production of Diebold Nixdorf-manufactured or contracted-to-manufacture products. Therefore, for the reporting period, a good faith, reasonable country of origin inquiry was undertaken to determine if any of the necessary Conflict Minerals contained in our products originated in the DRC, an adjoining country, or came from recycled or scrap sources. Our Conflict Minerals Report is filed annually with the SEC and can be accessed at our Investor Relations website, <http://investors.dieboldnixdorf.com>.





# GIVING BACK TO THE COMMUNITY

As a global company with a presence in more than 100 countries, we take our role as a community leader seriously. Our impact on local communities is very important to us.

## OUR SOCIAL IMPACT

Each year, our employees give back to their communities and support countless nonprofit organizations whose missions align with our values and whose work enhances the quality of life for people in need.

We are excited to share that starting in 2021, Diebold Nixdorf began offering a new employee benefit to encourage and support employees as they give back to their communities or favorite charities. Whether participating in a Diebold Nixdorf-sponsored event or contributing to a cause that is important to our local communities, all employees have 16 hours of volunteer paid time off per year. Volunteerism is core to our ESG program, and we believe there is no better way to show our commitment than by making it easier than ever for employees to give back.

In addition to supporting our employees and their ambitions to volunteer in their local communities, we have two charitable giving groups, The Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund.

Our charitable giving philosophy requires that disbursements to nonprofit organizations meet the following criteria:

- **THE ORGANIZATION'S MISSION ALIGNS WITH OUR COMPANY VALUES, AS EXPRESSED ON OUR WEBSITE UNDER WHO WE ARE AND IN OUR COBE.**
- **THE ORGANIZATION'S WORK ENHANCES THE QUALITY OF LIFE FOR PEOPLE IN NEED IN THE COMMUNITIES IN WHICH WE OPERATE AND DO BUSINESS GLOBALLY.**
- **THE ORGANIZATION ENCOURAGES AND SUPPORTS OUR EMPLOYEES' INVOLVEMENT.**

The Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund contributed a significant amount of funding to several nonprofit organizations in 2022. The Diebold Nixdorf Foundation partners with nonprofit organizations such as Habitat for Humanity, The Arbor Day Foundation and Doctors Without Borders on community and environmental projects. Diebold Nixdorf's giving groups provided \$417,500 to 45 nonprofit organizations across the U.S. that desperately needed funding.

In addition, as part of our commitment to help promote financial inclusion and literacy for underserved communities around the world, the Diebold Nixdorf Foundation has committed \$785,000 to expand financial literacy in underserved populations with Operation HOPE from 2017 through 2024. These efforts provide training and access to financial products and services to consumers who live in rural locations or regions without the structures of a modern economy. Together with Operation HOPE, we are working to create a world where no one is excluded from the global financial system.

"Operation HOPE is proud to be a long-term partner of Diebold Nixdorf. DN is one of the key partners we can count on to help scale our mission of providing Economic Opportunity for All. Over the last 7 years, Diebold Nixdorf's support has been critical to our growth in becoming the nation's largest financial literacy, financial coaching, and financial inclusion organization for the underserved"  
—Jason Schraub, Senior Vice President, Operation HOPE

With water, clean air and a livable climate becoming increasingly compromised, we were pleased to announce that the Diebold Nixdorf Foundation donated \$15,000 to the Arbor Day Foundation in 2021 and 2022 respectively.

This donation represents our continued commitment to supporting tree-planting initiatives with the Arbor Day Foundation and other organizations around the world through employee volunteer efforts. Combined with the most recent donation, DN has planted more than 30,000 trees. Previously, a long-standing provider of thermal receipt paper for Diebold Nixdorf products supported the planting of one new tree for every 115 pounds of paper purchased, and we've planted more than 6,500 trees through this partnership since 2020 to offset those used to produce the receipt paper. While the tree planting credit program is no longer active, we are working with several other partners to sustainably source paper for our products and operations. Our paper suppliers recycle 100% of the paper manufacturing by-products/waste. This includes the paper scrap and trim lose, cardboard cores and corrugated cartons.



## COMMUNITY ENGAGEMENT

Supporting our local communities has always been an important part of how we uphold our company values. Our employees continue to make it a priority to give back to those in need and show us how we can use our values outside of the workplace to make a positive difference in our communities.

Throughout the long history of our company, our passionate employees have exemplified our culture and values as leaders in their communities — as seen in these 2022 examples of employees giving back:

### UNITED STATES

- A group of DN employees are proud members of their local community Task Force, where they help volunteer and educate their community in sustainable practices.
- Employees in the U.S. volunteered to assist with water quality testing in waterways near the Cuyahoga River to ensure a healthy watershed.
- Another U.S. employee braided old t-shirts to create dog toys and donated them to the Humane Society. Our colleague then taught friends and neighbors how to do it, too!

### BRAZIL

- Our team in Manaus showed their support for Suicide Prevention Month in September.
- An employee in Brazil started a garden on the roof of their home to feed their family as well as their neighbors.
- In Sao Paulo, Brazil, an employee helped teach free music lessons to local children with the help of instrument donations by the local church.
- An employee in Brazil collected rainwater in barrels to use for washing their clothes.

- On Children's Day in Brazil, one employee volunteered at an event called "Café con Jesus," where everyone ate, played games, and watched religious stories performed with puppets.
- Another employee in Brazil volunteered at the Book Fair to raise funds to distribute food to those in need in their community.

### GERMANY

- Our team in Paderborn, Germany, held a two-day event focused on sustainability and environmental action. This included a campus cleanup with DN employees and their families and an exhibition on sustainable action, where DN partner companies presented their sustainability ideas and initiatives. Our DN Energy Scouts presented on the green roof project, including a guided tour of the green roof, photovoltaic system, and battery charging stations.





## SOUTH AFRICA

- Our South Africa team is constantly giving back to the community. One example is the yearly donation of tablets and science equipment to local schools and classrooms in need.

## CZECH REPUBLIC

- Our team in Pilsen, Czech Republic, held a Charity Breakfast where they raised 18,104 CZK or \$823 for the Bone Marrow Transplant Foundation.
- Our office in Pilsen, Czech Republic, welcomed Robotics Camp children into their facility to let them play various roles, including service technicians and software developers. They also showed them the life cycle of an ATM and explained what it's like to work those roles at DN.
- The team also learned how to properly plant trees from digging holes to watering. They planted over 20 mature fruit trees!
- DN employees regularly participate in blood donation at the University Hospital in Pilsen.
- The Pilsen team collected and donated material aid for Ukraine refugees through Charity Czech Republic.

## NETHERLANDS

- DN Utrecht, Netherlands, welcomed 40 students from Niels Brock Business College Copenhagen to learn about DN solutions, success stories and future-proof visions in Banking and Retail.

## MEXICO

- Our employees in Queretaro, Mexico, donated clothing, shoes, and blankets to a local charity for those in need.
- Employee in Mexico donated toys and candy to lower income children for Día Del Niño in Chihuahua.
- Mexico team members helped collect food for the ministry of Sao Marcos Evangelist Parish as well as person hygiene products for the unhoused.

## COLUMBIA

- In Columbia, a DN employee started a recycling campaign within their neighborhood in order to reduce waste from the community.

## COSTA RICA

- Our Costa Rica team participated in a Christmas party for at-risk children in the area.





# PERFORMANCE (GOVERNANCE)

Diebold Nixdorf's commitment to ESG starts with our executive leadership team and this care and accountability extends to every employee, customer, contractor and vendor.

We continually assess ourselves to ensure adherence to best-in-class practices in corporate governance at the Board of Directors and leadership levels, and to emphasize our never-ending commitment to maximizing shareholder value and caring for our many stakeholders.

Our ESG program includes regular monitoring and reporting mechanisms to set challenging metrics and targets, to monitor our success against these targets, and to evolve our initiatives as the world continues to evolve. Our ESG commitment includes operating our company with integrity and the highest ethics, giving back to our local communities, promoting DEI, empowering our employees and protecting the environment. We are also committed to maintaining the highest levels of data security, safeguarding the privacy of our clients and increasing the accessibility and inclusivity of the global financial system for everyone.





## SUSTAINABILITY MANAGEMENT

We established a Global Sustainability Council which comprises cross-functional leaders who function as Sustainability Liaisons across Diebold Nixdorf.

At the executive level, the Sustainability Council oversees our sustainability and ESG strategies, policies and programs. The Council also reports progress on KPIs and other developments directly to the ELT at these meetings. Elizabeth (Lisa) Radigan, Diebold Nixdorf Executive Vice President and Chief Legal Officer, oversees ESG efforts.

Our ELT provides updates to the Governance Committee of the Board of Directors, which is the board committee responsible for the oversight of ESG matters at Diebold Nixdorf.

With guidance and resources provided by leadership, our managers and supervisors are responsible for implementing our ESG procedures, providing training to employees on sustainability and ESG initiatives, soliciting feedback on our ESG program, and leading by example.

Diebold Nixdorf's Global Environmental and Sustainability manager collaborates with Sustainability Liaisons in countries where Diebold Nixdorf's operations and employees reside. Our Liaisons provide the link between the local organization and the centralized Sustainability program. The Sustainability, EHS, Human Resources, and Legal teams continuously refine and communicate sustainability and ESG policies and guidelines, facilitate reviews of the sustainability and ESG status for Diebold Nixdorf operations, establish internal sustainability goals, and develop guidelines with a focus on minimizing Diebold Nixdorf's environmental impact and CO<sub>2</sub> emissions.

## STAKEHOLDER ENGAGEMENT

We engage throughout the year with our stakeholders to hear and understand different perspectives on our progress regarding the company's strategic initiatives and developments in ESG.

At the Board level, we follow best practices in corporate governance through our review and refreshment process. Our Governance Committee receives updates from our ELT and provides feedback on all aspects of our governance work, including in the areas of enterprise risk management and sustainability.

Information on the Board of Directors, its committees, committee charters and committee composition can be found on our Investor Relations website and within Diebold Nixdorf's 2023 Proxy Statement.

Diebold Nixdorf's Corporate Governance Guidelines are also available on our Investor Relations website, <http://investors.dieboldnixdorf.com>, which provides information on the process for nominating new directors. approved a process for handling communications we receive that are addressed to nonemployee members of the Board. Under that process, the Corporate Secretary will review all such communications and determine whether communications require immediate attention. The Corporate Secretary will forward communications or a summary of communications to the appropriate director or directors.

Diebold Nixdorf's Board of Directors provides a process for shareholders to send communications to the Board. Shareholders and interested parties may communicate with our Audit, Board Governance, and People and Compensation Committee chairs by sending an email to our non-employee directors as a group at [boardlogistics@dieboldnixdorf.com](mailto:boardlogistics@dieboldnixdorf.com). Communications may also be directed in writing to such person or group at Diebold Nixdorf, Incorporated, Attention: Corporate Secretary, 50 Executive Parkway, PO Box 2520, Hudson, Ohio 44235-0020. The independent members of the Board have approved a process for handling communications we receive that are addressed to nonemployee members of the Board. Under that process, the Corporate Secretary will review all such communications and determine whether communications require immediate attention. The Corporate Secretary will forward communications or a summary of communications to the appropriate director or directors.





## AUDIT AND RISK OVERSIGHT

The Board and its committees actively engage in reviewing risk management, including potential substantive impacts to the business to establish an appropriate risk tolerance. The Board oversees the risk strategy and effectiveness; however, management is responsible for identifying risks inherent in Diebold Nixdorf, as well as implementing and supervising day-to-day risk management.

Accordingly, the Board and the appropriate committees receive regular reports from senior management on areas of material risk to Diebold Nixdorf, including customer, operational, financial, strategic, compliance, cybersecurity, competitive, reputational, and legal and regulatory risks. The Board also meets with senior management as part of each Board meeting, and more frequently as needed, to discuss strategic planning, including the key risks inherent in our short and long-term strategies. Senior management then provides the Board with periodic updates throughout the year with respect to these strategic initiatives and the impact and management of these key risks. Management has presented top risks to the Board to review and evaluate the appropriate level of risk appetite for the various risks faced by the company. In addition, each Board committee is responsible for evaluating certain risks within its area of responsibility and overseeing the management of such risks. The entire Board is then informed about such risks and management's response to each risk through regular committee reports delivered by the committee chairs.

Our People and Compensation Committee performs an annual compensation risk assessment, and we believe that our compensation practices are not reasonably likely to have a material adverse effect on the company. We also have robust internal dialogue among our operations, information security, technology, finance, compliance, treasury, tax, legal and internal audit departments, among others,

whenever a potential risk arises, and include such risks in our tracking of enterprise risks as part of the company's ERM program. These discussions are escalated to our President and Chief Executive Officer, Chief Financial Officer, Corporate Controller, Chief Legal Officer, Chief Ethics and Compliance Officer, Chief People Officer, and/or Chief Information Security Officer, Vice President of Internal Audit and other vice presidents of our various divisions and regions, as appropriate, with open lines of communication among them, the various committees of the Board and the entire Board.

We believe that the Board's approach and continued evaluation of its risk oversight, as described above, enhances its ability to assess the various risks, make informed cost-benefit decisions and approach emerging risks in a proactive manner for the company. We also believe that our Board leadership structure complements our risk management structure because it allows our independent directors to exercise effective oversight of the actions of management in identifying risks and implementing effective risk management policies and controls.







## CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Global Sustainability Council and EHS organization reviews issues, strategy and performance related to climate-related risks and opportunities. The identification and assessment of climate-related risks and opportunities are based on the impact they may present to Diebold Nixdorf operations and supply chain.

This assessment includes climate-related physical, regulatory and reputational risk exposures and market access issues related to product material or energy efficiency standards and regulations in the ERM processes for risk identification and assessment. Through the ERM program, the risks and opportunities are monitored and assessed regularly. This strategy continues to build and improve the sustainability culture at Diebold Nixdorf.

Climate-related risks and opportunities are managed as part of our strategy for reducing GHG emissions and our environmental footprint. When considering Diebold Nixdorf operations, responsible resource consumption is a core component of our climate action strategy. The outcome of our climate-related analysis allows Diebold Nixdorf to prioritize projects throughout the organization consisting of the following climate focus areas:



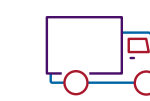
### Operations management

Embracing energy conservation through technology improvements including initiatives such as installing energy efficiency LED lighting, installing new high-efficient HVAC systems, integrating building management systems, and identifying opportunities to provide employees with access to EVC and electric bicycle charging stations at office locations.



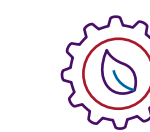
### Resource management

Enhancing our global cloud-based tracking and monitoring platform to identify opportunities to reduce carbon emissions and utility consumption, such as reviewing the renewable energy sourcing potential at Diebold Nixdorf locations.



### Fleet management

Deploying telematics technology into our service fleet vehicles to monitor and control fuel consumption, improve routing and manage speeding and idling.



### Product waste management

Recycling parts through the product and material recycling and recovery process for critical components through Diebold Nixdorf's Product Stewardship Program.



### Business travel management

Supporting a flexible work environment with virtual workplaces and telepresence conference rooms, which reduces the global footprint of both employee commuting and business travel.



## CODE OF BUSINESS ETHICS

Making good and ethical decisions is the foundation of how we do business. At Diebold Nixdorf, we make sure to conduct our business and serve our customers as efficiently, creatively and professionally as possible, according to the highest standards of ethics and transparency.

Our Code of Business Ethics (COBE) applies to all our subsidiaries and affiliates, to all Diebold Nixdorf's directors, officers, employees, agents, contingent workers and contractors, and to all our activities. The COBE requires compliance with all applicable laws. In addition, we expect our suppliers, distributors, customers and other business partners to act ethically and in a manner consistent with our COBE.

## ETHICS AND INTEGRITY

All our directors, executive officers and employees are required to comply with certain policies and protocols concerning business ethics and conduct as provided in our COBE, which ties our core values to the ethical principles that guide our business decisions. The COBE also provides clear information on the resources available for directors, executive officers and employees to ask questions and report unethical behavior. All members of the Board have received training specific to the COBE, which applies to us and all our domestic and international affiliates and subsidiaries.

Diebold Nixdorf's focus areas within the COBE are more than words on a page. They are the foundation on which we continuously build our company's reputation for being ethical, trusted and accountable — both to ourselves and our customers. They provide a framework that enables operational excellence, encourages global consistency, empowers a keen focus on customers, protects our people and data, and helps our company maintain a healthy, safe environment where our employees can do their best work.

## THE AREAS OF FOCUS ARE:



### Diebold Nixdorf Business Partners

We value collaboration and engage in proper transactions with business partners around the world.



### Anti-Corruption

We do not permit or tolerate any improper payments of any kind.



### Global Trade, Import, and Export

We diligently follow international trade laws.



### Financial Data

We carefully prepare our business and financial results.



### Data Privacy

We safeguard personal information.



### Information and Cybersecurity

We protect our confidential information, electronic devices, and systems.



### Confidentiality

We protect confidential organization information.



### Work Environment

We maintain a respectful work environment.



### Human Rights

We recognize everyone's dignity and equality wherever they are in the world and actively work to ensure our supply chain is free from any forms of modern slavery.



### Fair Competition

We vigorously compete for all business.



### Conflicts of Interest

We avoid conflicts of interest.



### Intellectual Property

We protect our ideas.



### Diebold Nixdorf Property

Our property is only used for Company purposes.



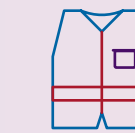
### Customer Interactions

We treat customers fairly and with respect.



### Sustainability

We are committed to sustainable development and protecting the environment.



### Health and Safety

We are committed to a safe working environment.



### Non-Retaliation and Reporting

We expect our employees and partners to report wrongdoing and never retaliate for good-faith reporting.



### Investigations

We will fully investigate any suspected violations and all employees are expected to cooperate and to provide complete and truthful information in connection with any investigation.



## CYBERSECURITY AND DATA PRIVACY

Being recognized as a security-driven company is nothing new for Diebold Nixdorf. We started out making safes and physical security equipment, and security is intertwined in our roots as a security solutions provider for more than 160 years. A lot has changed in that time, however.

Threats are evolving much more quickly than in decades past, and in today's connected world, agility is the key to keeping people, processes and technology systems safe. Today, we are a strategic and highly collaborative end-to-end provider of services, software, hardware and cybersecurity.

The emerging self-service threat landscape continues to evolve. The attacks and methods criminals employ vary widely and can be extremely complex as we continue to see threats migrate from one region to another. At Diebold Nixdorf, we continuously track and investigate reported threats to better understand and adapt solutions to fight emerging attacks in three categories: Cyber, Data and Physical.

Diebold Nixdorf knows that security is always top-of-mind for our customers, especially for some of the world's largest financial institutions and retailers. Our devices and software must be not only accurate and easy to use, but also protected from attempted malicious or fraudulent activity. Security and protecting our customers from threats are at the forefront of our focus. To keep up, our cybersecurity defenses must evolve just as quickly as attack vectors, and that is why we are continuously renewing our commitment to being the best possible security partner for our customers. We want to ensure that our customers have the insights, tools and solutions they need to secure assets, data and consumers' trust both today and tomorrow.

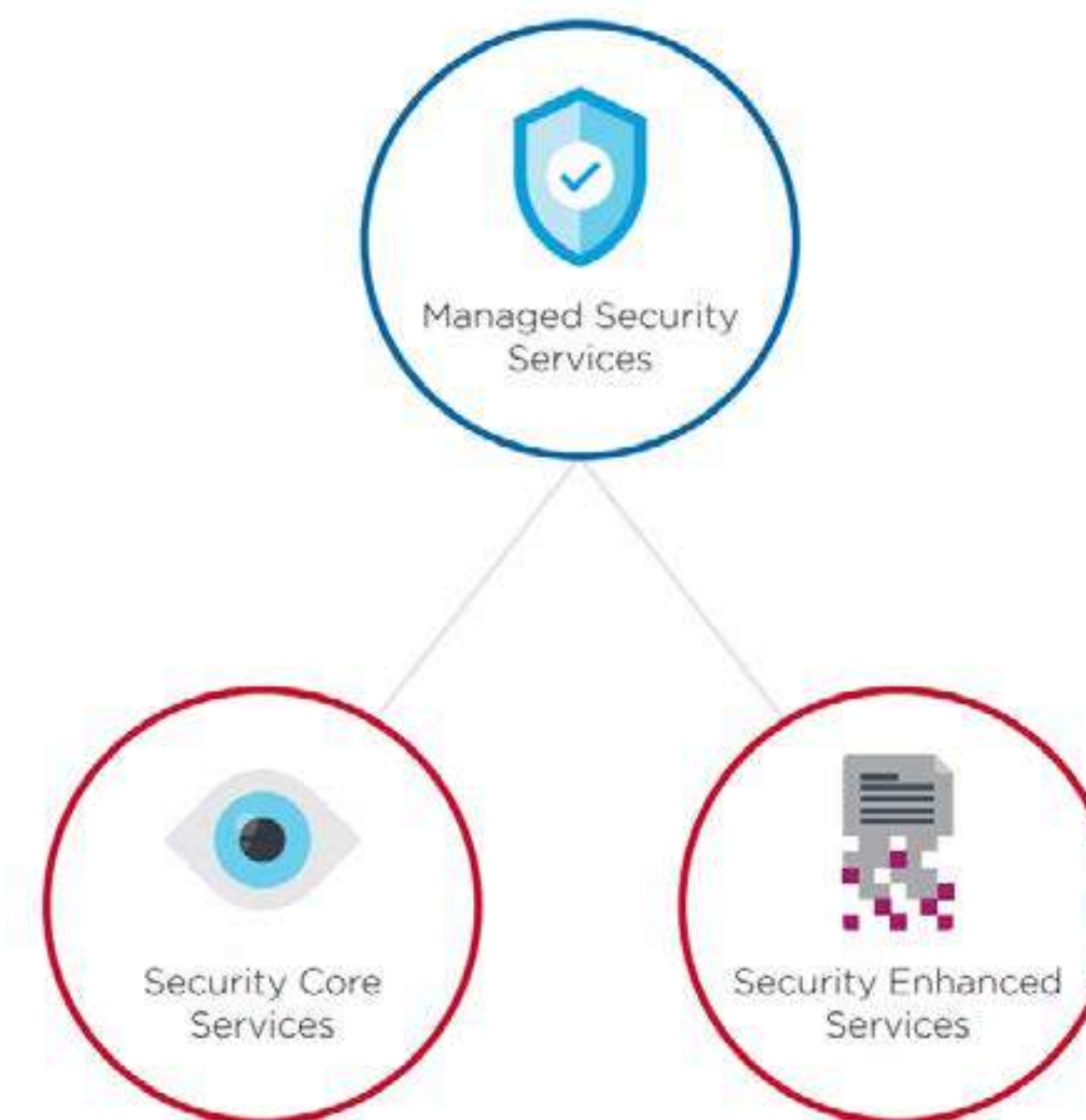
Diebold Nixdorf's Information Security Policies require all employees to escalate all incidents that may lead to a data breach immediately to our Information Security department, which is equipped to arrange for further investigation, evaluate the facts and provide the appropriate notification and response. In addition, for each new supplier of software to Diebold Nixdorf, a mandatory Vendor Risk Assessment must be completed to identify and prevent potential risks upfront. All software deliverables retrieved from external sources and suppliers need to pass an inbound and outbound anti-malware scans to avoid propagation of malware to Diebold Nixdorf.

## DIEBOLD NIXDORF'S SECURITY COMMITMENT

We will continue to redefine and develop technologies that address ever-evolving security threats against banking and retail systems, payment devices and equipment, and critical IT networks.

- We have more than 3,000 patents in the industry and are continually assessing our aggregate portfolio defense posture to ensure we deliver best-of-breed protection and monitoring technology across our self-service systems.
- Solutions — such as the ActivEdge® Secure Card Reader, the market-leading anti-skimming technology, and the most secure payment and PIN-entry devices in the world developed by our cryptographic design manufacturing team — are negating historically troublesome attack vectors across the globe.

- We are deploying our tightly integrated multi-vendor Vynamic® Security Software Suite worldwide to protect self-service terminals, POS devices, operating systems and customer data against complex threats, and we are offering Managed Security Services through which we personally ensure our customers' connected networks remain secure.

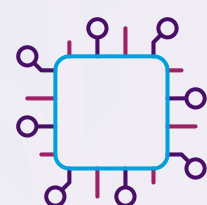




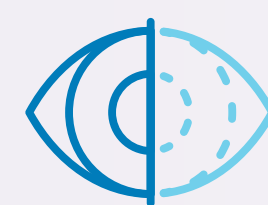
Diebold Nixdorf has always recommended a layered security approach as the most effective means to establish trust and deter security threats, and we are ensuring our customer's defensive measures work together seamlessly.



Our systems are designed using a Zero Trust model that limits access, enforces authentication and requires encryption as a standard to protect vital system data across the security architecture from the physical to the digital.



Our engineering methodology integrates assurance into every dimension, application and process. This trust begins in the product design process, is embedded in manufacturing and ultimately is founded in every system from the host to the user interface to the communications, software and hardware components.



Through a strategic alliance with a leading artificial intelligence company, we are harnessing the power of machine learning and big data analytics to thwart unknown threats, enhance our risk detection capabilities and strengthen our end-to-end security portfolio.

Diebold Nixdorf takes data privacy seriously. We understand that protecting the personal information of our customers and our employees is critical to our business. We firmly believe in a global approach to data privacy that covers all countries in which we operate. Our Global Privacy policies can be found on our website: <https://www.dieboldnixdorf.com/en-us/privacy-policy/global-privacy-notice>.

Diebold Nixdorf proactively tracks regulatory initiatives and global security trends, collaborating with security agencies to help customers protect themselves against potential threats.

- We are working hand-in-hand with the Federal Criminal Police Office of Germany, U.S. Federal Bureau of Investigation, U.S. Secret Service and other security agencies across the globe to monitor global events and anticipate migration threats and trends.
- We are proud to have founded the ATM Security Industry Association and have been a loyal supporter for more than 20 years. Our engagement with the ATM Security Industry Association ensures the ongoing and perpetual examination of security threats and necessary standards. We are also spearheading critical industry initiatives with ATMIA and actively participate with the industry's standards bodies - Payment Card Industry (PCI), Europay, MasterCard and Visa (EMV), and the European Committee for Standardization (CEN) — to help guide future security standards, initiatives, and technologies.
- We provide customers and non-customers the ability to subscribe to near real-time security alerts that monitor the global landscape and provide recommendations on how to increase an organization's security posture against potential threats.

DN's Vynamic Security suite offers industry-leading security against the widest variety of attack vectors. It uses a full-stack security model that provides unparalleled security, including protection against malicious insider for ATMs, POS, and other self-service terminals. Vynamic Security recognizes not only known threats, but also protects from zero-day threats. Our security researchers are constantly scanning the ever-evolving threat landscape and building new capabilities within our products to protect and make these self-service devices more resilient.

Finding software solutions to prevent these schemes in a dynamic environment is challenging but rewarding for our developers, who are creating innovative ways to defend ATMs and ensure they remain protected. Security is in Diebold Nixdorf's DNA. Our commitment to cybersecurity is just one of the many reasons Diebold Nixdorf remains an industry leader in ATM security – something our customers demand, and consumers expect.



# COLLABORATION WITH SUPPLIERS

Diebold Nixdorf suppliers represent an extension of our company, and all Diebold Nixdorf suppliers must adhere to all applicable laws, regardless of jurisdiction.

We also expect suppliers to promote diversity and good corporate citizenship and respect human rights. Additionally, we ask that all suppliers meet and exceed environmental, health and safety standards and support a sustainable and transparent supply chain, including responsible mineral sourcing practices. Compliance with our Supplier Code of Conduct (SCOC) is incumbent on our suppliers. We have set socio-environmental expectations for our suppliers, including a ban on the use of forced or bonded labor and child labor in our Modern Slavery Policy.

Annually we publish a Statement for UK Modern Slavery Act, California Transparency in Supply Chain Act and the German Act on Corporate Due Diligence Obligations in Supply Chains, which sets out our commitments in this area and describes our activities.

We recognize that modern slavery, the respect of human rights and the respect for our planet are growing issues throughout the world. We are continuing to take steps to maintain and monitor our operations and supply chain to ensure that our products and solutions are created in an environment that respects human rights and promotes sustainability. There is no place for slavery; human trafficking; servitude and forced or compulsory labor in our supply chain.

We consider the risk of modern slavery within our own operations to be low as most of our people are highly skilled, and we have standardized global recruitment policies that we monitor carefully. Diebold Nixdorf manufactures banking and retail hardware at our own facilities in the U.S., Germany and Brazil, and at our joint venture facilities in China and using a contract manufacturer in India. We use global supply chain resources to provide raw materials and components. In our own facilities, we adhere to labor standards, and we work with our joint venture partner and contract manufacturer to ensure they do the same.

We believe the risk of human rights violations and adverse environmental impacts in our direct supply chain is also low, but we recognize that the risks of human rights and environmental violation may be greater further up our supply chain despite the processes and procedures in place because DN does not directly control those operations. We therefore conduct due diligence to mitigate these risks.

## PROCUREMENT PRACTICES IN SUPPLY CHAIN

All our potential new suppliers are compliance screened before being accepted as a supplier. This screening requires information about our suppliers' ethics programs and includes questions on data privacy, modern slavery and diversity, and ensures they either sign an agreement to comply with our Code of Business Ethics and all relevant policies and procedures or that they demonstrate they have equivalent policies in place.

As part of that screening process, the supplier must answer questions about the use of forced labor in its operations. We also ask suppliers whether they disclose ESG or Sustainability information to a third-party organization, and whether they are willing to complete an ESG survey managed by Diebold Nixdorf. If the supplier responds in a way that alerts us to a potential risk, then enhanced due diligence would take place. For certain suppliers that are perceived as strategic or higher risk we also carry out audits.

Diebold Nixdorf's suppliers are evaluated regularly. The results are considered in the development of departmental strategy and risk management. As part of supplier management, we foster the supplier-customer relationship globally and develop it further in accordance with our mission of ensuring high quality. Regular performance reviews with strategic suppliers help improve the supply process continuously in a spirit of partnership and with an eye to making it best-in-class. By embedding sustainability practices and principles throughout our supply chain, we are building a strong community within and outside our organization. This strong linkage between Diebold Nixdorf and our partners creates a chain reaction of sustainable action.

In direct procurement (suppliers that deliver components for our products to the manufacturing locations), we have further evaluations in place. Annually we carry out due diligence to ensure that conflict minerals are not used in our supply chain by seeking reassurances from those direct suppliers where we perceive there may be a greater risk. We are also requiring suppliers which we perceive to be in a higher risk category in respect of human rights and the environment to complete an enhanced due diligence questionnaire. If it is determined that there is a risk that the activities of our suppliers are causing or contributing to negative human rights or environmental impacts, we have a process in place to assess, modify, stop and/or correct the activity. Also, nearly all Diebold Nixdorf direct suppliers have a signed Master Purchase Agreement in place.

The specific policies can also be found on the Diebold Nixdorf website for suppliers, along with our global terms and conditions, <https://www.dieboldnixdorf.com/en-us/support/supplier-information>.

## CONTACT DIEBOLD NIXDORF

We'd like to thank all our stakeholders for reading this report and learning more about Diebold Nixdorf's ESG program. We strive for continuous engagement with our stakeholders and look forward to your suggestions and feedback. Please contact us at [Sustainability@dieboldnixdorf.com](mailto:Sustainability@dieboldnixdorf.com). Investors, financial analysts and media may contact the following at the corporate address:

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Vice President, Investor Relations  
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Email: [christopher.sikora@dieboldnixdorf.com](mailto:christopher.sikora@dieboldnixdorf.com)

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# SUSTAINABLE DEVELOPMENT GOALS

## OUR GLOBAL COMMITMENTS

We are committed to achieving the standards set forth by the global community and supporting our customers to achieve their sustainability goals.

Our commitment is based upon the fundamental framework and standards recognized globally by a majority of businesses and governments as set forth in the United Nations (UN) Framework Convention on Climate Change, the UN 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs), and the UN Global Compact. We put this responsibility into practice every day.

The Sustainable Development Goals (SDGs) are a series of interlinked goals adopted by UN member states in 2015. These goals focus on creating a fairer, more just world with more sustainable economic and environmental practices by 2030. The goals are ambitious and will only succeed through the combined efforts of government, business and civil society. Diebold Nixdorf supports the SDGs, and recognizing the importance of the goals, we have linked our priority areas to them. We have prioritized several goals that most align with our business and where we can make a positive impact around the world.

We are committed to making a difference for the environment and the global community. Our strategic roadmap and performance metrics focus on the commitment to 10 of the SDGs that will drive programmatic initiatives to create a positive impact throughout our company.



### SDG 1 (NO POVERTY):

Beginning in 2017, we began a partnership with Operation HOPE, a 501(c)3 non-profit, which supports expanding economic opportunity to underserved populations throughout the U.S. and in South Africa through financial education and empowerment. We continue to support Operation Hope's mission through multi-year donations from the Diebold Nixdorf Foundation. In addition, as our customers continue to expand into new markets, our products and services help to provide financial inclusion and accessibility to the unbanked and underbanked populations of the world by providing access to cash and financial institutions in globally underserved markets.



### SDG 5 & 10 (GENDER EQUALITY; REDUCED INEQUALITIES):

We are dedicated to ensuring that no one is disadvantaged, privileged, harassed or marginalized because of gender, descent, ethnic origin, sexual orientation, skin color, belief, disability or age. The dignity of each employee and their personal rights and privacy must not be violated. We continuously work toward our vision to make all employees appreciated, involved, heard, connected and supported, and have an equal opportunity to thrive. Our Global Human Rights, Equal Employment Opportunity, and Global Diversity, Inclusion and Sensitivity Policies formalize our efforts and commitments to these goals.



### SDG 16 (PEACE, JUSTICE, & STRONG INSTITUTIONS):

By anchoring integrity and compliance throughout our company, we support fair competition and secure the long-term success of our company. Diebold Nixdorf is dedicated to implementing the requirements of international standards and all other relevant climate agreements and regulations into our company, supply chain, and collaborations with external organizations and institutions. This goal is further supported by our Code of Business Ethics and Conflict Minerals, Anti-Corruption, and Information Security Policies, among many others.



### SDG 2, 3 & 4 (ZERO HUNGER; GOOD HEALTH & WELL-BEING; QUALITY EDUCATION):

Diebold Nixdorf and our employees are actively involved in our communities. The nature of this commitment and the projects supported depend on local needs. For example, Diebold Nixdorf employees worldwide organize fundraiser campaigns and volunteer projects. By interacting and supporting our local communities, we are promoting well-being for people of all ages and positively influencing the social side of climate action. SDG 3 is further supported by our Waste Management and Global Sustainability Policies.



### SDG 12, 14 & 15 (RESPONSIBLE PRODUCTION & CONSUMPTION; LIFE BELOW WATER; LIFE ON LAND):

We've implemented a global cloud-based tracking and monitoring platform for energy and resource consumption in our operations to identify opportunities to reduce carbon emissions and utility consumption. This resource reduction effort allows us to urgently respond to the climate crisis. Implementing lifecycle management and energy saving solutions into our products lowers the environmental impact and total cost of ownership. We are also actively implementing clean energy sourcing strategies for our global facilities. These goals are further supported by our Supplier Code of Conduct and Waste Management and Global Sustainability Policies.





# APPENDIX

GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 102 GENERAL DISCLOSURES</b>			
<b>ORGANIZATIONAL PROFILE</b>	102-1	Name of the organization	● Front Cover
	102-2	Activities, brands, products, and services	● About Diebold Nixdorf, Green Products and Solutions
	102-3	Location of headquarters	● Back Cover, Performance (Governance)
	102-4	Location of operations	● Diebold Nixdorf – Who We Are
	102-5	Ownership and legal form	● About This Report, Investor Information
	102-6	Markets served	● Diebold Nixdorf – Who We Are
	102-7	Scale of the organization	● About Diebold Nixdorf
	102-8	Information on employees and other workers	● People (Social)
	102-9	Supply chain	● Sustainable Supply Chain
	102-10	Significant changes to the organization and its supply chain	● Carbon Footprint (Energy)
	102-11	Precautionary Principle or approach	● Planet (Environmental)
	102-12	External initiatives	● Giving Back to the Community
	102-13	Membership of associations	● Giving Back to the Community
<b>STRATEGY</b>	102-14	Statement from senior decision-maker	● CEO Letter
	102-15	Key impacts, risks, and opportunities	● Performance (Governance) (Audit and Risk Oversight), <a href="#">2022 Annual Report (Pages 8-22, 42)</a> , <a href="#">2023 Proxy (Page 8)</a>
<b>ETHICS AND INTEGRITY</b>	102-16	Values, principles, standards, and norms of behavior	● Code of Business Ethics (Ethics and Integrity)
	102-17	Mechanisms for advice and concerns about ethics	● Code of Business Ethics (Ethics and Integrity)

GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 102 GENERAL DISCLOSURES</b>			
<b>GOVERNANCE</b>	102-18	Governance structure	● <a href="#">DN Corporate Governance Guidelines, Page 4</a>
	102-19	Delegating authority	● Performance (Governance), <a href="http://investors.dieboldnixdorf.com">http://investors.dieboldnixdorf.com</a> , <a href="#">2023 Proxy (Pages 7-16)</a>
	102-20	Executive-level responsibility for economic, environmental, and social topics	● Performance (Governance)
	102-21	Consulting stakeholders on economic, environmental, and social topics	● Performance (Governance), <a href="#">2023 Proxy (Pages 13-16)</a>
	102-22	Composition of the highest governance body and its committees	● Performance (Governance), <a href="http://investors.dieboldnixdorf.com">http://investors.dieboldnixdorf.com</a> , <a href="#">2023 Proxy (Pages 9-11)</a>
	102-23	Chair of the highest governance body	● <a href="http://investors.dieboldnixdorf.com">http://investors.dieboldnixdorf.com</a> , <a href="#">2023 Proxy (Page 7)</a>
	102-24	Nominating and selecting the highest governance body	● <a href="#">DN Corporate Governance Guidelines (Page 2)</a>
	102-25	Conflicts of interest	● Code of Business Ethics
	102-26	Role of highest governance body in setting purpose, values, and strategy	● Performance (Governance)
	102-27	Collective knowledge of highest governance body	● Sustainability Management
	102-28	Evaluating the highest governance body's performance	● Performance (Governance)
	102-29	Identifying and managing economic, environmental, and social impacts	● Sustainability Management
	102-30	Effectiveness of risk management processes	● Sustainability Management



GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 102 GENERAL DISCLOSURES</b>			
<b>GOVERNANCE</b>	102-31	Review of economic, environmental, and social topics	● Sustainability Management
	102-32	Highest governance body's role in sustainability reporting	● Performance (Governance)
	102-33	Communicating critical concerns	● <a href="#">2023 Proxy (Page 12)</a>
	102-34	Nature and total number of critical concerns	● Code of Business Ethics (Ethics and Integrity)
	102-35	Remuneration policies	● <a href="#">DN Corporate Governance Guidelines (Page 2)</a>
	102-36	Process for determining remuneration	● <a href="#">DN Corporate Governance Guidelines (Page 3)</a>
	102-37	Stakeholders' involvement in remuneration	● <a href="#">2023 Proxy (Pages 41-81)</a>
	102-38	Annual total compensation ratio	● <a href="#">2023 Proxy (Pages 41-81)</a>
	102-39	Percentage increase in annual total compensation ratio	● <a href="#">2023 Proxy (Pages 41-81)</a>
	<b>STAKEHOLDER ENGAGEMENT</b>	102-40	List of stakeholder groups
102-41		Collective bargaining agreements	● Code of Business Ethics
102-42		Identifying and selecting stakeholders	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)
102-43		Approach to stakeholder engagement	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)
102-44		Key topics and concerns raised	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)

GRI STANDARDS		STATUS	PAGE / LINK	
<b>GRI 102 GENERAL DISCLOSURES</b>				
<b>REPORTING PRACTICE</b>	102-45	Entities included in the consolidated financial statements	● <a href="#">2022 Annual Report (Pages 43-53)</a>	
	102-46	Defining report content and topic Boundaries	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)	
	102-47	List of material topics	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)	
	102-48	Restatements of information	● Performance (Governance)	
	102-49	Changes in reporting	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)	
	102-50	Reporting period	● About This Report	
	102-51	Date of most recent report	● About This Report	
	102-52	Reporting cycle	● About This Report	
	102-53	Contact point for questions regarding the report	● About This Report	
	102-54	Claims of reporting in accordance with the GRI Standards	● About This Report	
	102-55	GRI content index	● This Index	
	102-56	External assurance	● About This Report	
	<b>MANAGEMENT APPROACH</b>			
		103-1	Explanation of the material topic and its Boundary	● About This Report
		103-2	The management approach and its components	● About Diebold Nixdorf: Our ESG Program
		103-3	Evaluation of the management approach	● Performance (Governance)



GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 200 ECONOMIC STANDARD SERIES</b>			
<b>ECONOMIC PERFORMANCE</b>	201	Management approach	● <a href="#">2022 Annual Report (Pages 43-53)</a>
	201-1	Direct economic value generated and distributed	● Performance (Governance) (Audit and Risk Oversight)
	201-2	Financial implications and other risks and opportunities due to climate change	● Performance (Governance) (Climate Related Risks and Opportunities)
	201-3	Defined benefit plan obligations and other retirement plans	● Labor, Health and Safety (Promotion of Employee Health and Wellness)
	201-4	Financial assistance received from government	○
<b>MARKET PRESENCE</b>	202	Management approach	○
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	○
	202-2	Proportion of senior management hired from the local community	○
<b>INDIRECT ECONOMIC IMPACTS</b>	203	Management approach	● Giving Back to the Community
	203-1	Infrastructure investments and services supported	● Giving Back to the Community
	203-2	Significant indirect economic impacts	● Giving Back to the Community
<b>PROCUREMENT PRACTICES</b>	204	Management approach	● Collaboration with Suppliers (Procurement Practices in Supply Chain)
	204-1	Proportion of spending on local suppliers	● Collaboration with Suppliers (Procurement Practices in Supply Chain)

GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 200 ECONOMIC STANDARD SERIES</b>			
<b>ANTI-CORRUPTION</b>	205	Management approach	● Code of Business Ethics
	205-1	Operations assessed for risks related to corruption	● Code of Business Ethics
	205-2	Communication and training about anti-corruption policies and procedures	● Code of Business Ethics
	205-3	Confirmed incidents of corruption and actions taken	○
<b>ANTI-COMPETITIVE BEHAVIOR</b>	206	Management approach	● Code of Business Ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	● Code of Business Ethics
<b>TAX</b>	207	Management approach	● <a href="#">2022 Annual Report (Pages 33-37, 63-65)</a>
	207-1	Approach to tax	● <a href="#">2022 Annual Report (Pages 33-37, 63-65)</a>
	207-2	Tax governance, control, and risk management	● <a href="#">2022 Annual Report (Pages 33-37, 63-65)</a>
	207-3	Stakeholder engagement and management of concerns related to tax	○
	207-4	Country-by-country reporting	○
<b>MATERIALS</b>	301	Management approach	● Sustainable Supply Chain (Materials)
	301-1	Materials used by weight or volume	● Sustainable Supply Chain (Materials)
	301-2	Recycled input materials used	● Green Products and Solutions
	301-3	Reclaimed products and their packaging materials	● Sustainable Supply Chain (Materials)



GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 300 ENVIRONMENTAL STANDARDS SERIES</b>			
<b>ENERGY</b>	302	Management approach	● Carbon Footprint (Energy)
	302-1	Energy consumption within the organization	● Carbon Footprint (Energy)
	302-2	Energy consumption outside of the organization	○
	302-3	Energy intensity	● Carbon Footprint (Energy)
	302-4	Reduction of energy consumption	● Carbon Footprint (Energy)
	302-5	Reductions in energy requirements of products and services	● Green Products and Solutions
<b>WATER</b>	303	Management approach	● Water Consumption and Conservation
	303-1	Interactions with water as a shared resource	● Water Consumption and Conservation
	303-2	Management of water discharge-related impacts	● Water Consumption and Conservation
	303-3	Water withdrawal	● Water Consumption and Conservation
	303-4	Water discharge	● Water Consumption and Conservation
	303-5	Water consumption	● Water Consumption and Conservation
<b>BIODIVERSITY</b>	304	Management approach	○
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	○
	304-2	Significant impacts of activities, products, and services on biodiversity	○
	304-3	Habitats protected or restored	○
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	○

GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 300 ENVIRONMENTAL STANDARDS SERIES</b>			
<b>EMISSIONS</b>	305	Management approach	● Carbon Footprint (Emissions)
	305-1	Direct (Scope 1) GHG emissions	● Carbon Footprint (Emissions)
	305-2	Energy indirect (Scope 2) GHG emissions	● Carbon Footprint (Emissions)
	305-3	Other indirect (Scope 3) GHG emissions	○
	305-4	GHG emissions intensity	● Carbon Footprint (Emissions)
	305-5	Reduction of GHG emissions	● Carbon Footprint (Emissions)
	305-6	Emissions of ozone-depleting substances (ODS)	○
<b>WASTE</b>	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	● Carbon Footprint (Emissions)
	306	Management approach	● Waste and Recycling Management
	306-1	Waste generation and significant waste-related impacts	● Waste and Recycling Management
	306-2	Management of significant waste-related impacts	● Waste and Recycling Management
	306-3	Waste generated	● Waste and Recycling Management
	306-4	Waste diverted from disposal	● Waste and Recycling Management
	306-5	Waste directed to disposal	● Waste and Recycling Management
	<b>ENVIRONMENTAL COMPLIANCE</b>	307	Management approach
307-1		Non-compliance with environmental laws and regulations	● Labor Health and Safety



GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 300 ENVIRONMENTAL STANDARDS SERIES</b>			
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>	308	Management approach	● Sustainable Supply Chain
	308-1	New suppliers that were screened using environmental criteria	● Sustainable Supply Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	● Sustainable Supply Chain
<b>GRI 400 SOCIAL STANDARDS SERIES</b>			
<b>EMPLOYMENT</b>	401	Management approach	● People (Social) (Employment)
	401-1	New employee hires and employee turnover	○
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	● Labor Health and Safety (Promotion of Employee Health and Wellness)
	401-3	Parental leave	● Labor Health and Safety (Promotion of Employee Health and Wellness)
<b>LABOR/MANAGEMENT RELATIONS</b>	402	Management approach	● Labor Health and Safety
	402-1	Minimum notice periods regarding operational changes	○
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	403	Management approach	● Labor Health and Safety
	403-1	Occupational health and safety management system	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)
	403-2	Hazard identification, risk assessment, and incident investigation	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)
	403-3	Occupational health services	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)

GRI STANDARDS		STATUS	PAGE / LINK	
<b>GRI 400 SOCIAL STANDARDS SERIES</b>				
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	403-4	Worker participation, consultation, and communication on occupational health and safety	● Labor Health and Safety (Employee Training and Participation)	
	403-5	Worker training on occupational health and safety	● Labor Health and Safety (Employee Training and Participation)	
	403-6	Promotion of worker health	● Labor Health and Safety (Promotion of Employee Health and Wellness)	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-8	Workers covered by an occupational health and safety management system	● Labor Health and Safety (Operations Management System)	
	403-9	Work-related injuries	● Labor Health and Safety (Work Related Injuries) (Global Diebold Nixdorf Safety Performance Metrics for 2022)	
	403-10	Work-related ill health	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	<b>TRAINING AND EDUCATION</b>	404	Management approach	● Sustainability Management, Labor, Health and Safety, and Human Rights
		404-1	Average hours of training per year per employee	○
		404-2	Programs for upgrading employee skills and transition assistance programs	● People (Social) (Employment)
404-3		Percentage of employees receiving regular performance and career development reviews	● People (Social) (Employment)	



GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 400 SOCIAL STANDARDS SERIES</b>			
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>	405	Management approach	● Diversity, Equity and Inclusion
	405-1	Diversity of governance bodies and employees	● Performance (Governance)
	405-2	Ratio of basic salary and remuneration of women to men	● People (Social) (Employment)
<b>NON-DISCRIMINATION</b>	406	Management approach	● Code of Business Ethics, Diversity, Equity and Inclusion
	406-1	Incidents of discrimination and corrective actions taken	○
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	407	Management approach	● Code of Business Ethics
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	○
<b>CHILD LABOR</b>	408	Management approach	● Human Rights, Collaboration with Suppliers
	408-1	Operations and suppliers at significant risk for incidents of child labor	● Human Rights
<b>FORCED OR COMPULSORY LABOR</b>	409	Management approach	● <a href="#">Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies</a>
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	○
<b>SECURITY PRACTICES</b>	410	Management approach	● Diebold Nixdorf's Security Commitment
	410-1	Security personnel trained in human rights policies or procedures	○
<b>RIGHTS OF INDIGENOUS PEOPLES</b>	411	Management approach	○
	411-1	Incidents of violations involving rights of indigenous peoples	○

GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 400 SOCIAL STANDARDS SERIES</b>			
<b>HUMAN RIGHTS ASSESSMENT</b>	412	Management approach	● <a href="#">Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies</a>
	412-1	Operations that have been subject to human rights reviews or impact assessments	● Human Rights
	412-2	Employee training on human rights policies or procedures	● Human Rights
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	● Human Rights
<b>LOCAL COMMUNITIES</b>	413	Management approach	● Giving Back to the Community
	413-1	Operations with local community engagement, impact assessments, and development programs	● Giving Back to the Community
	413-2	Operations with significant actual and potential negative impacts on local communities	○
<b>SUPPLIER SOCIAL ASSESSMENT</b>	414	Management approach	● Collaboration with Suppliers and Sustainable Supply Chain
	414-1	New suppliers that were screened using social criteria	● Sustainable Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	● Sustainable Supply Chain



GRI STANDARDS		STATUS	PAGE / LINK
<b>GRI 400 SOCIAL STANDARDS SERIES</b>			
<b>CUSTOMER HEALTH AND SAFETY</b>	416	Management approach	● Labor, Health and Safety (Customer Health and Safety)
	416-1	Assessment of the health and safety impacts of product and service categories	● Labor, Health and Safety (Customer Health and Safety, Product Safety Provisions)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	○
<b>MARKETING AND LABELING</b>	417	Management approach	○
	417-1	Requirements for product and service information and labeling	○
	417-2	Incidents of non-compliance concerning product and service information and labeling	○
	417-3	Incidents of non-compliance concerning marketing communications	○
<b>CUSTOMER PRIVACY</b>	418	Management approach	● <a href="#">Privacy Statement/Policy, Global Privacy Notice, 2022 Annual Report (Pages 9-10)</a>
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	● Cybersecurity and Data Privacy
<b>SOCIOECONOMIC COMPLIANCE</b>	419	Management approach	● <a href="#">2022 Annual Report (Pages 6-7, 93-94)</a>
	419-1	Non-compliance with laws and regulations in the social and economic area	● <a href="#">2022 Annual Report (Pages 6-7, 93-94)</a>

### SASB INDEX TABLE

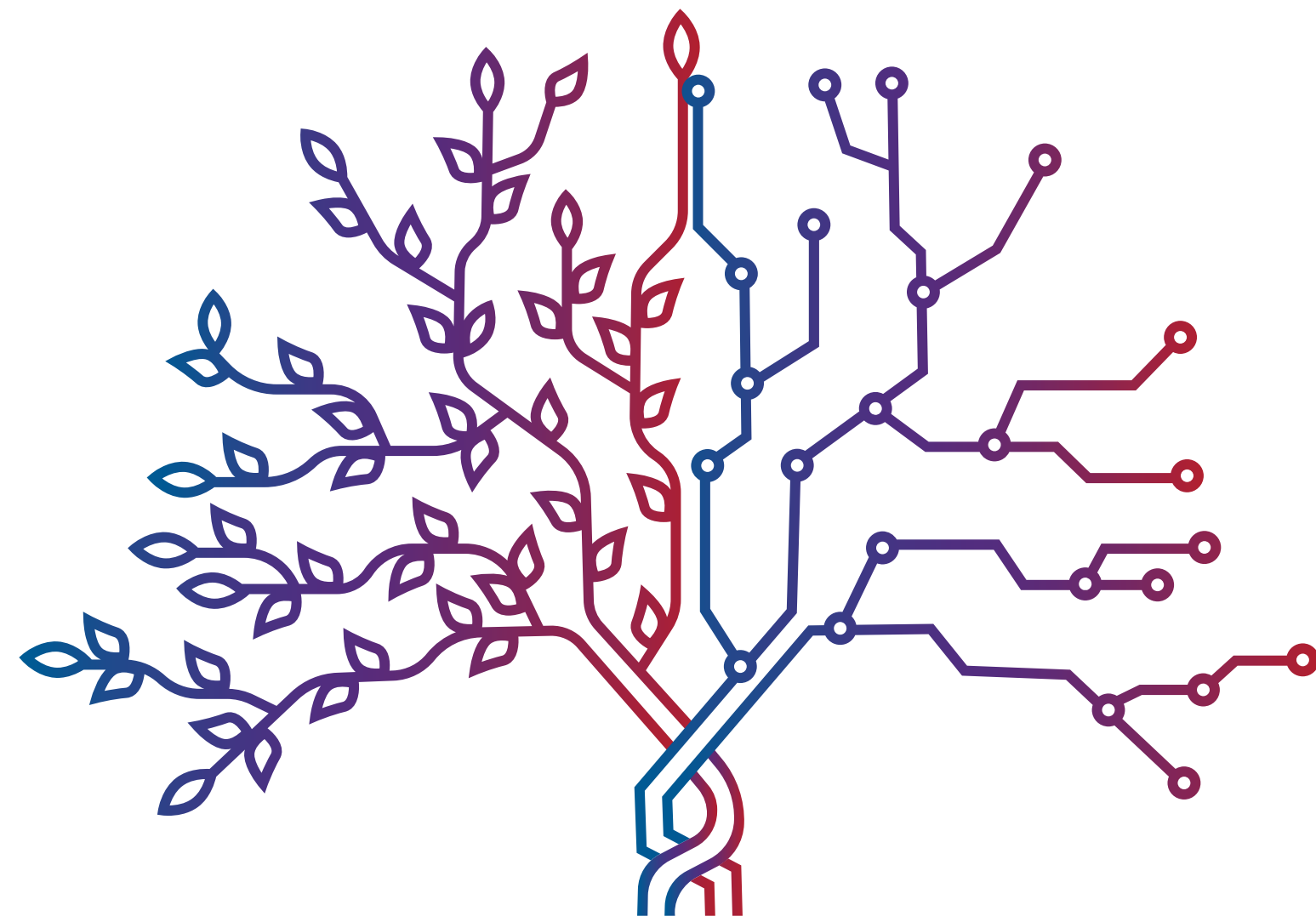
TOPIC	CODE	METRIC	PAGE/LINK
<b>PRODUCT SECURITY</b>	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Green Products and Solutions, Cybersecurity and Data Privacy
<b>EMPLOYEE DIVERSITY AND INCLUSION</b>	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Diversity, Equity and Inclusion
<b>PRODUCT LIFECYCLE MANAGEMENT</b>	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Green Products and Solutions, Sustainable Supply Chain (Materials)
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent	Sustainability Management, Carbon Footprint (Emissions)
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Sustainability Management, Carbon Footprint (Emissions)
	C-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Sustainability Management, Carbon Footprint (Emissions)
<b>SUPPLY CHAIN MANAGEMENT</b>	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Sustainable Supply Chain
	TC-HW-430a.2	Tier 1 suppliers' (1) nonconformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances	Sustainable Supply Chain
<b>MATERIALS SOURCING</b>	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainable Supply Chain



## TCFD INDEX TABLE

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	LOCATION
<b>GOVERNANCE</b>	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Performance (Governance)
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	
<b>STRATEGY</b>	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Performance (Governance) (Audit and Risk Oversight)
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
<b>RISK MANAGEMENT</b>	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Performance (Governance) (Audit and Risk Oversight)
		b) Describe the organization's processes for managing climate-related risks.	
		c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	
<b>METRICS AND TARGETS</b>	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustainability Management, Carbon Footprint (Emissions)
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	





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