



2023

ESG

REPORT

Environmental | Social | Governance

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ABOUT THIS REPORT

This report presents Diebold Nixdorf’s initiatives, management systems and performance related to our Environmental, Social and Governance (ESG) program for the calendar year 2023.

The data included, unless otherwise specified, is unaudited and derived from our internal management systems and cloud-based resource management platforms.

Our ESG reporting is guided by the Global Reporting Initiative Standards Framework and informed by the Sustainability Accounting Standards Board and the Task Force on Climate-Related Financial Disclosures guidelines, detailed in the Appendix. This report is intended to transparently communicate our unwavering commitment to responsible corporate citizenship to our key stakeholders – customers, shareholders, partners and employees. Recognizing the dynamic nature of ESG risks and opportunities, we continually enhance our program to reflect our core values and respond to global changes.

For questions regarding this report, please contact Sustainability@dieboldnixdorf.com.

INVESTOR INFORMATION

Diebold Nixdorf 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 United States Securities and Exchange Commission, including annual, quarterly and current reports on Forms 10-K, 10-Q and 8-K; 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 Diebold Nixdorf posts news releases and financial information on its website.

FORWARD-LOOKING STATEMENTS

This report may contain statements that are not historical information and are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements give current expectations or forecasts of future events and are not guarantees of future performance. Statements can generally be identified as forward looking because they include words such as “believes,” “anticipates,” “expects,” “intends,” “plans,” “will,” “estimates,” “potential,” “target,” “predict,” “project,” “seek,” and variations thereof or “could,” “should” or words of similar meaning. Statements that describe the company’s future plans, objectives or goals are also forward-looking statements, which reflect the current views of the company with respect to future events and are subject to assumptions, risks and uncertainties that could cause actual results to differ materially. Although the company believes that these forward-looking statements are based upon reasonable assumptions regarding, among other things, the economy, its knowledge of its business, and key performance indicators that impact the company, these forward-looking statements involve risks, uncertainties and other factors that may cause actual results to differ materially from those expressed in or implied by the forward-looking statements. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. Except to the extent required by applicable law or regulation, the company undertakes no obligation to update these forward-looking statements to reflect future events or circumstances or to reflect the occurrence of unanticipated events. For a list of important factors that could affect future results and could cause those results to differ materially from those expressed in the forward-looking statements, refer to Diebold Nixdorf’s most recent Annual Report on Form 10-K.

LETTER FROM THE CEO

Valued member of the Diebold Nixdorf community,

As we continue to innovate within the banking and retail sectors globally, our commitment to responsible corporate citizenship remains paramount. Our ESG program captures this commitment through three core pillars: Environmental Responsibility, Social Accountability and Governance Excellence.

Environmental Responsibility: We are dedicated to automating and digitizing the banking and retail industries in ways that protect, care for and minimize harm to the environment. In 2023, we achieved significant milestones, including a reduction in Scope 2 emissions and purchasing 100% renewable electricity from our utility supplier for our European hub in Paderborn, Germany. We also maintained our operational sustainability commitment across four themes: Energy Efficiency, Water Management, Waste Management and Green Initiatives. In addition, we are taking steps to begin upgrading our global service fleet to reduce carbon emissions and promote sustainable transportation solutions, which aligns with our established business of installing and servicing electric vehicle charging stations.

Social Accountability: Ensuring responsible global citizenship through fair, diverse, inclusive and safe workplaces and by giving back to the communities where we live and work is central to our mission. This year, we continued expanding our employee resource groups and increased our corporate giving to support several initiatives aimed at enhancing financial inclusion and accessibility and providing under-served communities greater access to banking services. Furthermore, our community support programs in local education, health and social services projects positively impacted lives in our communities.

Governance Excellence: Our governance practices are founded on principles of transparency, equity and accountability. We maintain best practices in governance while growing our business in sustainable ways through our commitment to our values and ethics. Our Board of Directors and Executive Leadership Team regularly review and update our governance frameworks to ensure they meet the highest standards of integrity and ethical conduct. We strengthened our stakeholder engagement processes, ensuring that we listen to and act on the feedback from our diverse community of investors, customers, employees and partners.

Despite the challenges posed by geopolitical instability and global supply chain disruptions, we made significant strides in 2023 and continue to progress in 2024. This ESG report reflects our commitment to transparency and sustainability, and we appreciate your continued support.

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

For over 160 years, Diebold Nixdorf has been at the forefront of innovation across our products and service offerings. As a leading partner to the world's premier financial institutions and retailers, we are proud to offer advanced solutions that not only enhance operational efficiencies and consumer experiences but also drive positive sustainability impacts.

Our global footprint extends to more than 100 countries, supported by approximately 21,000 dedicated employees who bring passion and expertise to our sustainability initiatives. This commitment is evident in every aspect of our operations – from the design and production of our technologies to our comprehensive service offerings that prioritize resource efficiency and waste reduction.

Our approach ensures that sustainability is not an add-on, but a fundamental element of our value proposition. We continuously evolve to meet the changing demands of the market, integrating cutting-edge technologies that reduce environmental impacts and support our clients' sustainability goals. Our dedication to ethical practices, community engagement and responsible governance underpins our long-term success and resilience.

At Diebold Nixdorf, our employees are the driving force behind our sustainability program. Their unwavering dedication and innovative spirit fuel our efforts to create a positive impact on the planet, society and our business performance. We believe that true sustainability is achieved through collaboration and shared purpose, and we are committed to leading by example in the global marketplace.

Discover more about our rich history, sustainable practices and leadership team by visiting [our website](#).

BANKING

Our innovative banking solutions are designed to automate, digitize and transform the financial sector, enhancing operational efficiency and customer experiences.

Our comprehensive offerings in hardware, software and services also reflect our expertise and deep commitment to environmental, social and governance (ESG) principles. They not only enhance efficiency and security but also support the broader sustainability goals of our clients. By integrating advanced technologies and sustainable practices, we help financial institutions reduce their environmental impact, promote financial inclusion and achieve long-term success in a rapidly evolving industry.

Software Solutions: The Diebold Nixdorf Vynamic® 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. These platforms are engineered to reduce energy consumption and enhance data security, ensuring efficient and sustainable operations. By leveraging cloud technology and Artificial Intelligence (AI), we enable banks to streamline their processes, save energy, minimize paper use and improve service delivery.

Services: We offer a wide range of professional services to support the implementation and maintenance of our banking solutions. Our services include consulting, system integration and managed services, all tailored to meet the specific needs of our clients. Our expert teams work closely with financial institutions to optimize their operations, enhance cybersecurity and ensure compliance with regulatory standards. Additionally, our commitment to sustainability is evident in

our efforts to promote financial inclusion, providing underserved communities with greater access to banking services.

Products: Our portfolio of banking products includes state-of-the-art ATMs, cash recyclers and self-service systems. Designed with sustainability in mind, these energy-efficient products are capable of operating on renewable energy sources. We use recyclable materials, like plastic and metals, in the manufacturing process and implement innovative technologies to reduce the carbon footprint of our products. Furthermore, our solutions are designed to be easily upgradable and repairable, extending their lifecycle and reducing electronic waste.

Whitepapers and Research: We are dedicated to sharing knowledge and promoting best practices in the banking industry. Our extensive library of whitepapers and research reports covers a range of topics, including digital transformation, cybersecurity and sustainable banking practices. These resources provide valuable insights and practical guidance for financial institutions looking to innovate responsibly and sustainably. Refer to our latest publications on [our website](#) for in-depth analysis and recommendations from our industry experts, such as [Sustainable Banking: A Guide to Taking Action](#).

RETAIL

Software Solutions: The Diebold Nixdorf Vynamic® Software suite provides a comprehensive, modular and open solution ranging from the in-store checkout to solutions across multiple channels that improve end-to-end store processes and facilitate continuous consumer engagements. Our retail software platforms provide advanced capabilities for point-of-sale (POS) systems, inventory management and customer engagement. These solutions help retailers optimize operations, reduce waste and enhance the shopping experience. By leveraging cloud technology, AI and Internet of Things, our software enables real-time data analysis and decision-making, supporting sustainable practices such as demand forecasting and energy management.

Services: We provide a wide range of professional services to support the implementation and maintenance of our retail solutions. Our services include consulting, system integration and managed services, all tailored to meet specific client needs. Our expert teams collaborate with retailers to streamline their supply chains, enhance cybersecurity and improve operational efficiency. Additionally, we offer sustainability guidance to help retailers adopt green practices and achieve their ESG goals.

Products: Our retail product portfolio includes self-service kiosks, automated checkout systems and digital signage. Designed with sustainability in mind, these products are energy-efficient and made from sustainable materials. Our solutions are engineered to reduce the environmental impact of retail operations, with features such as low-power consumption, recyclable components and minimal packaging. By integrating our products with advanced software solutions, we help retailers create seamless, efficient and sustainable shopping experiences. Read more about how Diebold Nixdorf solutions can help bridge retailer's sustainability gaps in [our recent blog post](#).

Diebold Nixdorf's DN Series™ EASY ONE checkout solution received the prestigious Red Dot Design Award 2023 in the competition's Product Design category. The DN Series EASY ONE is a checkout system featuring a modular hardware design that can be adapted to various customer scenarios. The system can be used not only

conventionally by a cashier, but also as a self-service unit for consumers or as a mixture of both. The hardware components include a printer, POS terminal and monitor with a stand or an optional cash module. The system can be installed on a counter or on the wall and further components, such as a basket tray or security scales, can be added if required. The Red Dot team praised the "exceptional flexibility and intuitive operability" of the components. For retailers, the DN Series EASY ONE means that they need fewer checkout systems and, therefore, lower power consumption.

Whitepapers and Research: We regularly publish whitepapers and research reports on key topics such as digital transformation, customer engagement and sustainable retail practices, demonstrating our commitment to driving innovation and sustainability. These resources provide valuable insights and practical guidance for retailers looking to innovate responsibly and sustainably. Our latest whitepapers on [our website](#) cover a range of topics, such as our [Sustainable Retail: The Sustainability Playbook](#) which offers in-depth analysis and recommendations from Diebold Nixdorf's industry experts.

Our retail solutions enhance operational efficiency and customer satisfaction and support our clients' broader sustainability goals. By integrating advanced technologies and sustainable practices, we help retailers reduce their environmental impact, promote ethical business practices and achieve long-term success in a competitive and evolving market.

ELECTRIC VEHICLE CHARGING STATION SERVICES

In close cooperation with original equipment manufacturers, Diebold Nixdorf ensures charge point operators have a single point of contact during and post-warranty for everything services-related to guarantee maximum uptime. We provide online support and on-site field maintenance services across Europe and North America.

Services: We offer a wide range of professional services to support the deployment, operation and maintenance of electric vehicle (EV) charging stations, including site assessment, commissioning, and preventive and corrective maintenance. Our expert teams work closely with clients to ensure optimal placement and performance of charging stations, enhancing accessibility and convenience for EV users. Thus, Diebold Nixdorf plays a pivotal role in supporting the transition to a zero-emission mobility system. Our commitment to continuously supporting the reduction of greenhouse gas emissions is underscored by obtaining the repair authorization from the German Eichamt (Calibration Office). Diebold Nixdorf is now a certified maintenance provider for EV charging stations operated in compliance with German calibration law, further contributing to the standardization of charging infrastructure in the country. EV drivers also benefit from greater transparency and control possibilities when charging their vehicles.

OUR VISION FOR ESG — PLANET, PEOPLE AND PERFORMANCE

In 2023, Diebold Nixdorf continued enhancing our ESG program, engaging employees, partners and customers worldwide across each of our ESG components while invigorating our business and culture through responsible, sustainable practices.

We reduced use of energy and other resources, managed paper consumption, diverted waste streams that previously had gone into landfills, and reminded each other to make choices in our lives and work that make a difference for our planet. We also reduced 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 protect the environment, care for our people and the communities in which we live and work, and continually enhance our governance to ensure best practices in all we do. 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:



Planet

Planet (Environmental) topics, such as our carbon footprint, green products and solutions, waste, and water management.



People

People (Social) topics include giving back to the community, human rights, diversity and inclusion, and health and safety.



Performance

Performance (Governance) topics include collaboration with suppliers, cybersecurity and data privacy, and our Code of Business Ethics.

Engaging with our stakeholders is essential for us to fulfill our responsibilities as a global company. We strive to build cooperative relationships with stakeholders that are 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.



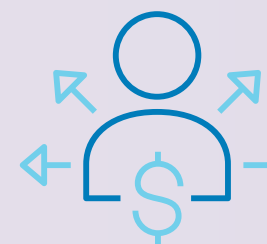
Employees

Our employees are our most valuable asset. We are committed to creating a safe, inclusive and engaging work environment that fosters professional growth and personal well-being. Through continuous training and development opportunities, competitive compensation, and a focus on health and safety, we ensure that our employees are equipped to thrive. We celebrate diversity and promote a culture of respect and inclusion, recognizing that our strength lies in our diverse perspectives and experiences.



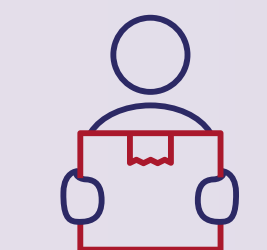
Customers

We are dedicated to delivering exceptional value and innovative solutions to our customers. By understanding their needs and challenges, we develop products and services that enhance efficiency, sustainability and customer experiences. Our commitment to customer satisfaction drives us to continuously improve and adapt our offerings, ensuring that we remain a trusted partner in their success. We also prioritize cybersecurity and data privacy so that our customers' information is protected and secure.



Investors

Our investors play a crucial role in supporting our mission and growth. We are committed to providing transparent, accurate and timely information about our financial performance, ESG initiatives and strategic direction. By maintaining strong governance practices and delivering sustainable growth, we aim to build long-term value and trust with investors. We actively engage with our investor community to understand their perspectives and incorporate their feedback into our strategies.



Suppliers

Our suppliers are essential partners in our value chain. We work closely with them to ensure that they adhere to the highest standards of quality, sustainability and ethical conduct. Through collaborative initiatives and continuous improvement programs, we aim to build strong, mutually beneficial relationships and encourage and support their efforts to adopt sustainable practices. Our collective impact is greater when we work together.



Communities

We strive to be a responsible and active member of the communities where we operate. Our community support initiatives focus on education, health and social services, aiming to improve the quality of life and create opportunities for local residents. We engage with community stakeholders to understand their needs and priorities, tailoring our programs to deliver meaningful and lasting benefits. Our employees are encouraged to volunteer and contribute to community projects, reflecting our commitment to giving back and making a positive impact.

PLANET (ENVIRONMENTAL)

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

We are deeply committed to sustainability, taking concrete steps every day to reduce our global energy consumption. These efforts include targeted improvements in building efficiency, personal practices and responsibilities and optimizing the total square footage of our facilities and offices worldwide without compromising productivity.

Climate change presents serious environmental, economic and social challenges. We are dedicated to mitigating climate risks by focusing on our direct climate impact – the emissions from our operations, services, supply chain and the lifecycle of our products. Additionally, we are enhancing our community impact by leveraging Diebold Nixdorf technologies and services to help our customers reduce their environmental footprints. Our Internet of Things solutions enable intelligence across our machines, vehicle fleets, buildings, supply chains and factories, making them smarter, safer and more efficient.

Our environmental program is underpinned by robust policies and codes, including our Code of Business Ethics, Supplier Code of Conduct (SCOC), Global Sustainability Policy, Environmental, Health and Safety (EHS) Policy, Responsible Chemical Management Policy, and Waste Management Policy. These frameworks address carbon emissions, water consumption, energy use, recycling efforts, supply chain management, and the development of sustainable products and solutions. Together, our programs and policies empower us to create value for our stakeholders.

ENVIRONMENTAL AWARENESS— ONE TEAM, ONE GOAL

Sustainability is a key force driving change across the industry today.

From investment decisions to workforce operations, sustainability is a critical topic discussed at all organizational levels within the financial services industry. Read more about the shift to sustainable business practices in [our blog post](#). We recognize that addressing the world's environmental challenges requires broad, collective action, starting with individuals. Therefore, we have long supported our employees' passion for the environment by encouraging sustainability projects within the company and our local communities.

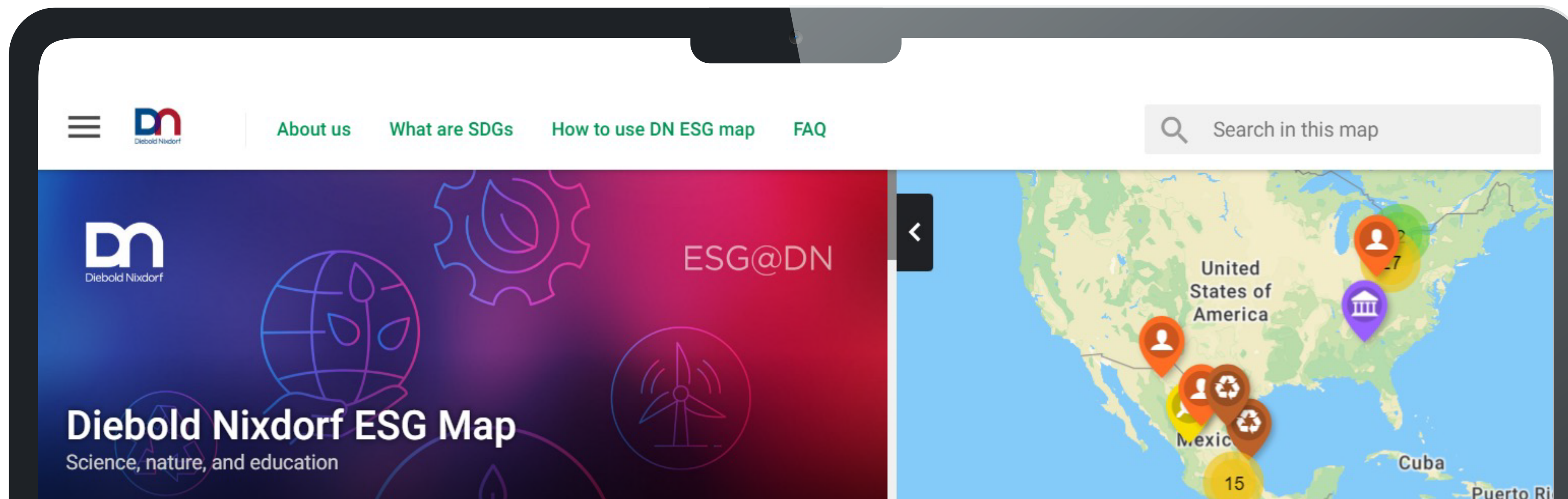
We are committed to educating our workforce about the importance of a sustainable planet. This includes opportunities for self-directed learning through our training and education platform with courses such as "Sustainability at Diebold Nixdorf,"

"Sustainability Foundations" and "Sustainability Foundations and Leadership." Beyond these specific education courses, Diebold Nixdorf provides broad education and awareness on key ESG topics through a series of monthly "Green Tips" articles, sharing strategies for employees to reduce their environmental impact and increase their community outreach.

ESG Impact Platform:

Our ESG Impact Platform empowers our employees to report on various environmental and sustainability initiatives they are practicing and implementing to support our overall ESG goals. This platform facilitates learning and sharing experiences among our global employees, promoting our sustainability program globally and contributing to future reporting.

With this tool, employees can post or drop a pin on a map to share upcoming volunteer events, sustainable initiatives at their office, in their city, or their personal lives, or even propose sustainable ideas they want to try. The platform, which has increasing use by employees with over 1,100 active Sustainability Liaisons and over 250 submitted initiatives, fosters a sense of community and shared purpose. Examples of initiatives are in the Carbon Footprint and Giving Back to the Community sections. The platform also allows employees to filter locations to discover pins in specific areas of interest, including nature, food/water, energy, waste/recycling, human development, or sustainable ideas. Employees have found the map highly engaging, frequently providing thoughtful comments and professional encouragement on each other's posts and pins.



CARBON FOOTPRINT

ENERGY

Diebold Nixdorf has made concerted efforts to structure our operations and products to conserve resources and reduce greenhouse gas (GHG) emissions, aligning closely with the [global goal to combat climate change](#).

By integrating advanced energy-saving technologies in our production facilities and products, we deliver both economic and environmental benefits to our customers. [Our Global Sustainability Policy](#) outlines our comprehensive approach to preventing and minimizing environmental harm. In our environmental footprint analysis, we have identified opportunities to reduce electricity, gas, water, waste and GHG emissions. We incorporate energy and resource efficiency practices into our operations, effectively reducing the total cost of ownership for our products by including energy reduction technologies.

STRATEGIC INITIATIVES AND POLICIES

Our commitment to sustainability is reflected in our strategic initiatives and policies.

In 2023, Diebold Nixdorf enhanced its efforts to capture a higher percentage of energy and utility data from our global operations. We implemented a leading cloud-based data management software platform that allows us to measure and manage energy and sustainability initiatives across Diebold Nixdorf's operations. This platform underpins Diebold Nixdorf's GHG Inventory Management System, which enables us to track and report on Scope 1 and Scope 2 emissions comprehensively and Scope 3 emissions where data is available. The software platform offers a robust foundation for managing our environmental data, ensuring accuracy, transparency and accountability in our reporting processes.





ENERGY AND RESOURCE EFFICIENCY PRACTICES

Our approach to reducing our carbon footprint is to focus on ways to lower the largest drivers of energy use while continuing to make incremental improvements throughout our operational footprint.

We have integrated energy-efficient technologies across our production facilities and operational processes. For example, our facilities are equipped with advanced heating, ventilation and air conditioning systems, energy-efficient lighting, and smart building technologies that optimize energy use and reduce waste. We also use renewable energy sources where feasible, further decreasing our reliance on non-renewable energy and lowering our overall carbon footprint.

CONTINUOUS IMPROVEMENT AND STAKEHOLDER ENGAGEMENT

Diebold Nixdorf is committed to continuous improvement in our sustainability practices.

We engage with stakeholders, including employees, customers, investors and suppliers, to gather feedback and insights that inform our sustainability strategies. Our ESG Impact Platform is a key tool in this effort, enabling employees to report on environmental and sustainability initiatives and share best practices. This platform fosters a culture of sustainability across our organization, encouraging employees to take ownership of our collective environmental impact.

Looking ahead, we remain dedicated to advancing our sustainability goals and reducing our environmental footprint. We will continue to invest in cutting-edge technologies, enhance our data management capabilities and collaborate with industry partners to drive meaningful change.

DIEBOLD NIXDORF GLOBAL ENERGY CONSUMPTION*	2020 (BASELINE)	2023	REDUCTION FROM BASELINE
Electricity (TJ) ¹	239.4	162.82	31.99%
Natural Gas (TJ)	286.9	216.24	24.63%
TOTAL ENERGY CONSUMPTION (TJ)	526.3	379.1	27.97%
Energy Intensity ²	0.000000134	0.000000100	25.37%

* 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.

¹ Terajoules (TJ)

² 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).

CLIMATE EMISSIONS MANAGEMENT AND REDUCTION

Diebold Nixdorf is committed to reducing environmental impacts across our operations and supply chain and through the goods and services we provide to our customers.

We annually report on our management and assessment of climate-related risks and opportunities through the Carbon Disclosure Project (CDP) to enhance transparency for our customers, investors and stakeholders. The CDP is an international non-profit organization that supports companies and cities in disclosing their environmental impact. Diebold Nixdorf has been using the CDP platform since 2008 to increase transparency around our ESG initiatives, and our most recent CDP score for reporting year 2023 is “C Awareness.”

EMISSIONS ACCOUNTING AND REPORTING

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 2023, we continued working with our internal and external partners to continue the collection of Scope 3 emissions data, planning to establish a Scope 3 emissions baseline for the

reporting year 2025. We use the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as the foundation for our emission data collection efforts.

SCOPE AND LIMITATIONS

It is important to note that these tools have not been and cannot be implemented in every global facility.

Facilities not within Diebold Nixdorf’s operational control are not reflected in the data provided. However, we remain committed to expanding our data collection efforts and improving our emissions accounting to include a broader scope of our operations. Our ongoing collaboration with third-party experts ensures that our methodologies are aligned with best practices and that we continue to advance our sustainability objectives.

DIEBOLD NIXDORF GLOBAL GHG EMISSIONS*	2020 (BASELINE)	2023	REDUCTION FROM BASELINE
Scope 1 Emissions ¹ (metric tons CO ₂ e)	86,671.9	76,039.64	12.27%
Scope 2 Emissions ² (metric tons CO ₂ e)	31,360.2	10,583.22	66.25%
TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS (METRIC TONS CO₂e)	118,032.1	86,622.86	26.61%
GHG Emission Intensity ³	0.0000302	0.0000230	23.84%

* 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 United States Service fleet vehicles are equipped with advanced vehicle telematics systems that monitor and track fuel consumption, optimize routing, and manage speeding and idling times.

These systems provide real-time data that is crucial for enhancing operational efficiency and reducing environmental impact. The Service fleet team regularly receives detailed driving reports and uses driver training tools designed to foster fuel-efficient driving behaviors among service technicians. By expanding the use of vehicle telematics across our global Service fleet, we are taking significant steps toward sustainability. We are also taking steps to begin the process of upgrading our global Service fleet to reduce carbon emissions and promote sustainable transportation solutions.

For instance, the telematics systems allow us to reduce the number of trips our service technicians need to make to customer locations by enabling more precise trip planning and using the most fuel-efficient routes. This has led to tangible results, including reduced fuel consumption, lower emissions, increased efficiency and improved customer service. One specific example is our initiative to implement predictive maintenance schedules based on telematics data, which minimizes unnecessary trips and maximizes vehicle uptime.

Effective fuel management is critical to reducing fuel consumption and GHG emissions. Our fuel efficiency reports leverage fuel consumption data to identify improvement areas by comparing performance across drivers and vehicles. This side-by-side analysis enables fleet managers to monitor and address any driving behaviors linked to increased fuel costs, such as excessive idling or aggressive driving. By promoting best practices in fuel-efficient driving and optimizing route planning, we significantly cut down on idle time and miles driven, contributing to greater operational efficiency and a reduced carbon footprint.

DATA CENTER AND CO-LOCATION MANAGEMENT

Our “cloud first” principle underpins Diebold Nixdorf’s cloud computing strategy, focusing on establishing robust governance standards and processes that align with our development efforts.

We have implemented comprehensive Cloud Governance processes and current standards to support our strategy and meet non-functional core requirements for launching new products. This digital transformation initiative is driven by our commitment to embedding more functions within our products.

A significant portion of the overall carbon footprint in data centers is due to energy consumption and the cooling requirements for servers and systems. To address this, Diebold Nixdorf collaborates with utility system partners to increase the availability of renewable energy for data centers. We also work closely with our data center operator customers on projects that enhance data center energy efficiency and maximize the use of renewable energy sources to power the cloud.

The data center industry has made significant strides in climate action over the past decade, with cloud computing platforms leading the way in sustainable operations and corporate adoption of renewable energy. This positive impact will continue to grow as more businesses migrate from carbon-intensive, on-premises data centers to greener infrastructure operated by cloud platforms and co-location facilities. By working directly with our Information Technology (IT) and co-location data center vendors, who share our sustainability commitments, we drive energy efficiency and progress toward our goal of reducing energy consumption and GHG emissions.

Our collaborative efforts include implementing state-of-the-art energy management systems, participating in renewable energy purchase agreements and deploying innovative cooling technologies. For example, we are piloting the use of liquid cooling in our data centers, which is significantly more efficient than traditional air-cooling methods. This not only reduces energy consumption but also extends the life of our hardware, contributing to our overall sustainability objectives.

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. Our global sustainability initiatives are structured around four key themes: Energy Efficiency, Water Management, Waste Management and employee-led Green Initiatives. These initiatives are designed to enhance our operational sustainability and foster a culture of environmental responsibility among our employees.



Energy Efficiency

- LED Lighting Retrofit Program: We have partnered with property owners to implement LED lighting retrofits across our facilities. This initiative reduces energy consumption and lowers our carbon footprint.
- Occupancy Sensors: Installed throughout our offices, these sensors automatically turn lights on and off based on occupancy, significantly reducing unnecessary energy use.
- Dimmers: By incorporating dimmers, we can decrease lighting use as needed, further conserving energy.
- Open Floor Plans: Our office designs maximize natural daylight, reducing the need for artificial lighting.
- Renewable Energy Purchases: We actively identify opportunities to purchase renewable energy. Renewable energy contracts have been signed for two of our core manufacturing facilities, Paderborn, Germany and Manaus, Brazil. Other renewable energy contracts have been signed for two Diebold Nixdorf facilities, Zoetermeer, Netherlands, and São Paulo.



Water Management

- Automatic Fixtures: To conserve water, we identify opportunities to install automatic toilets and sink faucets in our facilities.
- Faucet Aerators: These devices are used to reduce water flow without compromising functionality, leading to significant water savings in our offices.
- Water Bottle Refilling Stations: By providing these stations, we encourage employees to reduce single-use plastic waste and promote reusable water bottles.

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. Our global sustainability initiatives are structured around four key themes: Energy Efficiency, Water Management, Waste Management and employee-led Green Initiatives. These initiatives are designed to enhance our operational sustainability and foster a culture of environmental responsibility among our employees.



Waste Management

- **Product Stewardship Programs:** We have implemented programs to manage end-of-life product waste, ensuring responsible disposal and recycling.
- **Recycling Initiatives:** Our facilities are equipped with waste stations and recycling bins, encouraging employees to recycle and minimize waste.
- **IT Printer Policy:** Aiming for a zero-paper goal, our policy includes measures to reduce printing and promote digital documentation.
- **Reusable Items:** We provide reusable water bottles and coffee mugs at many of our sites to decrease the use of single-use plastic cups.
- **Streamlined Packaging:** Efforts to reduce packaging waste include replacing plastic with recyclable materials, using smaller and more precisely fitted packaging and adapting pallet dimensions to increase product per pallet, reducing transportation frequency and packaging needs.
- **Shipping:** Adapting pallet dimensions to increase the number of products per pallet increases the number of products transported at a time and subsequently decreases packaging.



Green Initiatives

- **Electric Vehicle (EV) Charging Stations:** We are identifying opportunities to install EV charging stations at our larger locations to encourage using EVs and bicycles among employees, reducing emissions and promoting sustainable commuting.
- **Vehicle Policy:** Our vehicle policy encourages the introduction of hybrid and fully electric vehicles, reducing our overall fleet CO₂ emissions.
- **Technical Optimization:** Projects such as ATM monitoring, AllConnect Data Engine (ACDE) and cash recycling technology interventions are aimed at enhancing efficiency and sustainability.
- **Hybrid Workforce:** Our flexible work policy reduces the need for daily commuting, lowering our overall carbon emissions.
- **Travel Optimization:** By optimizing travel plans, we reduce unnecessary trips, contributing to lower emissions.

SUSTAINABILITY INITIATIVES IN MANUFACTURING

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 throughout our manufacturing processes.

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. In 2023, the solar roof generated 91,029 kWh of solar electricity for our Paderborn site. We have also executed a contract with our utility supplier to provide the facility with 100% renewable energy for the facility in 2022 through 2024.



- Diebold Nixdorf employees have made it a goal to run more old development hardware through remarketing in Paderborn in order to reuse components for their sub-assemblies. Previously, devices were mainly professionally recycled by the Penecke company. This has resulted in an increase of remarketed devices by 15%.



- Diebold Nixdorf Berlin is in talks with suppliers to bring four EV chargers to the site. Installation is planned for 2025.

- From October 2022 to February 2023, over 40 ideas were submitted to Diebold

Nixdorf Ideas Management as a part of #SAVEENERGY, a campaign dedicated to reducing resource consumption and increasing efficiencies. Once implemented, these ideas will save tons of CO₂.

- Packaging for Retail weight scales has been optimized to eliminate plastic packaging. Cardboard packaging for the same product has also been reduced from 5.4 kg to 3.2 kg through more precisely fitting packaging.
- Thanks to a triple-cascaded approach to rinsing the racks during the electroplating process, we reduced water consumption from 1,000 liters to 100 liters per hour.

Brazil

- With a focus on our role within the circular economy, metals, plastics and parts are either recovered or recycled from end-of-life hardware. The parts harvesting program allows our hardware group to bring new life into this equipment for existing and new products where applicable.
- Educational campaigns to reduce electricity and water use are implemented by flyer postings throughout the facility.
- Routine inspections to check for any water leaks to ensure efficient water use. Updating equipment to increase energy efficiency, such as the recent update from a laser cutting machine to fiber optic technology. Lighting throughout the manufacturing and office areas has been upgraded to LED lighting.
- Annual inspection of energy distribution in panels through thermography is conducted to reduce energy loss due to heat.

United States

- Throughout our headquarters in North Canton, Ohio:
 - Our team collaborates with a local fire station to reduce waste and help those in need by collecting aluminum cans that the fire station can convert to aid burn victims.
 - LED lighting is installed in many areas.
 - Ten exhaust fans were covered with 50 mm thick insulating foam panels to combat winter heat loss.
 - Scrap steel is recycled and reused locally in Ohio.
 - On-site bike parking encourages employees to use green transportation.

These examples underscore Diebold Nixdorf's commitment to sustainable development and adherence to EHS regulations. The sustainability upgrades we have completed are designed to significantly enhance the resilience and future sustainability of our global facilities, reflecting our ongoing efforts to minimize our environmental footprint.

We recognize that sustainable development is not just about compliance but also about proactively driving positive change. Therefore, we continually develop and implement programs that promote sustainable practices across all levels of our organization.



GREEN PRODUCTS AND SOLUTIONS

BANKING

Sustainability is not only gaining momentum among businesses but also among consumers who are becoming more conscious of the impact of their everyday actions.

Consumers are looking to industries to help drive positive change and are placing their trust in leadership teams to act sustainably. Offering these value-added services to support a more sustainable future can help organizations strengthen their brand by creating trust, value and an 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 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. State-of-the-art intelligent power management combined with LED technology throughout the suite of terminals enables savings between 30-60% in electricity consumption compared to older model ATMs. 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. Other features, such as the larger cash capacity, led to enhanced operational efficiency for our customers. On average, DN Series terminals require 40-50% fewer cash-in-transit visits compared to traditional recyclers and offerings from other manufacturers, which reduces fuel consumption and associated carbon emissions. Diebold Nixdorf is dedicated to providing ongoing product support that goes beyond mere functionality. This includes initiatives to reduce service calls, minimize cash-in-transit calls and optimize parts replacement, contributing to the longevity and

efficiency of our solutions. Read more about our Banking product efficiencies with our customers in our [case studies](#).

The DN Series® 200 model is made of recycled and recyclable materials and is 25% lighter than most traditional ATMs. This reduces CO₂ emissions, both in the manufacturing process and transportation of components and terminals. The model uses state-of-the-art LED technology in all its lighting 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 an energy-saving mode.

Diebold Nixdorf offers a Green ATM concept that 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.

Our 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 active 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. As of Dec. 31, 2023, more than 230,000 banking and retail devices were connected to ACDE. We expect to benefit from more environmentally friendly, efficient and cost-effective service 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 offer 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..

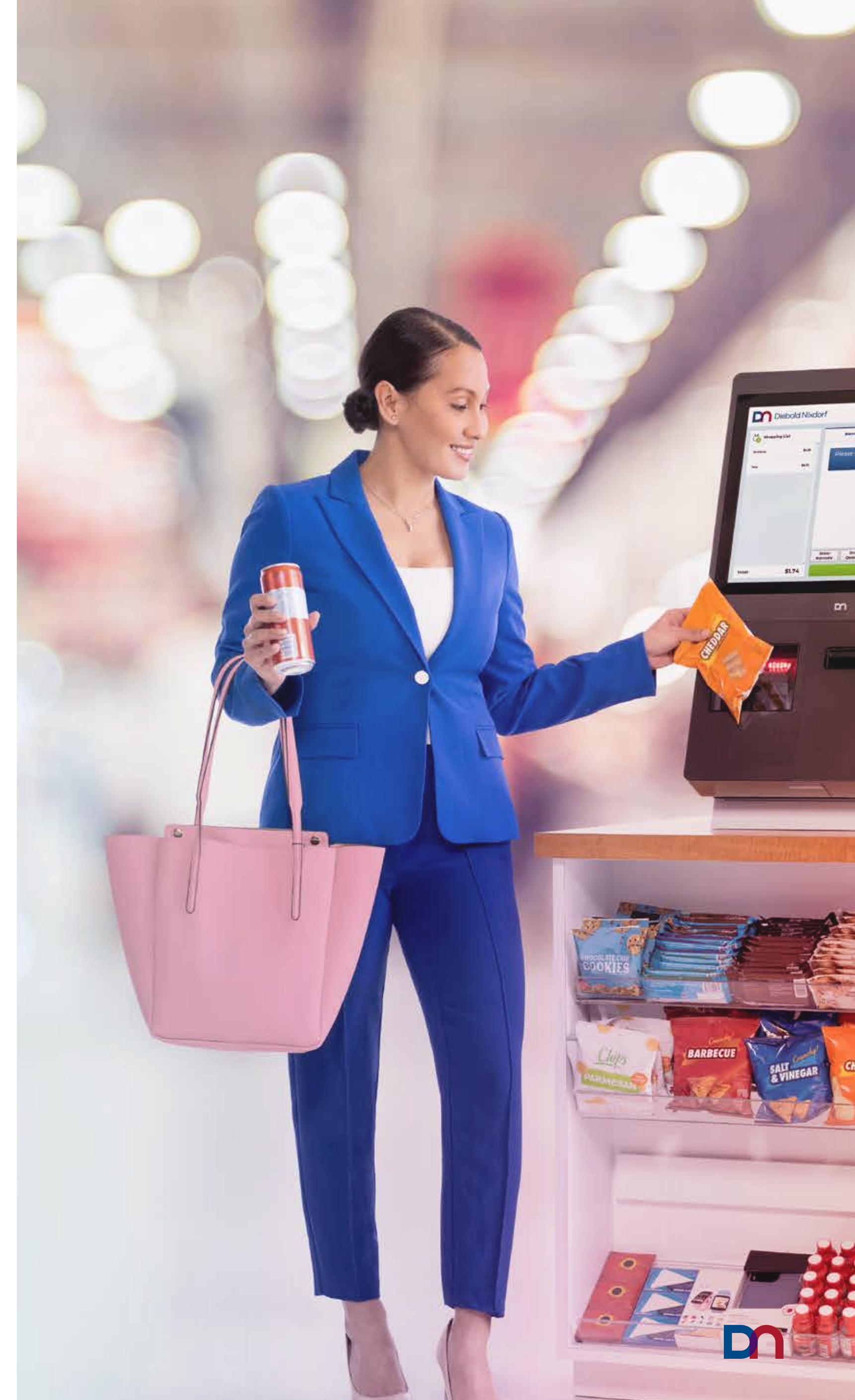
In 2023, Diebold Nixdorf's Retail teams continued to make progress in increasing our products' efficiencies. In our BEETLE M2110 model for instance, we conducted a complete substitution of hard disk drives to solid-state drives as well as introducing more energy-efficient processors. The combination of these changes has resulted in a decrease in power consumption by over 22 GWh over five years. The team has also developed a new external power supply for the same model, resulting in an additional electricity consumption savings of about 1.7% when utilizing a medium load.

We design our products with sustainability in mind, focusing on reducing waste and product weight while increasing the use of eco-friendly and recycled materials/ components (>90%) according to Waste from Electrical and Electronic Equipment compliance. Our products are designed for easy upgradability and retrofitting, which reduces CO₂ emissions in the manufacturing process and during the transportation of components and terminals. Additionally, our packaging uses minimal plastic and environmentally friendly recycled paper (>90%).

Diebold Nixdorf AllConnect ServicesSM 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 IT infrastructure.

The Diebold Nixdorf Vynamic[®] Software suite provides a comprehensive, modular and open solution ranging from the in-store checkout 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' CO₂ emissions by implementing remote tracking of cash levels (cash management), power management software, and secure and remote deployment of software updates.

Diebold Nixdorf Vynamic[®] Digital Receipt 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 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.

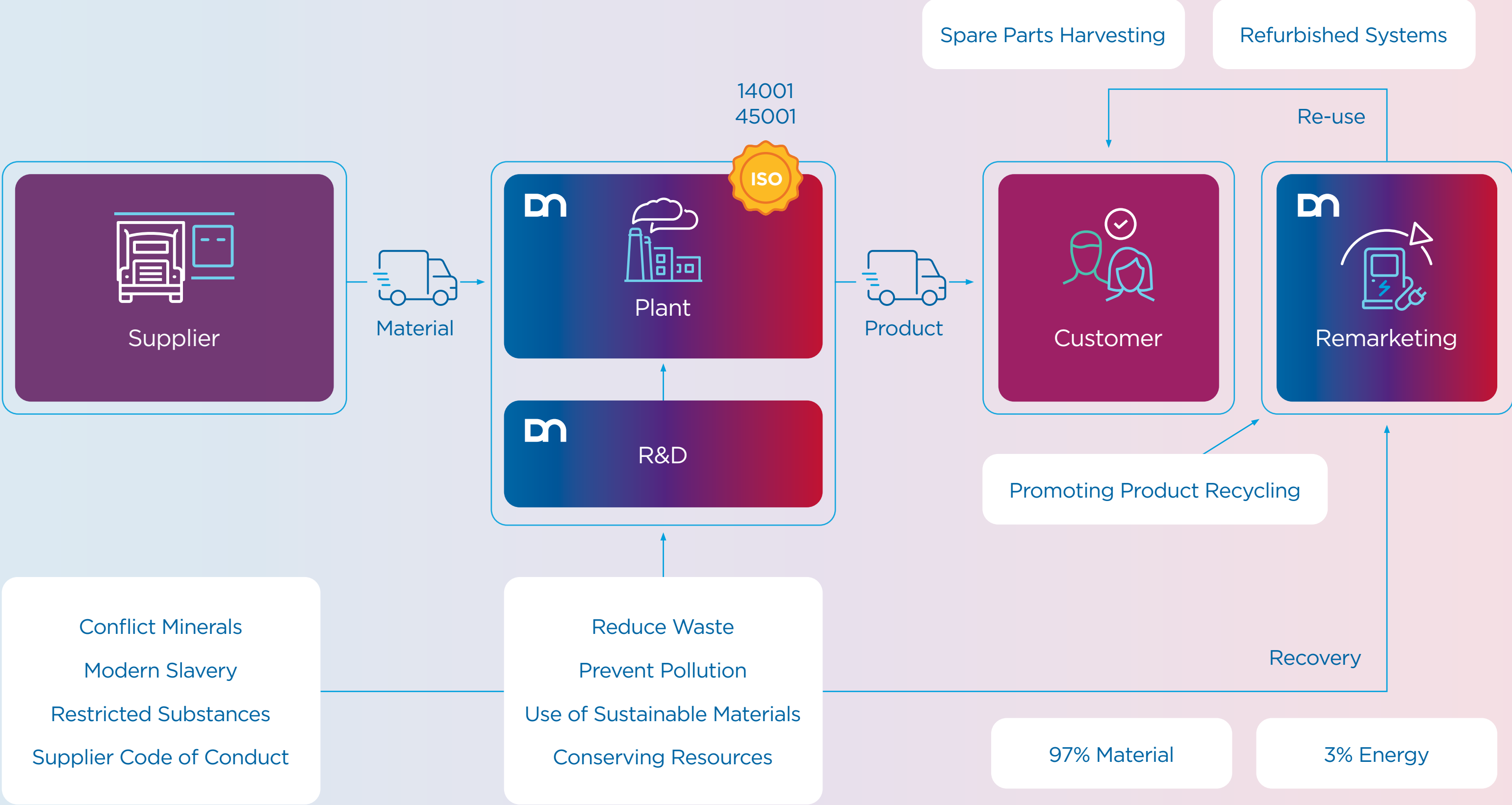


GREEN PRODUCTS AND SOLUTIONS

ENVIRONMENTALLY SUSTAINABLE MATERIALS

Environmentally sustainable materials are a critical focus within our supply chain strategy.

We recognize that using sustainable materials not only enhances our operational efficiency but also delivers significant benefits to our customers and the broader environment. Our commitment to sustainability begins with our direct material suppliers, who participate in rigorous due diligence processes, conduct similar assessments on their own supply chains and provide complete and accurate information upon request. Every contract with our direct suppliers mandates adherence to our SCOC, which aims to reduce waste, prevent pollution, promote recycling and conserve resources.





ENVIRONMENTAL STANDARDS AND CERTIFICATIONS

Our SCOC outlines stringent expectations for meeting environmental standards. We expect our direct material suppliers to have certified environmental management systems in place, adhering to the International Standards Organization (ISO) 14001 or an equivalent standard. Compliance with these environmental standards is monitored through periodic reviews of our suppliers, ensuring that they maintain the high standards we set for sustainability.

HAZARDOUS SUBSTANCES MANAGEMENT

Diebold Nixdorf is dedicated to limiting and reducing the use of hazardous substances in our global operations. We collaborate closely with suppliers who share our commitment to this goal. Our Restricted Substances and Prohibited Substances Program proactively seeks to avoid the use of known hazardous chemicals in the products we provide to our customers. This aligns with our broader ESG initiatives and supports our efforts to minimize our environmental footprint.

A key component of our chemical management strategy is a comprehensive review of materials. This process begins with a regulatory search of all applicable chemical regulations and use restrictions, including Diebold Nixdorf-specific restrictions that often exceed regulatory requirements. We then identify the necessary environmental and safety controls to protect personnel and the environment during the intended use of these chemicals. This thorough approach ensures that our products are safe and compliant with environmental requirements.

COMPLIANCE WITH ENVIRONMENTAL REQUIREMENTS

We are responsible for ensuring that our products are compatible with environmental regulations. The principal raw materials used in our manufacturing operations include steel, plastics, electronic parts and components, and spare parts, which are sourced from various major suppliers. A major aspect of our responsibility is to reduce the volume of critical substances in our products. Numerous legal provisions, such as the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Restriction of Hazardous Substances Directive, the Toxic Substances Control Act, and California Proposition 65, underscore our obligations. Based on these legal stipulations and our own stringent requirements, we have compiled lists of restricted substances that are integral to our supplier agreements. All suppliers must fully observe and comply 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 and 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 worldwide to comply with laws prohibiting and restricting the use of these prohibited substances.

WASTE AND RECYCLING MANAGEMENT

Our Global Waste Management Policy provides operational requirements for the safe, responsible and ecologically sound management of various waste types generated at our facilities or projects. We embed waste conservation and recycling practices across our production and office locations with plans to set global reduction targets. We adhere to the "ARRR" principle: Avoidance before Reducing, Reusing and Recycling, and finally, disposing of materials considered as specially regulated waste. This structured approach ensures that significant waste-related impacts are managed effectively across every level and aspect of the business:

Department and Business Unit Leaders

Leaders are responsible for reviewing operations to identify areas where waste can be reduced at its source. This includes acquiring items that are durable, have minimal packaging, or are readily recyclable when discarded. They also ensure that purchases are made only when necessary and in non-excessive amounts.

Employees, Contractors and Vendors

All personnel involved with Diebold Nixdorf are responsible for managing materials or equipment brought into our facilities. This includes separating defined waste types and placing identified waste materials in the appropriate containers to facilitate recycling and proper disposal.

Procurement and Supply Chain

Our procurement team prioritizes goods and services with minimal negative effects on human health and the environment. They promote purchasing durable and environmentally preferable products, prioritizing these purchases over single-use or disposable items.

Operations

The operations team establishes procedures to manage waste sources. This includes planning to set specific recycling targets, managing waste and recycling collection areas, maintaining up-to-date procedures for reuse and recycling requirements, and keeping records of all waste reduction, management and recycling activities.

Global Sustainability and EHS Department

The Global Sustainability team and the EHS department are responsible for developing and communicating waste and recycling policies and guidelines. They facilitate analyses of our operations' waste and recycling programs, develop guidelines focused on minimizing environmental impact and CO₂ emissions, regularly update senior leadership on performance and compliance, and review documents for applicability and amendment.

Circular Economy Solutions

We focus on recovering materials and regenerating resources to create circular economy solutions that reduce costs and environmental impacts. Our supply chain organization works diligently to reduce the environmental impact associated with reverse logistics operations, which involves the return of products and materials to Diebold Nixdorf and our supply chain. We seek opportunities to capture circular economy value on returns through restocking inventory, repairing, reusing as warranty spares or extending product life through resale in the secondary market. Electronic components that cannot be reused or resold are routed through our network of recycling vendors, where the majority of materials are reclaimed for precious metals or recycled and placed onto secondary materials markets.

In 2023, Diebold Nixdorf analyzed and collected our end-of-life product waste stream data – materials we either reuse or recycle. We have defined material groups that we recycle through our Global Product Stewardship program. We track recycling data, including electronics waste, steel, aluminum, mixed metals, universal waste, mixed wood and paper, mixed plastics, and finally a miscellaneous category.

The table below represents a U.S.-based example of the materials we recycle and how much we recycled in pounds in each category in 2023. We intend to broaden our waste and recycling data collection efforts globally.

DIEBOLD NIXDORF MATERIAL GROUPS	RECYCLING VOLUME FROM 2023 (lbs.)
Mixed Wood and Paper	346,338
Steel	5,030,455
Aluminum	3,435
Mixed Metals ¹	2,439
E-Waste	97,409
Universal Waste ²	41,044
Mixed Plastics	34,085
Miscellaneous ³	3,527
TOTAL MATERIALS RECYCLED	5,558,732 lbs

* 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.

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

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

³ 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.

GLOBAL PRODUCT STEWARDSHIP PROGRAM

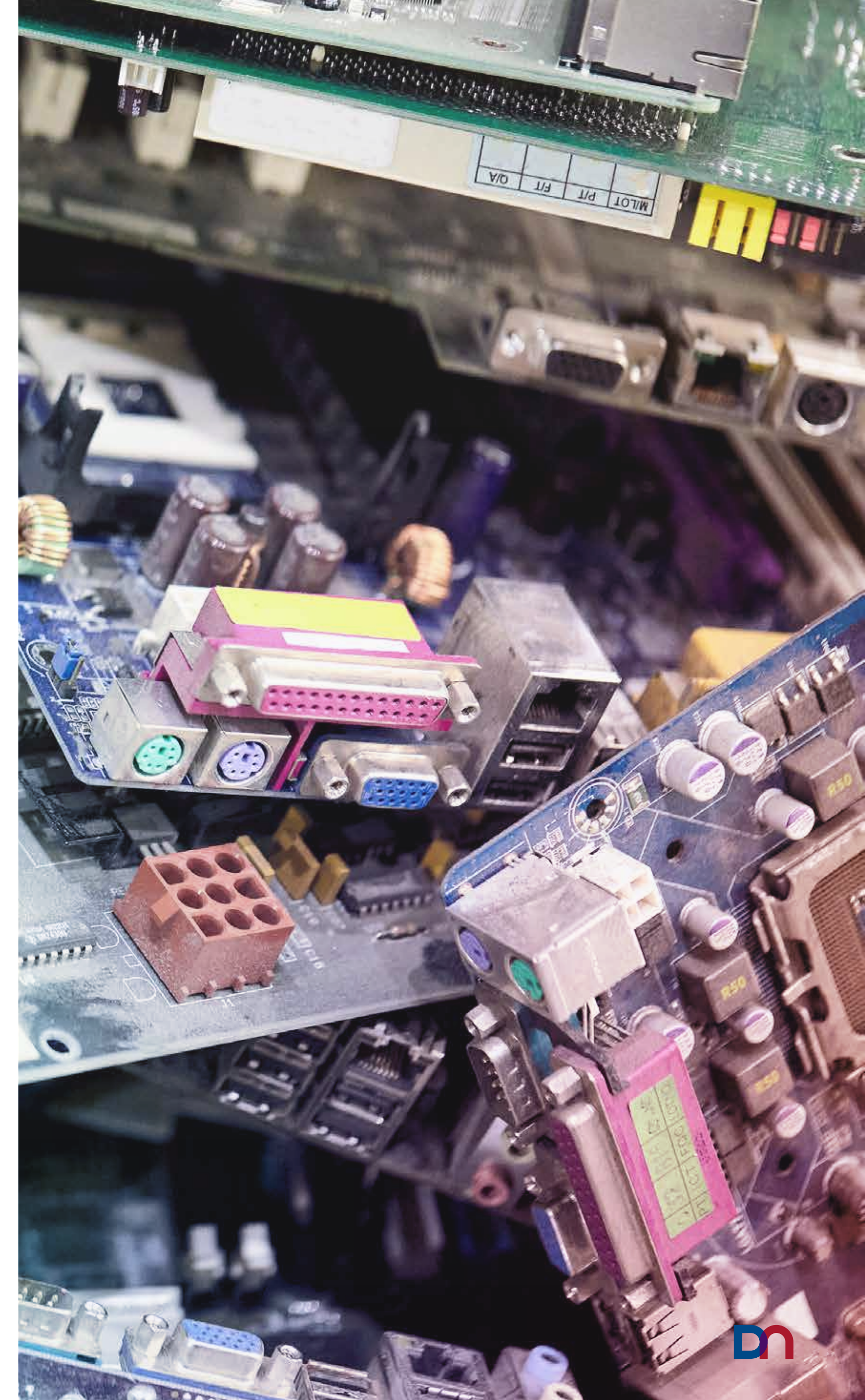
Our Global Product Stewardship (Recycling – Take Back) Program aims to promote circular economy principles and minimize the environmental impact of our products at their end-of-life and ensure they are handled according to high environmental standards.

Diebold Nixdorf has maintained this program to recycle out-of-use ATMs and other electronic hardware 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.

We evaluate all our products to ensure we offer a recycled alternative through our Diebold Nixdorf Global Product Stewardship Program whenever possible. We also 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 parts harvesting.

The parts 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 system modules or any other components from the equipment they are replacing. We run collected 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.



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, Canada and Germany Product Stewardship Programs, seen below.

BRAZIL

	2023
PROCESSED SYSTEM	2,438
TYPES OF WASTE	TONS
Mixed Metals ¹	1,803.9
Component Parts and Pieces ²	215.5
Recycled Polymers	107.10
Wood	0.17
Compound Polymers	96.29
TOTAL IN TONS	2,222.89

* 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	2023
Spare Parts Modules (piece) ¹	12,221
Re-marketed Systems (pieces) ²	164
Old equipment (metric tons)	1,641

* 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	2023 (lbs.)
Component Parts and Pieces ¹	2,713.9
Flat Panel Monitors	7.7
Ferrous Materials ²	41.9
Cardboard	77.2
Mixed Steel	424.4
Printers Desktop Model	57.3
TOTAL	3,322.37

* 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 STEWARDSHIP AND CONSERVATION

We are committed to preserving natural resources by reducing our consumption of water and avoiding polluting waterways.

We use groundwater for our manufacturing operations, office and warehouse locations to reduce our reliance on valuable drinking water sources. Although the water consumption footprint of a light manufacturing and technology services company like Diebold Nixdorf presents limited opportunities for significant reductions, we strive to improve our water use efficiency through proactive monitoring at our primary locations worldwide.

COMMITMENT TO WATER STEWARDSHIP

Our commitment to sound water stewardship is integral to making our operations more resilient and reducing any potential impacts on the communities in which we operate. We believe that access to water and sanitation is a fundamental human right. Therefore, all our employees have access to clean drinking water, and we collaborate with community members to donate water supplies in regions considered "water-stressed."

WATER CONSUMPTION DATA COLLECTION

We remain diligent in gathering data where possible and applying it to drive reductions in water consumption worldwide. We've increased our internal efforts to capture a higher percentage of water consumption data from our global operations.

DIEBOLD NIXDORF GLOBAL WATER CONSUMPTION* 2023

Total Withdrawals (ML) ¹	58.65
Total Discharges (ML)	44.68
Total Water Consumption (ML)²	13.97

* 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.

¹ Megaliters (ML)

² For reporting year, 2023, the reported data for total water consumption in megaliters per year reflects Diebold Nixdorf offices and manufacturing facilities in Brazil, Germany and the U.S.

The table above represents our progress in capturing data from locations in 2023. We are committed to making every effort to collect this information across our manufacturing, offices and warehouses to establish a comprehensive water consumption baseline and implement plans for reducing water consumption in 2024 and beyond.

REGULATORY COMPLIANCE AND COMMUNITY ENGAGEMENT

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. This approach not only ensures compliance but also reinforces our commitment to environmental stewardship and community well-being.

By maintaining high standards for wastewater management, we protect local ecosystems and contribute to the overall health and safety of the communities where we operate.

PEOPLE (SOCIAL)

EMPOWERING OUR GREATEST ASSET: OUR EMPLOYEES

Our employees are our greatest asset, and their passion for applying our company values and sustainability principles is instrumental in addressing global challenges and achieving our company goals. We cultivate a culture that strongly encourages employees to engage in their communities, and our employees have volunteered countless hours globally over the past decade. Diebold Nixdorf actively supports employee volunteerism by providing up to 16 hours of paid time off annually for community service.

COMMITMENT TO A SAFE AND HEALTHY WORKPLACE

We are committed to ensuring our employees have a safe workplace with a goal of zero injuries, incidents and health impacts. Proactive management of environmental, health and safety (EHS) factors is a core component of our company strategy and corporate culture. We prioritize the well-being of our employees, understanding that a safe and healthy workforce is essential to our success and sustainability.



ENHANCING THE EMPLOYEE EXPERIENCE

Diebold Nixdorf is dedicated to 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 of Accountability, Collaboration, Decisiveness, Sense of Urgency and Willingness to Change, fostering a supportive and inclusive workplace where every employee can thrive.



INTERNAL COMMUNICATIONS AND EMPLOYEE ENGAGEMENT

We have invested in our internal communications resources to better inform, influence and inspire our employees.

Our intranet, The Exchange, is the central platform to keep employees informed about key business updates, new product launches, progress made on strategic initiatives, and people-focused programs and benefits. Effective communication is crucial for maintaining a connected and informed workforce, and The Exchange plays a pivotal role in this effort, complemented by town halls, videos, manager messages, and more.

TALENT DEVELOPMENT AND SUCCESSION PLANNING

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 to 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 and are preparing to launch a Career Framework that provides transparency and ownership of career planning, ensuring that we nurture and retain talent at all levels of the organization.

SKILLS TRAINING AND ECONOMIC OPPORTUNITY

We are committed to providing skills training and economic opportunities for our employees and the communities where we operate.

By investing in professional development and career advancement, such as preparing for our first companywide leadership training for managers, we empower our workforce to reach their full potential and contribute meaningfully to our company's success and sustainability goals.



DIVERSITY, EQUITY AND INCLUSION

Our core values of Accountability, Collaboration, Decisiveness, Sense of Urgency and Willingness to Change are integral to our culture of diversity, equity and inclusion (DEI).

We hold ourselves accountable for our actions and their impacts, collaborate across teams and with our stakeholders, make decisions with confidence, act swiftly to seize opportunities, and remain adaptable in the face of change. Around the world, 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 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 identities or life experiences. Since then, we added three more ERGs and aim to continue to expand participation across the company. 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

Pride@DN cultivates a safe, positive and inclusive environment that empowers and encourages members and allies through connection, community, sharing and outreach. It has about 160 members across the world. In 2023, Pride@DN hosted several events, including virtual volunteer opportunities with Outright International, "Open Mic" meetings, and collaborative meetings with Parents@DN and Women@DN.

VETERANS @ DN

Veterans@DN recognizes the sacrifice of all Diebold Nixdorf veterans and the families of veterans, attracts and retains veteran talent at DN, assists and educates those transitioning from military service to civilian life and assists in veteran's causes within our communities. It has about 160 members. Some Veterans@DN events in 2023 included a Memorial Day Virtual Wall on The Exchange, a virtual walk for post-traumatic stress disorder awareness, and volunteering and donations to Wreaths Across America.

MULTICULTURAL CONNECTIONS

Multicultural Connections gives voice to employees who are part of underrepresented ethnic and cultural groups at Diebold Nixdorf by providing a safe space for sharing experiences, creating paths to inclusion and serving as a network for employees. It has over 400 members across the world. Some Multicultural Connections events in 2023 included four cultural fairs and a Juneteenth roundtable discussion.

WOMEN @ DN

Women@DN welcomes and empowers women at Diebold Nixdorf by providing support, events and education that aims to build a positive, supportive community of women and promote their professional and personal growth. It has over 400 members globally and hosts monthly meetings on topics such as Balance in Our Lives, Stress Management and Building Our Strengths.

SPARKS @ DN

SPARKS@DN is open to all German-speaking Diebold Nixdorf employees and has about 200 members. It creates empowerment and connection to support efficiencies and stimulate knowledge exchange. SPARKS@DN has a buddy system that provides mentorship and also hosts 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 subject.

PARENTS @ DN

Parents@DN improves conditions for the working parent by removing 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 Diebold Nixdorf. It over 400 members across the globe. 2023 events included Mother's Day and Father's Day celebrations, Bring Your Kids to Work Day across various offices, and meetings on Screen Time and Supporting Children through Coming Out.

NEXT GENERATION

Our newest ERG, Next Generation, has more than 300 members and is dedicated to new Diebold Nixdorf employees. It informs and inspires the next generation and encourages new employees to connect and collaborate with each other and their global colleagues. Monthly meetings are based on a late-night talk show format and share current Diebold Nixdorf affairs, guest interviews, games and networking.

LABOR, HEALTH AND SAFETY

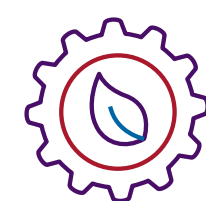
OPERATIONS MANAGEMENT SYSTEM

Our Operations Management System (OMS) is designed to deliver benefits for our customers while ensuring and improving the occupational health and safety of our employees, protecting the environment, and providing clear rules and instructions for managers and employees. This system is based on internationally recognized standards, including International Standards Organization (ISO) 9001:2015 for quality management), ISO 14001:2015 for environmental management, ISO 45001:2018 for occupational health and safety management and ISO/IEC 20000-1:2018 for Service Management. We are committed to adhering to these standards and conducting regular audits to ensure compliance. Our OMS encompasses:



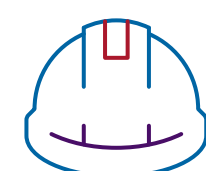
QUALITY MANAGEMENT

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



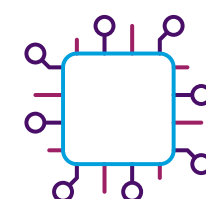
ENVIRONMENTAL MANAGEMENT

Research, development, manufacturing and supply of products and solutions for financial and retail industries, including provision of facility management services, maintenance of manufacturing machinery, and 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, Information Technology infrastructure services and solutions and application services.

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

The Sustainability and EHS teams are responsible for supporting sustainable development and ensuring Diebold Nixdorf's compliance with all applicable EHS-related regulations. This team effort is delivered through the management activities of our workforce around the globe. We are focused on proactively managing climate change issues and providing employees with information on how they can support our sustainability goals.

OCCUPATIONAL HEALTH AND SAFETY HAZARDS, RISKS AND INCIDENTS

Diebold Nixdorf encourages employees to report any incident, concern, or unsafe condition individually and anonymously.

Risk assessments guide the initiation of danger-averting actions, which are then evaluated for effectiveness. The outcomes of assessments, actions taken and evaluations are documented in function-based and local electronic databases, which are regularly updated following legal or operational changes.

We prepare for emerging situations by respond to incidents, including first aid cases. Relevant parties are involved in investigating and developing planned responses, which are then integrated into the risk assessment process, fostering a continuous improvement cycle. Employees can report potential health and safety issues to supervisors, Human Resources, the Ethics & Compliance team or the anonymous EthicsPoint hotline with protection from reprisals. They are also empowered to remove themselves from work situations posing imminent and serious danger to their life or health.

OCCUPATIONAL HEALTH SERVICES

The Global Environmental Health and Workplace Safety Policy helps ensure Diebold Nixdorf employees enjoy a safe workplace with a goal of zero injury, incident and health impact.

It 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 policy applies to all directors, officers, contractors and employees with 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.

Our goal 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. 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**
- **REPORT ANY UNSAFE ACTS OR CONDITIONS**

Where required, we establish formal, country-level safety and health committees that meet regulatory requirements. At other locations, functional leadership teams ensure compliance, and we put Diebold Nixdorf-required processes 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 employees' 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 and may include face-to-face, on-the-job and computer-based training (CBT). Courses are provided free of charge and during working hours or possibly after hours with extra pay. We measure training effectiveness using various methods, such as CBT in-line quizzes and exams or after-topic face-to-face exams. For CBT, Diebold Nixdorf uses 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.

Diebold Nixdorf believes that employee benefits comprise an integral part of the company's total reward strategy and each employee's compensation 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



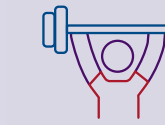
EMPLOYEE ASSISTANCE PROGRAM (EAP)



HOLISTIC WELLNESS PROGRAMS AND SUPPORT



CONSUMER TRANSPARENCY EDUCATION/TOOL



FITNESS INCENTIVE



TELEMEDICINE



PAID AND UNPAID LEAVE (VACATION/SICK)



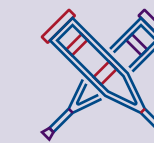
RELEVANT ALLOWANCES



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.

Diebold Nixdorf began capturing health and safety metrics on a global basis in 2021. As of Dec. 31, 2023, lost time metrics are captured at the country level and currently cover three manufacturing locations, 24 field service operations, 19 warehouses and 18 repair centers). Our metric collection has been designed to include all contract and leased employees for whom we have day-to-day responsibility.

Global fleet safety is a focus for improvement. Our global fleet operations are being measured against a best-in-class, 15-element program. We audited the self-reported, country-level statuses in 2023 and developed a plan for improvement.

There were no fatalities as a result of work-related ill health. A fatality occurred in 2023 when a Diebold Nixdorf service technician was struck by a motor vehicle while walking to work.

GLOBAL DIEBOLD NIXDORF SAFETY PERFORMANCE METRICS FOR 2023

OPERATIONS	LOST TIME INJURIES ¹	LOST TIME CASE RATE (CASES/100 EMPLOYEES/YEAR) ²
MANUFACTURING	27	1.76
FIELD SERVICE	85	0.88
WAREHOUSING	3	0.33
REPAIR CENTERS	2	0.36

¹ The definition of a "lost time case" varies by country. Some use one day or more off while 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 United States' standard of care.

² Lost Time Case Rate (LTCR) is calculated using the formula: # cases x 200,000/Total Hours Worked. The number of lost days does not affect the LTCR.

CUSTOMER HEALTH AND SAFETY

To protect the health and safety of our customers and consumers, we ensure our products undergo rigorous testing for consumer safety through external agencies, adhering to the International Electrotechnical Commission (IEC) standard for IEC 62368.

Product safety is a top priority across our entire portfolio, supported by an integrated management system that covers all product safety procedures.

HUMAN RIGHTS

POLICIES AND STANDARDS

Diebold Nixdorf's Modern Slavery, Global Human Rights, and Global Diversity, Inclusion and Sensitivity Policies formalize our ongoing commitment to supporting human rights.

These policies reflect the United Nations (U.N.) Guiding Principles on Business and Human Rights and are integral to our responsible and sustainable business practices. They guide our operations, supply chain and value chain, reinforcing our dedication to ethical conduct.

GLOBAL COMMITMENTS

Our human rights commitment is grounded in internationally recognized standards, including:

- **UNIVERSAL DECLARATION OF HUMAN RIGHTS**
- **INTERNATIONAL COVENANT ON CIVIL AND POLITICAL RIGHTS**
- **INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS**
- **ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (OECD) GUIDELINES FOR MULTINATIONAL ENTERPRISES**
- **INTERNATIONAL LABOR ORGANIZATION'S DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK**

The U.N. Guiding Principles outline a company's responsibility to respect human rights and to collaborate with governments to correct and remedy adverse human rights impacts.

SUPPLY CHAIN ENGAGEMENT

Our suppliers are pivotal in our commitment to human rights. We partner with them to adopt these standards, ensuring compliance with our Code of Business Ethics (COBE), Supplier Code of Conduct (SCOC), and Conflict Minerals and Modern Slavery Policies

We aid our suppliers in meeting these directives and continuously review and remediate human rights impacts through:



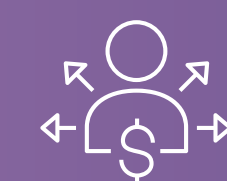
VERIFICATION

Conducting due diligence on operations and suppliers to ensure compliance with human rights policies, especially in higher-risk regions or new partnerships



TRAINING

Providing comprehensive training to employees and suppliers on human rights policies



AUDITING

Periodically auditing higher-risk suppliers to evaluate compliance



TRACKING

Tracking and reporting audit findings to stakeholders and addressing any negative impacts



COMMUNICATING

Proactively engaging with employees, suppliers, contractors and external stakeholders on human rights issues

ADDRESSING NON-COMPLIANCE

If a supplier is found to be non-compliant, we engage with them to remedy the situation. If they do not achieve compliance within a reasonable timeframe, we may reconsider our relationship with the supplier.

RESPECT FOR HUMAN DIGNITY

We recognize the dignity and equality of every individual.

We strive to respect and promote human rights in line with local and international standards, including the U.N. Guiding Principles. Our goal is to enhance human rights within the communities we operate, providing fair working conditions and expecting the same from our suppliers and partners. We categorically reject any form of forced or coerced labor within Diebold Nixdorf and in our supply chain.

TRAINING AND AWARENESS

All Diebold Nixdorf employees and contingent workers complete COBE training and agree to the code upon joining the company and annually thereafter.

We added a modern slavery module to the training and plan to provide specialized training to our Procurement and Supply Chain teams. This additional content will help them identify signs of forced or coerced labor and report concerns, using practical case studies and day-to-day steps to prevent modern slavery in our operations and supply chain.

Diebold Nixdorf is committed to enhancing human rights across all facets of our business. We adhere to global regulations, uphold our ethical values, and engage proactively with our supply chain and stakeholders to promote dignity, equality and respect for all. Our policies and practices ensure that we remain vigilant and responsive to human rights challenges, fostering a culture of continuous improvement and ethical excellence.

CONFLICT MINERALS

At Diebold Nixdorf, our commitment to human rights, environmental protection and responsible supply chain management extends to our approach to sourcing minerals.

Annually, we conduct thorough due diligence on our supply chain to enhance transparency and trace the origins of the conflict minerals that may be used in our products. These conflict minerals include columbite-tantalite (tantalum ore), cassiterite (tin ore), gold, wolframite (tungsten ore) and their derivatives (tantalum, tin, tungsten and gold).

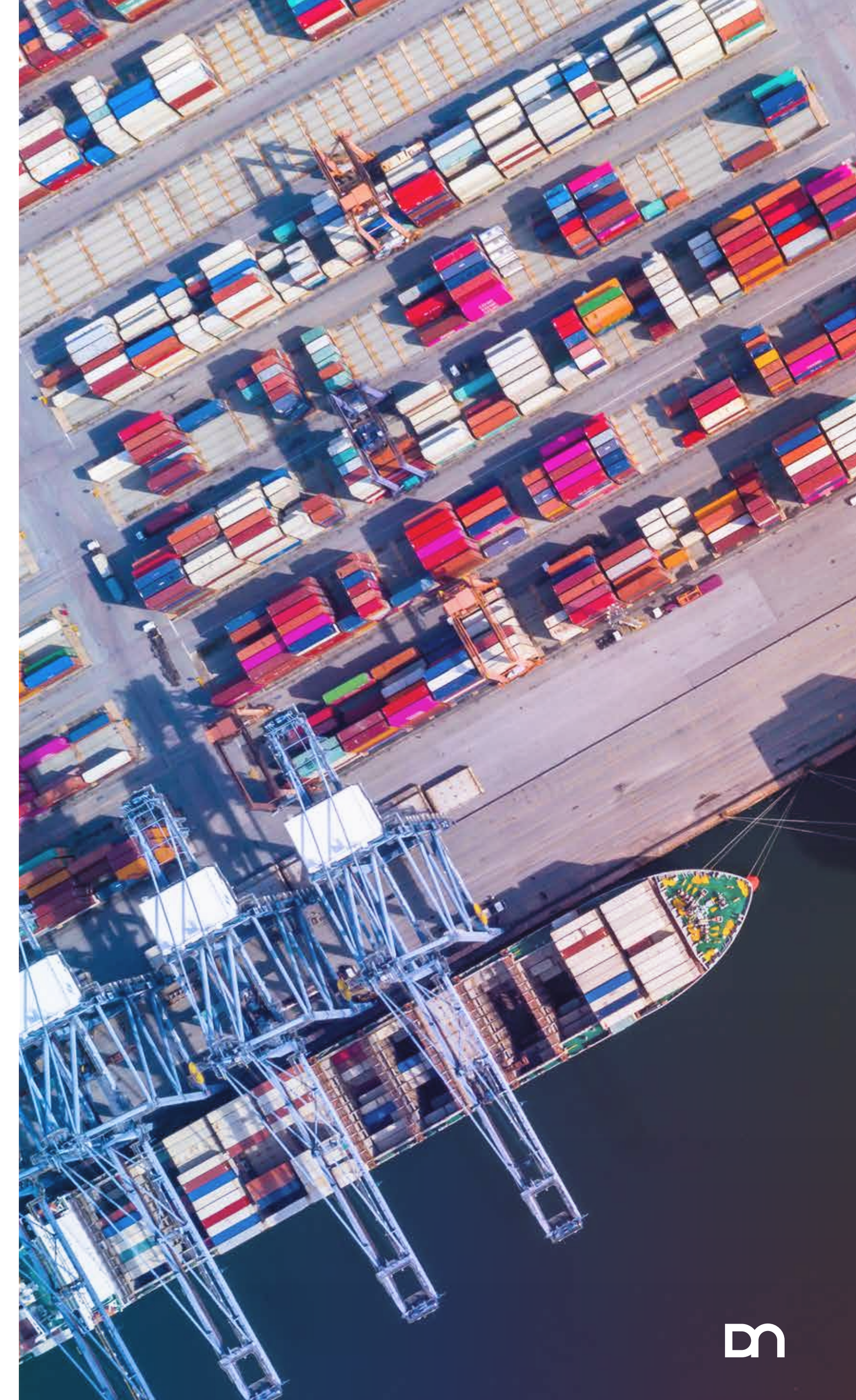
DUE DILIGENCE PROCESS

Our due diligence process is meticulously designed to conform to 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 gold. This framework aligns with our position as a “downstream” purchaser in the supply chain, ensuring that our sourcing practices meet the highest standards of responsibility and ethics.

SUPPLIER COLLABORATION AND COMPLIANCE

Higher-risk suppliers are required to participate in Diebold Nixdorf’s due diligence processes, providing complete and accurate information when requested.

We also mandate that these suppliers perform similar due diligence on their own supply chains, fostering a culture of transparency and accountability. Our collaborative approach extends our commitment to human rights and environmental stewardship throughout the value chain.





ETHICAL SOURCING OBJECTIVES

Diebold Nixdorf's primary objective is to eliminate from our supply chain conflict minerals 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 these regions, we expect our suppliers to share our commitment to ethical sourcing. Our policies, such as the COBE, SCOC and Modern Slavery Policy, guide our efforts.

INTERCONNECTIONS WITH HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION

Our emphasis on sourcing conflict-free minerals is deeply interconnected with our broader commitment to human rights and environmental protection.

By ensuring that our minerals do not fund armed conflicts, we contribute to the protection of human rights in conflict-affected regions. Additionally, our rigorous environmental standards ensure that our sourcing practices do not harm ecosystems or local communities.

VERIFICATION AND AUDITING

To verify compliance, we perform due diligence on our operations and those of our suppliers. This work includes additional scrutiny when onboarding new suppliers or entering new business partnerships, especially in countries with higher risks of human rights abuses. We conduct periodic audits of our higher-risk suppliers to evaluate their compliance with our conflict minerals policy and related human rights policies.

REPORTING AND REMEDIATION

In the future, we plan to track and report our audit findings to our stakeholders, detailing how any negative impacts or audit findings will be addressed.

If a supplier is found to be non-compliant with our Conflict Minerals Policy, we will engage with them to remedy the situation. Should a supplier be unable or unwilling to comply after a reasonable period, we will consider ending our relationship with them.

TRANSPARENCY AND ACCOUNTABILITY

For each reporting period, a good faith, reasonable country of origin inquiry is undertaken to determine if any of the necessary conflict minerals contained in our products originated in the DRC or an adjoining country or came from recycled or scrap sources. We file a Conflict Minerals Report annually with the United States Securities and Exchange Commission, which can be accessed on our Investor Relations [website](#).

GIVING BACK TO THE COMMUNITY

OUR SOCIAL IMPACT

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

Starting in 2021, Diebold Nixdorf began offering an 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 them or our local communities, all employees have 16 hours of volunteer paid time off (PTO) 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 2023, Diebold Nixdorf continued promoting this benefit to our employees to increase our contributions to our communities around the world as much as possible.

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

Our charitable giving philosophy requires that organizations that receive disbursements must:

- **HAVE A MISSION THAT ALIGNS WITH OUR COMPANY VALUES, AS EXPRESSED ON OUR WEBSITE UNDER WHO WE ARE AND IN OUR COBE**
- **ENHANCE THE QUALITY OF LIFE FOR PEOPLE IN NEED IN THE COMMUNITIES IN WHICH WE OPERATE AND DO BUSINESS GLOBALLY GLOBALLY.**
- **ENCOURAGE AND SUPPORT OUR EMPLOYEES' INVOLVEMENT**

The Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund contributed \$415,800 to 50 nonprofit organizations across the United States in 2023. 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. The Employee Charitable Fund, which received funding from both the Diebold Nixdorf Foundation and employee contributions, provided support to 45 nonprofit organizations across the United States.

In addition, as part of our commitment to help promote financial inclusion and literacy for underserved communities around the world, the Diebold Nixdorf Foundation gave \$785,000 to Operation HOPE from 2017-2023 and pledged an additional \$125,000 over each of the next three years. 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. Diebold Nixdorf is one of the key partners we can count on to help scale our mission of providing Economic Opportunity for All. Over the last seven 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, the Diebold Nixdorf Foundation donated \$45,000 to the Arbor Day Foundation over the last three years, resulting in the planting of more than 45,000 trees. This contribution represents our continued commitment to supporting tree-planting initiatives with the Arbor Day Foundation and other organizations around the world through employee volunteer efforts.

COMMUNITY ENGAGEMENT

Supporting our local communities has always been an important part of how we uphold our company values.

Our passionate employees continue making it a priority to give back to those in need and showing us how we can exemplify our culture and live our values outside of the workplace to make a positive difference in our communities. A few ways Diebold Nixdorf employees gave back in 2023 include:

BRAZIL

- Our team in Brazil partnered with Eats for You, an ESG Foodtech that acts as a marketplace to connect families who love to cook with people looking for a homemade, healthy meal at a fair price. From May to December 2023, employees provided over \$2,300 in income to local families by purchasing their meals.
- Employees participated in a Pink October event at a local nonprofit, Associação Camila, alongside 60 needy women from the region. The event featured a lecture on the importance of self-care and self-esteem in women's health.
- All three Diebold Nixdorf facilities in Brazil hosted employees' children for Bring Your Child to Work Day.
- Both of our sites in Sao Paulo organized collections of warm clothes and blankets and donated them to the Red Cross.

COSTA RICA

- Employees joined together to collect cleaning, hygiene and good items for those in need.

CZECH REPUBLIC

- 26 employees volunteered at a garden for children and planted 9 fruit trees and 100 bushes.



- 17 employees in Prague visited a local children's home to help with a nearby garden and playground cleanup. Thanks to their efforts, the children can enjoy their time outside and play sports in a clean and well-maintained park.
- Our Pilsen office held its annual Charity Breakfast, raising nearly \$8,000 to help the Bone Marrow Transplant Foundation examine potential donors.



- Nine employees from Pilsen participated in a challenge to bike to work for all of May 2023. At the end of the month, they reached 2,050 miles by biking, walking and even running to work.



- Employees volunteered at a local children's garden, where they aim to provide a space to pick fresh fruit and vegetables.



- Employees participated in three charity runs in support of the blind and partially sighted.



GERMANY

- A group of employees volunteered to plant new paths of trees along the street in their town.
- Paderborn's Professional Services Banking team used its volunteer PTO to support the Nature and Biodiversity Conservation Union (NABU) Association, the oldest and largest environmental association in Germany. The day included a cycling tour from the Diebold Nixdorf office to the NABU office, the removal of an invasive plant species from the local area and a potluck picnic.



- Employees in Paderborn raised €2,000 for the local community with a gingerbread and waffle hearts bake sale during their Christmas get together.

HONDURAS

- Employees joined together to collect cleaning, hygiene and food items for those in need.

INDIA

- 85 employees in Mumbai volunteered alongside other community members in partnership with the Afroz Foundation and Rotary clubs of Mumbai at a beach cleanup for a combined total of 340 hours. Altogether, 16,000 kg (over 35,000 pounds) of plastic was cleared from Versova Beach at this event.
- Our Hyderabad office held its first Campus Connect event, an initiative intended to foster stronger connections between Diebold Nixdorf and the academic community. During this event, we hosted 35 students from a nearby engineering college and filled their day with informative sessions, valuable career guidance, immersive experiences in our software and hardware labs, and an engaging product demonstration.
- In Kerala, employees celebrated Onam Festival, an annual Hindu harvest and cultural festival.



NETHERLANDS

- Utrecht hosted Niels Brock Business College from Copenhagen, Denmark, to teach them about the history, knowledge and technology behind Diebold Nixdorf solutions.

POLAND

- Katowice celebrated International Women's Day together, which was filled with inspiring conversations, including a well-being workshop.
- 25 employees from the Retail Global Center team participated in the Poland Business Run 2023, which supported people with disabilities after mastectomies.

SLOVAKIA

- Employees volunteered to clean two nearby natural areas, the Bukovec Lake and the Kosice Forest Park.
- Our Slovakia office held an event for a local technical school that included presentations and workshops about Diebold Nixdorf and our products. This event opened a connection for Diebold Nixdorf and the local school so that some students can complete practical trainings in our facilities. We plan to host similar events with other local technical schools to help educate students.



- Kosice employees organized a charity collection of food, drugstore products, and supplies for babies and children for local families in need.

SOUTH AFRICA

- Offices throughout South Africa celebrated Heritage Day to recognize the diversity of the country, marking an opportunity for employees to foster social cohesion while appreciating the immense cultural wealth of the country. Employees were encouraged to showcase their rich and diverse cultures by wearing their traditional attire to work. The most stunning and authentic outfits also had a chance to win prizes. The event helped employees learn from each other's customs, traditions and values in a festive and joyous atmosphere.
- Our South Africa team is constantly giving back to the community, including a yearly donation of tablets and science equipment to local schools and classrooms in need.

SWITZERLAND

- A group of employees participated in a volunteering initiative organized by the Worldwide Fund for Nature to clean up and work to preserve Zurich's Allmend Stettbach, a rare type of habitat home to wild populations of plants and animals, including endangered species. Team members rolled up their sleeves and removed invasive species, built small structures to provide habitat for small animals, collected litter and planted protected species.



UNITED STATES

- Employees at our global headquarters in North Canton, Ohio, held Bring Your Child to Work Day so employees' children could see where they work and what they do. The children attended fun department workshops throughout the morning, packaged care kits for a local nonprofit, toured the model shop and more.
- The Diebold Nixdorf Foundation partnered with Habitat for Humanity to build two homes in the Northeast Ohio area. From July to November, employees contributed more than 90 volunteer PTO hours to the projects.



- Each year, our global headquarters participates in a giving opportunity where employees in the manufacturing facility can support the local domestic violence women's shelter. During Thanksgiving, the team delivered turkeys, hams, pies and sides to the shelter's 27 families for their holiday feast. For Christmas, the team adopted two families and donated winter clothes for all ages, household items and many children's toys, including three bicycles.



PERFORMANCE (GOVERNANCE)

Diebold Nixdorf's commitment to ESG starts with our Executive Leadership Team (ELT) and our Board of Directors.

We continually assess ourselves to institute best-in-class practices in corporate governance at the board and leadership levels.

Our ESG commitment includes operating our company with integrity and the highest ethics, giving back to our local communities, promoting diversity, equity and inclusion, 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

The Sustainability Council oversees our sustainability and ESG strategies, policies and programs. The council is comprised of cross-functional leaders from departments such as Procurement, Supply Chain, Human Resources, Legal, Environmental, Health and Safety, and Finance. The council reports progress on KPIs and other developments to the ELT. Elizabeth (Lisa) Radigan, Diebold Nixdorf Executive Vice President and Chief Legal Officer, oversees ESG efforts.

Our ELT provides updates to the Nomination and 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. At the direction of the Sustainability Council, numerous 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 CO₂ emissions.

STAKEHOLDER ENGAGEMENT

We engage with our stakeholders throughout the year 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 Nomination and 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 (ERM) 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 2024 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.

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. Communications may also be directed in writing to such person or group at Diebold Nixdorf, Incorporated, Attention: Corporate Secretary, 350 Orchard Ave NE, North Canton, OH 44720. 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 and mitigation.

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.

The Diebold Nixdorf Enterprise Risk Management Policy defines the key components of Diebold Nixdorf's ERM program, including the minimum frequency of ERM activities performed by management and the board. No less than quarterly, emerging risks to the company are proactively identified and communicated to the board, along with management's response to each risk. Each board committee is responsible for evaluating relevant risks within its area of responsibility and overseeing the management of such risks with the associated risk owner(s). At least annually, the top risks are presented to the board and ELT to review and determine the appropriate level of risk appetite for the various risks faced by the company.

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, information 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 CEO, CFO, corporate controller, chief legal officer, chief ethics and compliance officer, chief people officer, and/or chief information security officer, as well as the 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.

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.



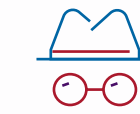
Data Privacy

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 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 has been intertwined in our roots as a security solutions provider for more than 160 years. However, a lot has changed in that time.

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.

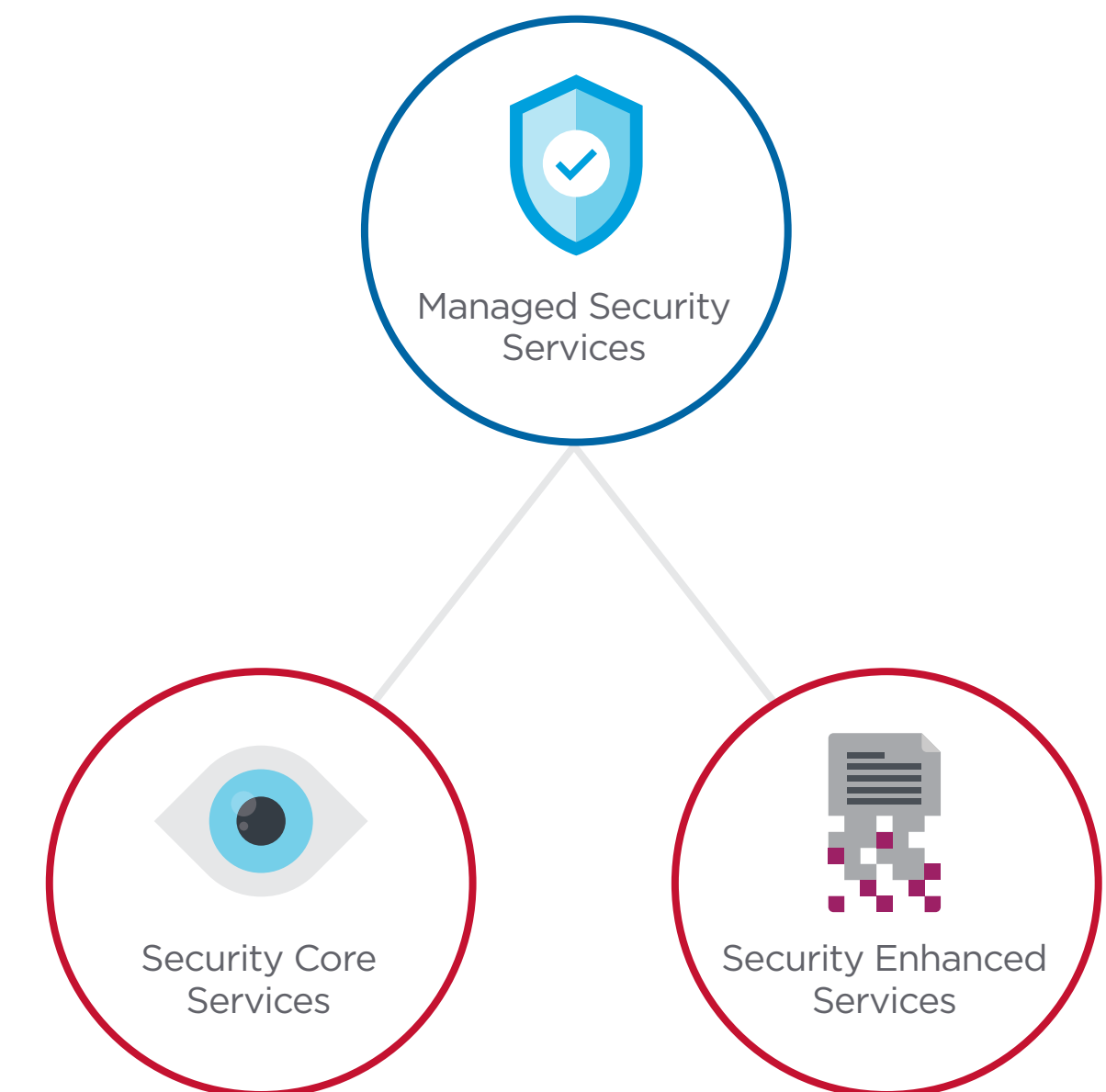
Diebold Nixdorf's information security policies require all employees to escalate all incidents that may lead to a data breach immediately to our Information Security department, which is equipped to arrange for further investigation, evaluate the facts and provide the appropriate notification and response. 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 inbound and outbound anti-malware scans to avoid the 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 Information Technology 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.

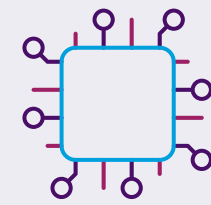
- We are deploying our tightly integrated multi-vendor Vynamic® Security Software Suite worldwide to protect self-service terminals, point-of-sale (POS) devices, operating systems and customer data against complex threats, and we are offering managed security services through which we personally ensure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



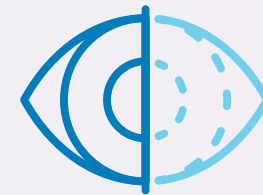
Diebold Nixdorf has always recommended a layered security approach as the most effective means of establishing trust and deterring security threats, and we are ensuring our customers' defensive measures work together seamlessly.



We have embarked on a Zero Trust journey, such that all system design will follow 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 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 and 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 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, Europay, MasterCard and Visa and the European Committee for Standardization – 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.

Diebold Nixdorf'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 insiders 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.

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.

COLLABORATION ACROSS THE VALUE CHAIN

Our Supplier Code of Conduct (SCOC) is fundamental to our commitment to sustainability and ethical business practices.

It mandates that suppliers adhere to high ethical standards, support sustainable practices and respect human rights. This code is reinforced through Diebold Nixdorf's Terms and Conditions, linked in every purchase order, ensuring alignment with our values and sustainability goals across our global operations.

In 2023, we further integrated our ESG principles into supplier management, expecting suppliers to track and report their Scope 1, 2 and 3 greenhouse gas emissions. This collaboration allows us to better understand and manage our supply chain's carbon footprint, contributing to global climate goals.

Our oversight extends to third parties acting on our behalf, who must comply with our COBE, SCOC and all relevant policies. Regular reviews and audits ensure compliance, address issues and foster accountability. We engage with suppliers to achieve shared sustainability goals, creating a resilient and responsible supply chain.

SUPPLIER DIVERSITY

We recognize that a diverse supply chain is critical to our success and sustainability. Aligned with our ESG and DEI programs, our Supplier Diversity Program fosters meaningful opportunities with suppliers committed to diversity and sustainability.

Over the past three years, we have increased our spending with diverse suppliers in the United States, such as female-owned businesses and black-owned businesses.

PROCUREMENT PRACTICES IN SUPPLY CHAIN

Diebold Nixdorf suppliers must adhere to all applicable laws, regardless of jurisdiction. Additionally, we ask that all suppliers meet environmental, health and safety standards and support a sustainable and transparent supply chain, including responsible mineral sourcing practices.

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

We recognize that modern slavery, the respect for human rights and the respect for our planet are growing issues throughout the world. We continue taking 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 believe the risk of human rights violations and adverse environmental impacts in our direct supply chain is low, but we recognize that the risks of human rights and environmental violations may be greater further up our supply chain despite the processes and procedures in place because Diebold Nixdorf does not directly control those operations. We are therefore seeking to place obligations on our direct suppliers to conduct appropriate due diligence on their suppliers.

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 issues relating to human rights (including the prevention of modern slavery), environmental protection, data privacy and diversity.

As part of that screening process, 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.

In 2023, we created an enhanced questionnaire that was sent to all suppliers in the higher-risk categories (based on our risk analysis as described above) to obtain further reassurance about their commitment to our human rights and environmental principles.

We have an audit program for our key suppliers. Typically, these are carried out by Diebold Nixdorf employees and are scheduled with the supplier. We were able to conduct supplier audits again in both Europe and Asia in the past reporting year. If we have concerns, then we will put in place measures and track progress against the plan. If a supplier does not make the necessary improvements, then we may cancel the contract.

The specific policies can also be found on the Diebold Nixdorf [website for suppliers](#), along with our global terms and conditions.

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. Investors, financial analysts and media may contact the following at the corporate address:

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Email: michael.jacobsen@dieboldnixdorf.com

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 (U.N.) Framework Convention on Climate Change, the U.N. 2030 Agenda for Sustainable Development and Sustainable Development Goals (SDGs), and the U.N. Global Compact. We put this responsibility into practice every day.

The SDGs are a series of interlinked goals adopted by U.N. 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.

SUSTAINABLE DEVELOPMENT GOALS



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 South Africa and the United States 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. Our employees are also consistently making efforts toward this goal by donating food, clothes and other necessities to organizations such as local shelters for the unhoused and the Red Cross.



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 employee resource groups, for example, serve as a resource for members and organizations by fostering a diverse, inclusive workforce. 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, Modern Slavery 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, our South Africa team makes yearly donations of tablets and science equipment to local schools and classrooms in need and Diebold Nixdorf Pilsen hosts an annual charity breakfast to raise money for the Bone Marrow Transplant Foundation. 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 also align with these goals through various sustainable facility projects such as implementing LED lighting, signing clean energy contracts, implementing recycling initiatives and additional waste and water management initiatives. Diebold Nixdorf employees all over the world are constantly contributing to these goals by volunteering in their communities to clean up their local parks and beaches. Our internal sustainability article series also works to teach our employees how to live more sustainably, from eating locally to reducing energy consumption in their homes. These goals are further supported by our Supplier Code of Conduct and Waste Management and Global Sustainability Policies.



APPENDIX

GRI STANDARDS		STATUS	PAGE / LINK
GRI 102 GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE	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	● Collaboration Across the Value 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
STRATEGY	102-14	Statement from senior decision-maker	● CEO Letter
	102-15	Key impacts, risks, and opportunities	● Performance (Governance) (Audit and Risk Oversight), 2022 Annual Report (Pages 8-22, 42) , 2023 Proxy (Page 8)
ETHICS AND INTEGRITY	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
GRI 102 GENERAL DISCLOSURES			
GOVERNANCE	102-18	Governance structure	● DN Corporate Governance Guidelines, Page 4
	102-19	Delegating authority	● Performance (Governance), http://investors.dieboldnixdorf.com , 2023 Proxy (Pages 7-16)
	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), 2023 Proxy (Pages 13-16)
	102-22	Composition of the highest governance body and its committees	● Performance (Governance), http://investors.dieboldnixdorf.com , 2023 Proxy (Pages 9-11)
	102-23	Chair of the highest governance body	● http://investors.dieboldnixdorf.com , 2023 Proxy (Page 7)
	102-24	Nominating and selecting the highest governance body	● DN Corporate Governance Guidelines (Page 2)
	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
GRI 102 GENERAL DISCLOSURES			
GOVERNANCE	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	● 2023 Proxy (Page 12)
	102-34	Nature and total number of critical concerns	● Code of Business Ethics (Ethics and Integrity)
	102-35	Remuneration policies	● DN Corporate Governance Guidelines (Page 2)
	102-36	Process for determining remuneration	● DN Corporate Governance Guidelines (Page 3)
	102-37	Stakeholders' involvement in remuneration	● 2023 Proxy (Pages 41-81)
	102-38	Annual total compensation ratio	● 2023 Proxy (Pages 41-81)
	102-39	Percentage increase in annual total compensation ratio	● 2023 Proxy (Pages 41-81)
	STAKEHOLDER ENGAGEMENT	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
GRI 102 GENERAL DISCLOSURES			
REPORTING PRACTICE	102-45	Entities included in the consolidated financial statements	● 2022 Annual Report (Pages 43-53)
	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
	MANAGEMENT APPROACH		
	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
GRI 200 ECONOMIC STANDARD SERIES			
ECONOMIC PERFORMANCE	201	Management approach	● 2022 Annual Report (Pages 43-53)
	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	○
MARKET PRESENCE	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	○
INDIRECT ECONOMIC IMPACTS	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
PROCUREMENT PRACTICES	204	Management approach	● Collaboration Across the Value Chain
	204-1	Proportion of spending on local suppliers	● Collaboration Across the Value Chain

GRI STANDARDS		STATUS	PAGE / LINK
GRI 200 ECONOMIC STANDARD SERIES			
ANTI-CORRUPTION	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	○
ANTI-COMPETITIVE BEHAVIOR	206	Management approach	● Code of Business Ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	● Code of Business Ethics
TAX	207	Management approach	● 2022 Annual Report (Pages 33-37, 63-65)
	207-1	Approach to tax	● 2022 Annual Report (Pages 33-37, 63-65)
	207-2	Tax governance, control, and risk management	● 2022 Annual Report (Pages 33-37, 63-65)
	207-3	Stakeholder engagement and management of concerns related to tax	○
	207-4	Country-by-country reporting	○
MATERIALS	301	Management approach	● Collaboration Across the Value Chain
	301-1	Materials used by weight or volume	● Collaboration Across the Value Chain
	301-2	Recycled input materials used	● Green Products and Solutions
	301-3	Reclaimed products and their packaging materials	● Collaboration Across the Value Chain

GRI STANDARDS		STATUS	PAGE / LINK
GRI 300 ENVIRONMENTAL STANDARDS SERIES			
ENERGY	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
WATER	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
BIODIVERSITY	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
GRI 300 ENVIRONMENTAL STANDARDS SERIES			
EMISSIONS	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)	○
WASTE	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
	ENVIRONMENTAL COMPLIANCE	307	Management approach
307-1		Non-compliance with environmental laws and regulations	● Labor Health and Safety

GRI STANDARDS		STATUS	PAGE / LINK
GRI 300 ENVIRONMENTAL STANDARDS SERIES			
SUPPLIER ENVIRONMENTAL ASSESSMENT	308	Management approach	● Collaboration Across the Value Chain
	308-1	New suppliers that were screened using environmental criteria	● Collaboration Across the Value Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	● Collaboration Across the Value Chain
GRI 400 SOCIAL STANDARDS SERIES			
EMPLOYMENT	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)
LABOR/MANAGEMENT RELATIONS	402	Management approach	● Labor Health and Safety
	402-1	Minimum notice periods regarding operational changes	○
OCCUPATIONAL HEALTH AND SAFETY	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	
GRI 400 SOCIAL STANDARDS SERIES				
OCCUPATIONAL HEALTH AND SAFETY	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)	
	TRAINING AND EDUCATION	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
GRI 400 SOCIAL STANDARDS SERIES			
DIVERSITY AND EQUAL OPPORTUNITY	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)
NON-DISCRIMINATION	406	Management approach	● Code of Business Ethics, Diversity, Equity and Inclusion
	406-1	Incidents of discrimination and corrective actions taken	○
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	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	○
CHILD LABOR	408	Management approach	● Human Rights, Collaboration with Suppliers
	408-1	Operations and suppliers at significant risk for incidents of child labor	● Human Rights
FORCED OR COMPULSORY LABOR	409	Management approach	● Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	○
SECURITY PRACTICES	410	Management approach	● Diebold Nixdorf's Security Commitment
	410-1	Security personnel trained in human rights policies or procedures	○
RIGHTS OF INDIGENOUS PEOPLES	411	Management approach	○
	411-1	Incidents of violations involving rights of indigenous peoples	○

GRI STANDARDS		STATUS	PAGE / LINK
GRI 400 SOCIAL STANDARDS SERIES			
HUMAN RIGHTS ASSESSMENT	412	Management approach	● Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies
	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
LOCAL COMMUNITIES	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	○
SUPPLIER SOCIAL ASSESSMENT	414	Management approach	● Collaboration Across the Value Chain
	414-1	New suppliers that were screened using social criteria	● Collaboration Across the Value Chain
	414-2	Negative social impacts in the supply chain and actions taken	● Collaboration Across the Value Chain
PUBLIC POLICY	415	Management approach	● Code of Business Ethics
	415-1	Political contributions	● Code of Business Ethics

GRI STANDARDS		STATUS	PAGE / LINK
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CUSTOMER HEALTH AND SAFETY	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	○
MARKETING AND LABELING	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	○
CUSTOMER PRIVACY	418	Management approach	● Privacy Statement/Policy, Global Privacy Notice, 2022 Annual Report (Pages 9-10)
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	● Cybersecurity and Data Privacy
SOCIOECONOMIC COMPLIANCE	419	Management approach	● 2022 Annual Report (Pages 6-7, 93-94)
	419-1	Non-compliance with laws and regulations in the social and economic area	● 2022 Annual Report (Pages 6-7, 93-94)

SASB INDEX TABLE

TOPIC	CODE	METRIC	PAGE/LINK
PRODUCT SECURITY	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Green Products and Solutions, Cybersecurity and Data Privacy
EMPLOYEE DIVERSITY AND INCLUSION	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
PRODUCT LIFECYCLE MANAGEMENT	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Green Products and Solutions, Collaboration Across the Value Chain
	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)
SUPPLY CHAIN MANAGEMENT	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	Collaboration Across the Value 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	Collaboration Across the Value Chain
MATERIALS SOURCING	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Collaboration Across the Value Chain

TCFD INDEX TABLE

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	LOCATION
GOVERNANCE	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.	
STRATEGY	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.	
RISK MANAGEMENT	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.	
METRICS AND TARGETS	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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