

ESG

Report 2024

Empowering Sustainable
Commerce Through Innovation



CONTENTS

About this Report	03
Investor Information	03
Forward-Looking Statement	03
CEO Letter	04
About Diebold Nixdorf	05

Planet (Environmental)	11
Carbon Footprint	13
Green Products and Solutions	19
Waste and Recycling Management	25
Water Stewardship and Conservation	26
People (Social)	27
Culture	29
Labor, Health and Safety	30
Human Rights	32
Giving Back to the Community	34

Performance (Governance)	38
Code of Business Ethics	40
Cybersecurity and Data Privacy	41
Collaboration Across the Value Chain	43
Our Global Commitments	44
Appendix	45
Global Reporting Initiative Index Table	45
Sustainability Accounting Standards Board Index Table	49
Task Force on Climate-Related Financial Disclosures Index Table	49
2024 Data Table	50



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 2024. 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 intends to transparently communicate our 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 evaluate our programming to reflect our core values and respond to global changes.

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

INVESTOR INFORMATION

Diebold Nixdorf's Investors Relations website, <http://investors.dieboldnixdorf.com>, contains important information, including stock data, news releases, investor presentations and financial updates. The company posts filings shortly 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 and registration statements; and any amendments to those documents. All such postings and filings are available on the company's Investor Relations website free of charge. This website also allows investors and other interested persons to sign up for 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 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 work to provide world-class service and innovation for our global banking and retail customers, being a responsible corporate citizen remains at the core of everything we do. Our Environmental, Social and Governance (ESG) program continues to embody this commitment through three core pillars: Environmental Responsibility, Social Accountability and Governance Excellence.

Environmental Responsibility

We are dedicated to advancing sustainable operations that protect our planet. We maintained our operational sustainability commitment across four priorities: Energy Efficiency, Waste Management, Product Recycling and Green Initiatives. **In 2024, our Paderborn, Germany, manufacturing facility drove one of our standout initiatives – a solar rooftop project that generated over 86,000 kWh of renewable electricity.**

This effort, combined with a contract to source 100% renewable energy for the building, reduced our carbon footprint and underscores our commitment to clean energy. Such projects demonstrate how we integrate sustainability throughout our operations to drive meaningful environmental impact. We are also taking steps to invest in technology for our global service fleet that will help reduce carbon emissions and promote sustainable transportation solutions.

Social Accountability

Our employees demonstrate making a positive difference in their communities. We continue to support this commitment through supporting volunteer programs, such as the 16 hours of paid time off we offer annually for volunteer activities, enabling our people to give back. **Another meaningful measure from 2024 is our ongoing partnership with Operation HOPE, through which we have contributed over \$900,000 since 2016 to promote financial inclusion for underserved communities.**

Our teams also organized many impactful volunteer activities, including local community cleanups, educational support and disaster relief efforts, underscoring our employees' deep connections with their communities worldwide.

Governance Excellence

Transparency and accountability form the principles of our governance practices.

In 2024, we strengthened our supply chain governance to ensure ethical and sustainable business practices by integrating ESG criteria such as human rights and environmental principles into the supplier on-boarding process. The

company's Board of Directors and Executive Leadership Team regularly review and update our governance structure to ensure it meets the highest standards of integrity and ethical conduct. We further strengthened our stakeholder engagement processes, ensuring we listen to and act on feedback from our diverse community of investors, customers, employees and partners. These efforts ensure that our value chain reflects the same principles that guide Diebold Nixdorf's commitment to integrity and accountability.

We have made significant strides as a company and remain steadfast in our dedication to sustainable growth and responsible corporate citizenship. This ESG report reflects our ongoing journey, and I sincerely thank you for your support in positively impacting our world.



Octavio Marquez

President and Chief Executive Officer
Diebold Nixdorf, Incorporated



ABOUT DIEBOLD NIXDORF

For over 165 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 enhance operational efficiencies and consumer experiences and 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 products 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 market's changing demands, 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.

Our employees are the driving force behind our sustainability program.

Our Global Sustainability Ambassadors collaborate closely with local teams and our sustainability leader to champion initiatives that drive positive change for our planet, communities, and business. 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

Diebold Nixdorf designs our innovative banking solutions to automate, digitize and transform the financial sector, enhancing operational efficiency and customer experiences. Our hardware, software and services are designed to advance ESG priorities, such as improving energy efficiency, supporting inclusive access, and enabling sustainable operations across the financial sector. 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 implementing and maintaining our banking solutions. Our services include consulting, system integrations 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 can operate 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

Diebold Nixdorf designs our innovative retail solutions to modernize, digitize and transform the retail landscape, driving operational excellence and elevating consumer engagement. Our integrated portfolio of hardware, software and services reflects our deep expertise and unwavering commitment to ESG principles. These solutions streamline operations, enhance security and support the sustainability objectives of our retail clients. By embedding advanced technologies and responsible practices, we empower retailers to reduce their environmental footprint, foster inclusive commerce and thrive in a dynamic, omnichannel environment.

Software Solutions: The Diebold Nixdorf Vynamic Software suite provides a comprehensive, modular and open solution ranging from the in-store checkout to multi-channel offerings 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 (IoT), 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 implementing and maintaining 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. We engineer our solutions 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 retailers' sustainability gaps in [our 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 EASY ONE checkout system features a modular hardware design that can be adapted to various customer scenarios. It 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 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 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 various topics, such as our [Sustainability Across Retail: From Operations to Experience](#) whitepaper, which offers in-depth analysis and recommendations from Diebold Nixdorf's industry experts.

ELECTRIC VEHICLE CHARGING STATION SERVICES

In close cooperation with original equipment manufacturers (OEMs), Diebold Nixdorf ensures that charge point operators have a single point for all service-related needs. Our goal is to maximize uptime and reliability. We provide comprehensive online support and on-site field maintenance services across Europe and North America.

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.

Diebold Nixdorf plays a pivotal role in supporting the transition to a zero-emission mobility system. Diebold Nixdorf obtained repair authorization from the German Eichamt (Calibration Office), certifying our ability to maintain EV charging stations in compliance with German calibration law. This certification ensures accurate energy measurement and provides EV drivers with greater transparency and control when charging their vehicles.

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 when charging their vehicles.

AWARDS AND RECOGNITIONS



Best ATM Services Europe 2025

Global Banking and Finance Review

Best Banking Technology Solutions

Provider Europe 2025

Global Banking and Finance Review

Excellence in Innovation Banking Technology Solutions

Provider Europe 2025

Global Banking and Finance Review



America's Climate Leaders 2024

USA Today



First Place ATMMY in the Digital Category for our "More Secure" Data Security Documentation 2024

ATM Industry Association (ATMIA)

Second Place ATMMY in the Video Category for our "Data Driven" Service Model Video 2024

ATM Industry Association (ATMIA)



Essential Costa Rica License for commitment to excellence, innovation and sustainable development 2025

Costa Rican Foreign Trade Promoter (PROCOMER)



Great Place to Work Brazil 2025

Great Place to Work Institute

Great Place to Work Colombia 2025

Great Place to Work Institute

Great Place to Work Costa Rica 2025

Great Place to Work Institute

Great Place to Work India 2025

Great Place to Work Institute

OUR VISION FOR ESG — PLANET, PEOPLE AND PERFORMANCE

In 2024, Diebold Nixdorf continued to strengthen ESG efforts by embedding sustainability into the core of our culture, operations and partnerships. Across our global footprint, we engaged employees, customers and partners in advancing responsible practices that benefit the environment, our communities and the business.

We continue making progress in reducing energy use and resource consumption, managing paper use, diverting waste from landfills, and choosing materials that minimize environmental impact. By prioritizing recycling, sustainable product design and operational efficiencies, we continued to reduce our carbon footprint while reinforcing everyday decision-making that supports a healthier planet. We remain committed to continuous improvements to our ESG program.

As a global company, we are committed to protecting the environment, supporting our people and communities, and continually strengthening our governance to uphold best practices across all aspects of our operations. Over our long history, our approach to security has evolved to encompass physical and information security, environmental stewardship, and the safety and well-being of our employees and customers.

Our ESG program: Planet, People and Performance 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 (Environmental)

Focuses on reducing our carbon footprint, developing green products and solutions, and managing waste and recycling responsibly



People (Social)

Encompasses our commitment to community engagement, human rights, workplace respect, and the health and safety of our employees



Performance (Governance)

Covers responsible business practices, including supplier collaboration, cybersecurity and data privacy, and adherence to our Code of Business Ethics





DOUBLE MATERIALITY ASSESSMENT

In 2024, Diebold Nixdorf conducted a Double Materiality Assessment in accordance with the European Sustainability Reporting Standards (ESRS) to determine the ESG topics most material to our company and stakeholders. This process involved assessing both financial and impact materiality and evaluating our key impacts, risks and opportunities as identified by input from internal and external stakeholders.

The following topics have been identified as material, subject to change based on future assessments.

ENVIRONMENTAL

Climate Change (ESRS E1): We focus on both adapting to climate-related risks (e.g., extreme weather, regulatory changes) and reducing our carbon emissions across operations, products and the value chain.

- Climate change adaptation
- Climate change mitigation

Resource Use and Circular Economy (ESRS E5): We consider how we source and use raw materials, design products for durability and reuse, and manage end-of-life processes. Our goal is to reduce resource intensity while maximizing product lifecycle value.

- Resource inflows, including use at Diebold Nixdorf’s global facilities
- Resource outflows related to products and services
- Waste associated with our products’ end-of-life and waste from our facilities

SOCIAL

Own Workforce and Human Capital (ESRS S1): We ensure safe working conditions, promote well-being and foster equal opportunities across our global workforce.

- Working conditions for Diebold Nixdorf employees
- Equal treatment and opportunities for all Diebold Nixdorf employees

Consumers and End-users (ESRS S4): We strive to support digital inclusion and ensure our solutions are accessible and inclusive for the diverse communities we serve.

- Social inclusion of consumers and/or end-users

GOVERNANCE

Business Conduct (ESRS G1): Diebold Nixdorf embeds integrity and ethical behavior throughout our operations, supported by a values-based culture and a strong Code of Business Ethics.

- Corporate culture, supported by our employee resource groups

STAKEHOLDER ENGAGEMENT

At Diebold Nixdorf, strong stakeholder relationships are fundamental to our success. We are committed to engaging transparently and respectfully with our employees, customers, investors, suppliers and the communities in which we operate. Our stakeholder engagement strategy is grounded in trust, accountability and shared value creation.



Employees

Our people are the foundation of our business. We foster a safe, inclusive and engaging work environment supporting professional development and personal well-being. We empower employees to grow and succeed through ongoing training, competitive compensation, and a strong focus on health and safety. We value the different experiences and solutions our global communities bring to the company, and we believe these perspectives have a positive impact on how we innovate and grow.



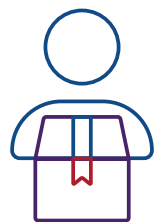
Customers

We are committed to delivering innovative, efficient and sustainable solutions that meet the evolving needs of our customers. By actively listening to customer feedback, we enhance user experiences and ensure our products and services deliver real value. Protecting customer data is also a top priority. Our robust cybersecurity and privacy practices safeguard information and reinforce our reputation as a trusted partner.



Investors

We value our investors' trust and strive to maintain it through clear, consistent communication. We provide timely and transparent updates on our financial performance, sustainability progress and long-term strategy. Our strong governance practices and focus on sustainable value creation reflect our commitment to responsible stewardship and long-term growth.



Suppliers

As critical partners in our value chain, our suppliers share responsibility for upholding our standards for quality, ethics and sustainability. We collaborate to drive continuous improvement and encourage adopting responsible practices across the supply network. These partnerships strengthen our ability to deliver value to customers while reducing our collective environmental and social impact.



Communities

We aim to be a positive force in the communities where we live and work. Our community engagement efforts focus on education, health and social services that are tailored to local needs. We encourage employees to volunteer and participate in community initiatives, reinforcing our culture of social responsibility and our commitment to making a meaningful impact.





PLANET (ENVIRONMENTAL)

We are committed to reducing our environmental footprint while supporting the well-being of the communities in which we operate. As part of our broader sustainability efforts, we take concrete actions to reduce global energy consumption across our operations.

Our approach to sustainability emphasizes operational efficiency, responsible supply chain practices and innovation that supports a low-carbon future. We continue to make progress in reducing global energy use through targeted improvements in building performance, facility optimization and employee-led initiatives. As we streamline our global footprint, we ensure that reductions in square footage or energy intensity do not come at the expense of productivity or performance.

Climate change presents serious environmental, economic and social challenges. Our environmental strategy focuses on mitigating these risks by addressing emissions across our operations, supply chain and product lifecycle. We also support our customers' climate goals by offering solutions that reduce their environmental impact, such as our Internet of Things (IoT) technologies, which drive intelligence and efficiency across machines, fleets, buildings and operations.

Our environmental program is supported by comprehensive policies and codes, including our Code of Business Ethics (COBE), Supplier Code of Conduct (SCOC), Global Sustainability Policy, Environmental, Health and Safety (EHS) Policy, Responsible Chemical Management Policy, and Waste Management Policy. These frameworks govern carbon emissions, energy use, water consumption, chemical safety, recycling, sustainable product design and responsible sourcing practices, which define the foundation of our sustainability commitments. Together, our programs and policies empower us to create value for our stakeholders.

ENVIRONMENTAL AWARENESS—ONE TEAM, ONE GOAL

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

From investment decisions to workforce operations, sustainability is a critical topic discussed at all organizational levels in the financial services industry. Read more about the shift to sustainable business practices in [our blog post](#).

We recognize that lasting environmental change requires both organizational leadership and individual action. At Diebold Nixdorf, sustainability is not a siloed initiative; it’s integrated into daily operations and strategic decisions across the company.

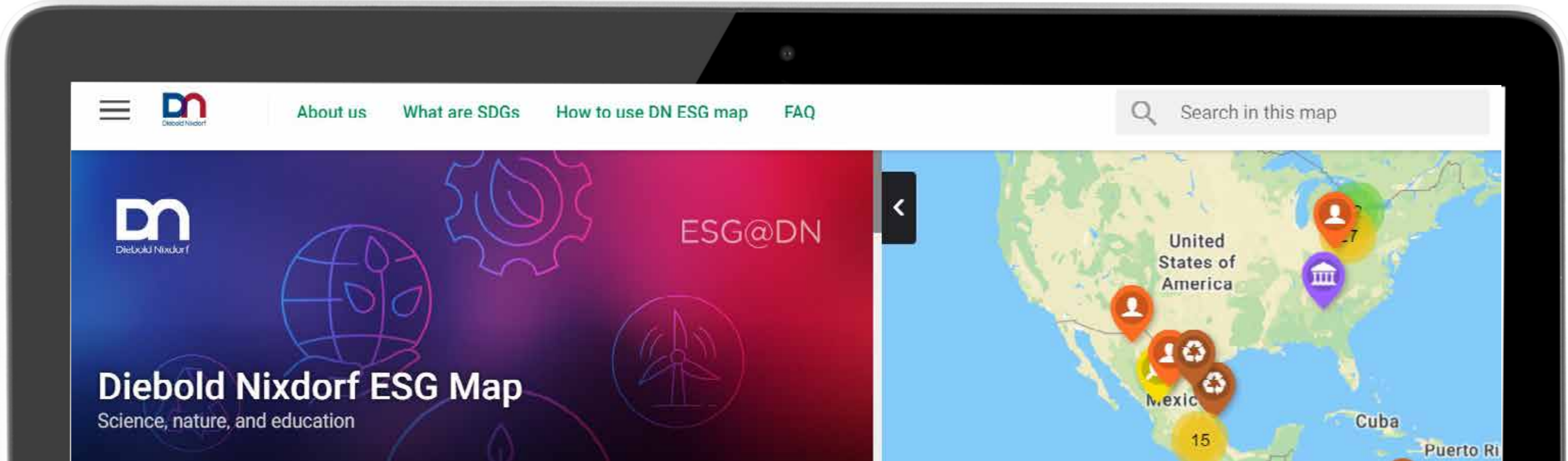
We actively support employee engagement through sustainability-focused learning and awareness initiatives. Our internal training platform offers self-directed courses

such as Sustainability at Diebold Nixdorf, Sustainability Foundations, and Sustainability Foundations and Leadership. Additionally, our monthly Green Tips articles on the company intranet provide actionable insights on reducing personal and workplace environmental impacts, reinforcing our culture of environmental responsibility.

ESG Impact Platform:

Our ESG Impact Platform empowers our employees to report on the environmental, social and governance (ESG) initiatives in which they participate to support our broader goals. It facilitates learning, knowledge-sharing and collaboration across our global workforce, promoting awareness of our sustainability program and contributing to future ESG reporting efforts.

With this tool, Diebold Nixdorf employees can share upcoming volunteer events, sustainable initiatives in their office, city or personal lives, or propose sustainable ideas. The platform, which has over 1,300 active Sustainability Liaisons and 290 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 of this report. 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, providing thoughtful comments and professional encouragement on posts from colleagues.



CARBON FOOTPRINT

ENERGY

Diebold Nixdorf has made concerted efforts to structure our operations and products to conserve resources and reduce greenhouse gas (GHG) emissions. Our sustainability strategy aligns with global climate goals and is driven by data-informed decisions, innovative technologies and a commitment to continuous improvement.

Our approach to reducing our carbon footprint in our facilities is to continually evaluate the optimal space required for our operations and where we have operations, to continue to make incremental improvements to reduce energy use. By integrating advanced energy-saving technologies into our production facilities and products, we deliver economic and environmental benefits to our customers. We also use renewable energy sources where feasible, decreasing our reliance on non-renewable energy and lowering our overall carbon footprint. These investments support environmental goals and build long-term operational resilience and cost savings. Our [Global Sustainability Policy](#) outlines a comprehensive approach to preventing and minimizing environmental harm.

Through environmental footprint assessments, we have identified opportunities to reduce electricity, gas, water use, waste and GHG emissions. These insights fuel operational changes that make our processes leaner and more sustainable. See the [Appendix](#) for 2024 global energy consumption metrics.

STRATEGIC INITIATIVES AND POLICIES

Our commitment to sustainability is reflected in our strategic initiatives and policies. In 2024, we strengthened our energy and emissions data management by deploying a leading cloud-based platform to collect, monitor and analyze energy and utility data across our global operations. This software platform forms the foundation of our GHG Inventory Management System, supporting the accurate measurement and transparent reporting of Scope 1 and Scope 2 emissions as well as, where possible, Scope 3 emissions. The platform offers a robust foundation for managing our

environmental data, ensuring accuracy, transparency and accountability in our reporting processes. Enhancing our data infrastructure has laid the groundwork for increased accountability, better decision-making and more precise emissions tracking aligned with international standards.

CONTINUOUS IMPROVEMENT AND STAKEHOLDER ENGAGEMENT

Sustainability is a companywide effort at Diebold Nixdorf. We engage with stakeholders, including employees, customers, investors and suppliers, to shape and refine our environmental strategy. Our internal ESG Impact Platform empowers employees to share sustainability ideas, report initiatives and promote best practices across teams and geographies.

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 report annually on our management and assessment of climate-related risks and opportunities through the Carbon Disclosure Project (CDP) and EcoVadis 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 the reporting year 2024 is “C – Awareness.”



EcoVadis is a globally trusted provider of business sustainability ratings with a network of over 150,000 rated companies. Reporting to EcoVadis each year gives our customers valuable insights into our sustainability progress and ESG risks. For reporting year 2024, Diebold Nixdorf earned a “Committed” badge.

EMISSIONS ACCOUNTING AND REPORTING

In 2024, we worked with our internal and external partners to collect data to establish a Scope 3 emissions inventory. We reported on 11 of the 15 categories established by the World Business Council on Sustainable Development (WBCSD) that are in the scope of our business operations. We recognize that the Scope 3 data is preliminary and subject to refinement as our methodologies and data sources improve.

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, 2 and 3 emissions reporting. We use the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as the foundation for our emission data collection efforts. Scope 1, 2 and 3 emissions data is located in the [Appendix](#).

SCOPE AND LIMITATIONS

It is important to note that these tools have not been and cannot be implemented in every global facility. The provided data also does not reflect facilities outside Diebold Nixdorf’s operational control. 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 align with best practices and that we continue to advance our sustainability objectives.



SERVICE FLEET VEHICLE TELEMATICS

Our United States Services fleet vehicles have advanced vehicle telematics systems to monitor fuel consumption, optimize routing, manage speed and identify excessive idling events. These systems provide real-time data 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 upgrading our global Service fleet to reduce carbon emissions and promote sustainable transportation solutions.

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 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.

In 2024, Diebold Nixdorf began rolling out Oracle Field Services (OFS), a new platform to improve self-service capabilities for customers, simplify workflows between Diebold Nixdorf and customers, and improve workload balancing for technicians. OFS provides a simplified and streamlined process for parts ordering, shipment tracking and checking stock availability, as well as integration with Google Maps to verify the safest and fastest route to the next destination. The platform will help reduce our global fuel consumption, which represents a large portion of our emissions. We have rolled it out in many countries around the world and plan to be fully transitioned by 2028.

EMBRACING SUSTAINABLE FLEET SOLUTIONS IN EUROPE

We're pioneering a different yet equally impactful approach to fleet sustainability in Europe. Throughout 2025, we are implementing telematics systems specifically designed to comply with European privacy regulations while delivering significant environmental benefits. Our European telematics solution focuses on optimizing asset use, enhancing service planning and accurately reporting mileage – all vital to reduce our carbon footprint without compromising user privacy.

A privacy-centric approach allows us to gather essential operational data that supports sustainability without tracking individual driving behaviors. By optimizing service routes and vehicle use patterns at the system level, we reduce unnecessary mileage and fuel consumption across our entire European fleet. The result is a win-win solution: enhanced service delivery for customers and progress toward our environmental goals while maintaining the highest standards of data privacy and regulatory compliance.

SHAPING THE FUTURE OF OUR SERVICE FLEET

Beyond telematics, we're taking proactive steps to transform our service vehicle selection based on insights gathered from our European service teams. We're exploring a potential three-tiered approach to vehicle selection with original equipment manufacturers (OEMs) that would further reduce our greenhouse gas emissions.

This approach may include gasoline and hybrid vehicles as a primary option across Europe, offering enhanced fuel efficiency without external charging infrastructure. For regions with well-developed charging infrastructure, we're exploring the introduction of battery electric vehicles where operationally viable.

Recognizing diverse operational needs across different regions, we're also researching the continued use of the latest Euro 6e-compliant diesel engines for specific high-mileage operations in some European countries.

Through research and our ongoing OEM selection process, we're systematically exploring ways to reduce greenhouse gas emissions while ensuring our service technicians have vehicles ideally suited to their operational requirements. By embracing both technological innovation and thoughtful vehicle selection, our service fleet is becoming a powerful demonstration of our commitment to environmental stewardship on a global scale.



DATA CENTER AND COLOCATION MANAGEMENT

Diebold Nixdorf’s “cloud-first” principle drives our computing strategy, emphasizing strong governance and alignment with product development. We implemented comprehensive cloud governance standards to support this approach and ensure our infrastructure meets key performance, security and scalability requirements when launching new products. This digital transformation initiative reflects our commitment to integrating advanced functionality directly into our product offerings.

A significant portion of a data center’s overall carbon footprint is energy consumption and cooling requirements for servers and systems. To address this consumption, 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 partners on projects that enhance data center energy efficiency and maximize the use of renewable energy to power the cloud.

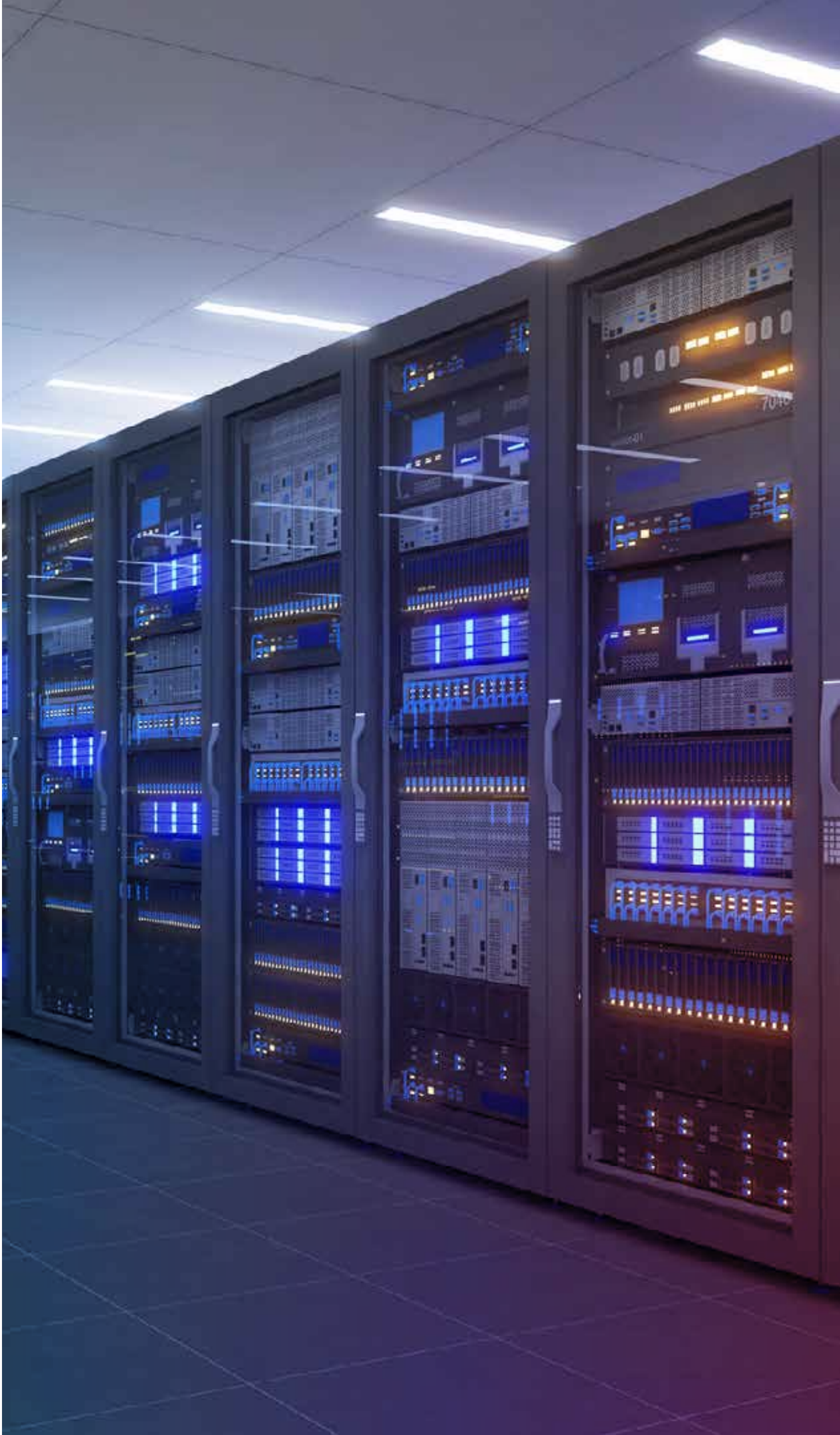
The data center industry has made significant strides in climate action over the past decade, with cloud computing platforms leading the way in sustainable operations and corporate adoption of renewable energy. This positive impact will grow as more businesses migrate from carbon-intensive, on-premises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



Our co-location partner, Equinix, has made substantial strides in using renewable energy for its data centers. It maintained 96% renewable energy coverage globally from 2022 to 2024, including 100% in the Americas and Europe-Middle East-Africa (EMEA) regions.



Our data center provider, Verizon, set a goal to achieve net-zero operational emissions by 2035. As part of this commitment, it aims to source renewable energy for 50% of its electricity needs by the end of 2025 and reach 100% renewable energy use by 2030. To achieve these goals, Verizon is entering long-term renewable energy purchase agreements (REPAs) for solar and wind power. It has already signed 28 REPAs totaling about 3.7 gigawatts of expected renewable capacity.



SUSTAINABILITY PROJECTS AROUND THE WORLD

As we focus on collecting environmental data throughout our organization, we also commit to and invest in our employees and their work environments. Our global sustainability initiatives are structured around four key themes: energy efficiency, water management, waste management and employee-led green initiatives. These efforts enhance our operational sustainability and foster a culture of environmental responsibility among our employees.



Energy Efficiency

- **LED Lighting Retrofit Program:** We partnered with property owners to implement LED lighting retrofits across our facilities, reducing energy consumption and lowering our carbon footprint.
- **Occupancy Sensors:** Sensors are installed throughout our offices to automatically turn lights on and off based on occupancy, significantly reducing unnecessary energy use.
- **Dimmers:** By incorporating dimmers, we only use lighting 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, including at two of our core manufacturing facilities, Manaus, Brazil and Paderborn, Germany. We also have other renewable energy contracts for four Diebold Nixdorf facilities in Brüttisellen, Switzerland; São Paulo, Brazil; Vélizy-Villacoublay, France; and Zoetermeer, Netherlands.



Green Initiatives

- **Faucet Aerators:** These devices reduce water flow without compromising functionality, leading to significant water savings.
- **Water Bottle Refilling Stations:** We encourage employees to reduce single-use plastic waste and promote reusable water bottles by providing refill stations.
- **Electric Vehicle (EV) Charging Stations:** We are identifying opportunities to install EV charging stations at our larger locations to encourage use among employees, reduce emissions and promote sustainable commuting.
- **Vehicle Policy:** Our vehicle policy encourages the introduction of hybrid and fully electric vehicles, reducing fleet CO₂ emissions.
- **Technical Optimization:** Projects such as ATM monitoring, AllConnectSM Data Engine (ACDE) and cash recycling technology interventions aim to enhance 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.



Waste Management

- **Product Stewardship Programs:** We implemented programs to manage end-of-life product waste, ensuring responsible disposal and recycling.
- **Recycling Initiatives:** We provide bins and stations to encourage 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.
- **Streamlined Packaging:** Efforts to reduce waste include replacing plastic with recyclable materials, using smaller and more precisely fitted packaging, and adapting dimensions to increase product per pallet, which reduces transportation frequency and packaging needs.
- **Shipping:** Adapting pallet dimensions to increase the number of products that fit on each one increases the number of items transported at a time and subsequently decreases packaging.



Water Management

- **Automatic Fixtures:** We identify opportunities to install automatic toilets and sink faucets to conserve water.

SUSTAINABILITY INITIATIVES IN MANUFACTURING

LEAN MANUFACTURING

In 2024, Diebold Nixdorf began implementing Lean methodology in our manufacturing sites, including hosting Shingijutsu Kaizen events at our core manufacturing facilities. Kaizen emphasizes engaging everyone involved in or affected by the work, fostering collaboration across teams. With the guidance of skilled Lean facilitators and a “can-do” attitude, these Kaizen teams achieve significant results quickly.

By involving our people in this positive change process, we boost employee satisfaction and improve quality, increase efficiency and reduce costs. Beyond operational improvements, Lean also supports Diebold Nixdorf’s sustainability efforts. By eliminating waste, optimizing resource use, and reducing unnecessary motion and excess inventory, Lean initiatives contribute to lower energy consumption, reduced emissions and a smaller operational footprint.

Process improvements are only effective if work is performed safely. Therefore, every Kaizen team is tasked with identifying and implementing 10 safety improvements. During each event, teams also conduct safety walks to foster a “safety is everyone’s responsibility” mindset. In 2024, across sites in Manaus, Brazil; North Canton, Ohio, United States; and Paderborn, Germany; we accomplished:

- 219 Safety Improvements
- 38 Quality Improvements
- 2,208 minutes of Lead Time reduction
- 212 minutes of Cycle Time reduction
- 38,548 square feet of manufacturing space reduced

In its first year, Lean has proven to be an exciting, engaging and effective methodology for our manufacturing operations. These outcomes enhanced our performance and reduced our environmental impact by decreasing energy use per square foot and minimizing resource intensity across our product lines.

As we expand Lean across more functions, we are embedding sustainability into the continuous improvement mindset. We encourage teams to identify solutions that deliver both operational and environmental benefits. This alignment reinforces our long-term strategy to integrate resource efficiency and climate-conscious practices into daily operations.



GLOBAL

In 2024, efforts were made to reduce the complexity of our global manufacturing operations. This work included manufacturing some of our products closer to the markets we operate in and finding more efficient ways to move products and spare parts around the world. Our revised approach allows us to reduce overall transportation, reducing our emissions and our customers' Scope 3 emissions. We are also simplifying product complexity, which reduces the number of parts that need to be sourced, scheduled, stored and assembled. In addition to sustainable facility management, we are proud to highlight employee efforts to support our commitment to sustainability throughout our manufacturing processes.

Brazil

- Improved waste and recycling by replacing damaged bins and placing signage to ensure proper recycling
- Updated waste area signage and organization to prevent spills and contamination
- Recover or recycle metals, plastics and parts from end-of-life hardware to bring new life into equipment as we focus on our role in the circular economy
- Reduce electricity and water use through education using employee onboarding and on-site signage
- Inspect for water leaks to ensure efficient water use
- Increase energy efficiency using updated equipment such as switching from laser cutting to fiber optic technology
- Updated lighting throughout the manufacturing and office areas to LED
- Conduct annual inspections of energy distribution in panels through thermography to reduce energy loss due to heat
- Introduced centralized printing space and campaigns to minimize printing and reduce use

Germany

- Generated 86,002 kWh of solar electricity through roof-mounted solar photovoltaic energy system, reducing the amount of electricity purchased for the building.
- Contracted with utility supplier to provide the facility with 100% renewable energy from 2022 through 2024



United States

- Sourcing additional machines to increase localization of parts and materials for Model Shop, which provides about 30% of the metal parts used in production
- Reduced use of chemical products by introducing dry ice blasters to rapidly clean parts in the Repair Center, which also increases the number of parts that can be repaired and reused instead of scrapped.
- Compress plastic bags into bales for off-site recycling.
- Use electric forklifts instead of propane, gasoline or diesel, leading to reduced emissions
- Collaborate with local fire station to reduce waste and help burn victims by collecting aluminum cans
- Installed LED lighting in many areas.
- Recycle and reuse scrap steel in partnership with local businesses
- Provide on-site bike parking to encourage employees to use green transportation





GREEN PRODUCTS AND SOLUTIONS

BANKING

Sustainability is no longer just a corporate priority; consumers increasingly demand it to align everyday choices with their environmental values. Today's consumers expect industries to lead the way in positive change, placing trust in responsible organizations that demonstrate commitment to sustainability.

By having sustainable solutions, financial institutions can strengthen their brand reputations, and contribute meaningfully to a more sustainable future, for banking, retail and society. Read more about leveraging the ATM channel to drive sustainability in our [blog post](#).

At Diebold Nixdorf, our global strategic initiatives focus on sustainability throughout the product lifecycle, from design and manufacturing to end-of-life management. Each new generation of our products delivers enhanced performance and improved energy efficiency compared to previous models. This approach helps reduce our Scope 3 GHG emissions and empowers our customers to lower their environmental footprint by decreasing energy use and related emissions. Our Services teams actively work to minimize the environmental impact of reverse logistics, managing the return, repair and reuse of products and components. We seek environmentally positive opportunities to capture circular economy value on returns through restocking inventory, repairing, reusing warranty spares or extending product life through resale in the secondary market.

Our commitment to sustainability is evident in how we operate as well as how we design, build and deploy solutions. Our DN Series® self-service product family demonstrates how purposeful innovation can drive operational efficiency, environmental responsibility and financial inclusion. These solutions enable customers to modernize banking environments while reducing their environmental impact.



In 2025, Diebold Nixdorf experts led a high-impact webinar hosted by ATM Industry Association (ATMIA) on ATMs' role in sustainable banking. The event gathered 175 participants from 55 countries and showcased how Diebold Nixdorf is contributing to the financial industry's environmental goals. Watch the [webinar recording](#) and learn how our ATM solutions and real-life use cases – combined with our software and services – support carbon reduction through energy optimization, fewer cash-in-transit operations and smarter maintenance.

DN Series ATMs solutions are engineered for MORE: more personalized, more integrated, more available, more efficient, more future-ready and more secure.



More Personalized

- DN Series solutions use modular design and tailored experiences enabled by Vynamic Marketing to deliver relevant content and functionality for each user. This approach improves accessibility, enhances customer experiences, and reduces device abandonment or redundancy.



More Integrated

- Our standardized hardware and software ecosystem ensures seamless integration across branches, remote locations and back-end systems. A unified architecture reduces the need for multiple service providers or excess equipment, streamlining operations and cutting lifecycle emissions.



More Efficient

- The DN Series incorporates energy-efficient power supplies, low-consumption LED lighting and recyclable materials. High-capacity cash modules reduce replenishment frequency, and component reuse lowers the embedded carbon associated with frequent upgrades.



More Available

- We enable predictive servicing and real-time diagnostics by leveraging the ACDE. This platform reduces downtime, improves uptime and cuts back on technician site visits, resulting in fewer emissions and resource use throughout a product's service life.



More Future Ready

- With flexible architecture and field-upgradable modules, DN Series devices are designed for longevity. For example, a cash dispenser can be transformed into a recycler without replacing the entire unit, reducing e-waste and supporting a circular economy model.



More Secure

- Built-in layered protection from physical safeguards and software-based anomaly detection protects data, infrastructure and customer trust. These measures minimize the risk of operational shutdowns or replacements due to compromise or fraud.



LED Lighting

Ambient light-sensing

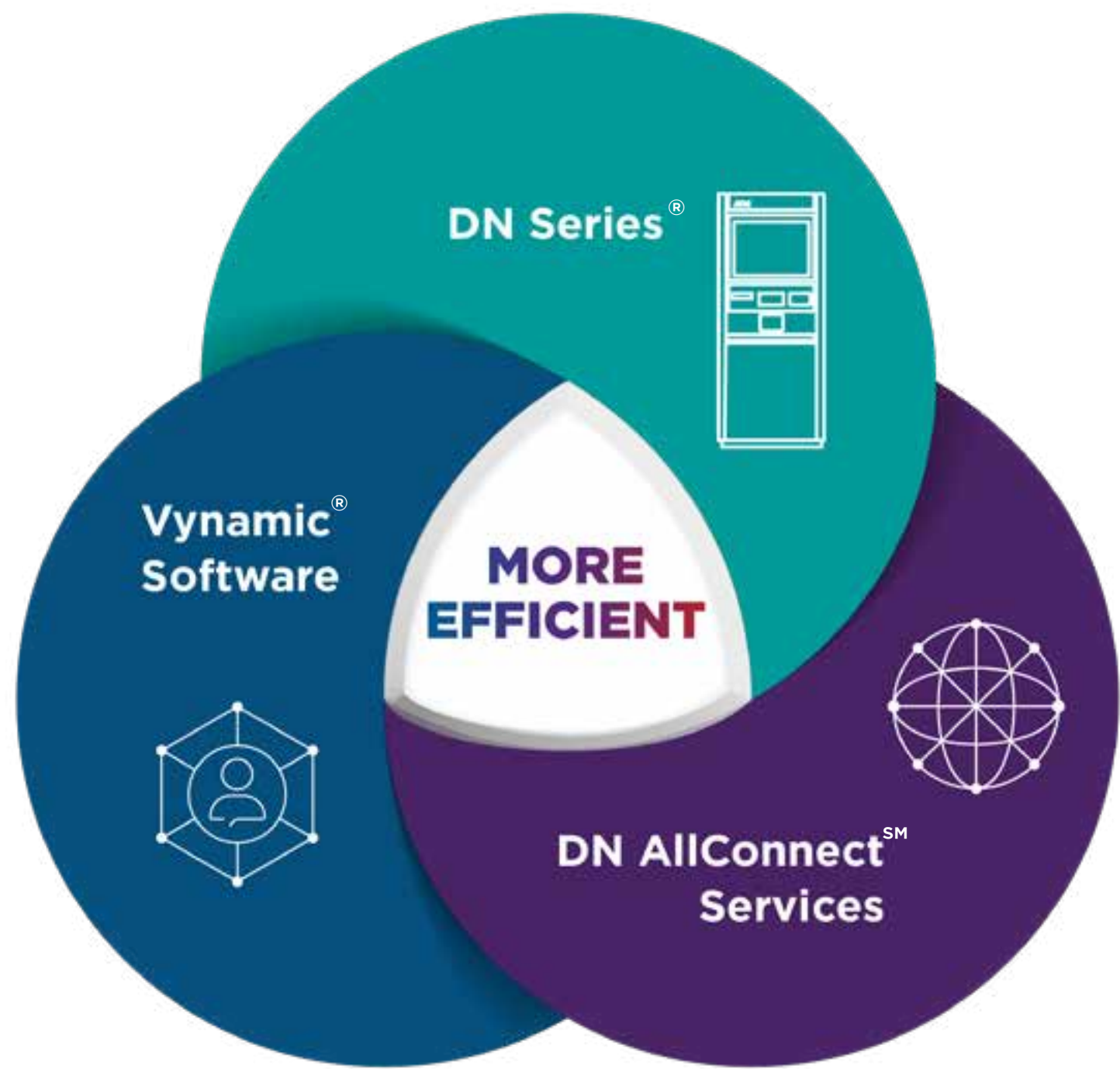
Smart power supply

Energy-efficient electronics



Our purpose-built parts and components are designed to reduce environmental impact across the manufacturing lifecycle and in-field operation. Leveraging intelligent power management and LED technology across our ATM suite, we have achieved electricity savings of 30-60% compared to legacy models.

Over the past decade, energy consumption in individual systems has decreased by approximately two-thirds, while performance has significantly increased.



DN Series ATMs are also designed with compact physical footprints, enabling more space-efficient deployment in branches. They help financial institutions reduce the square footage required for customer service, allowing for efficient deployment in both branches and non-traditional environments. This design reduces material use during manufacturing and lowers energy needs during installation and operation. It also supports modern retail banking formats, such as micro branches and pop-up locations.

Enhanced features, such as expanded cash capacity, contribute to operational efficiency and environmental benefits. On average, DN Series terminals require up to 75% fewer cash-in-transit visits than traditional ATMs and competitor models, reducing fuel use and associated CO₂ emissions.

The DN Series EASY platform introduces a modular approach to self-service banking and retail. This flexibility allows customers to scale functionality as their business needs evolve, helping extend product lifecycle, reduce hardware redundancy and minimize electronic waste. Custom configurations also mean fewer unnecessary components are manufactured and shipped, supporting waste and emissions reductions across the value chain. Diebold Nixdorf provides ongoing product support that goes beyond mere functionality. Our efforts include 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 efficiency in our [case studies](#).

The DN Series 200 model is made of recyclable materials and is 25% lighter than most traditional ATMs. This approach reduces CO₂ emissions 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 equipped with an energy-saving mode. Our DN Series 430V is a weatherized, outdoor-grade cash recycler that enables access to financial services in high-traffic, high-exposure areas. These ruggedized units reduce reliance on traditional

brick-and-mortar facilities, bringing services closer to underserved or remote communities while eliminating the energy demands associated with building-based infrastructure. Our self-service technologies are built for high transaction volumes with advanced features like cash recycling and automated deposit, reducing the need for frequent service visits and armored transport. Increased automation decreases fuel use, operational emissions and the total lifecycle environmental impact of servicing physical equipment.

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. Read more about how implementing our green ATM solution can deliver additional energy savings in our [blog post](#).

Remote monitoring (**DN AllConnect Services**) enables proactive maintenance and software updates without technician dispatches, minimizing onsite visits and emissions. ACDE processes data into actionable insights in real time and is compatible with all Diebold Nixdorf ATMs. We started the connected devices journey more than 15 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, 2024, more than 280,000 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.

RETAIL

Diebold Nixdorf recognizes that modern retailers operate under increasing consumer and regulatory pressure to embrace sustainability. Our Storevolution™ framework helps retailers reduce environmental impact while enhancing consumer experiences and reducing total cost of ownership.

Retail technology like digital receipts, modular hardware and smart checkout systems offers measurable sustainability benefits across resource use, energy consumption and waste.

DN Series EASY retail solutions offer multiple ways our customers can enhance their sustainability efforts across their value chain. With its modular architecture and open, API-friendly software, DN Series EASY simplifies self-service rollouts while supporting energy-efficient operations and waste reduction—enabling retailers to scale cleanly and cost-effectively. Our products 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. Their inclusion allow for highly efficient and intelligent power management capabilities. These products have an extended lifecycle of up to 10 years, and we encourage the reuse of legacy parts, modules and products through our Global Product Stewardship Program.

DN Series BEETLE A Family: Modular POS with Eco-Engineering

This next-generation POS system combines modular hardware, elegant design and upgrade flexibility. Designed to minimize environmental impact, the BEETLE A supports longer lifecycles through serviceable upgrades and consumes up to 55% less energy than legacy POS models—translating into sizable reductions in CO₂ emissions and resource use. Diebold Nixdorf’s retail systems engineering teams continued to make progress in increasing our products’ efficiencies. In our BEETLE M2110 model, we completely substituted hard disk drives with solid-state drives and introduced more energy-efficient processors. These changes have reduced power consumption by more than 22 GWh over five years. The team has also developed a new external power supply for the same model, resulting in additional electricity consumption savings of about 1.7% when using a medium load.

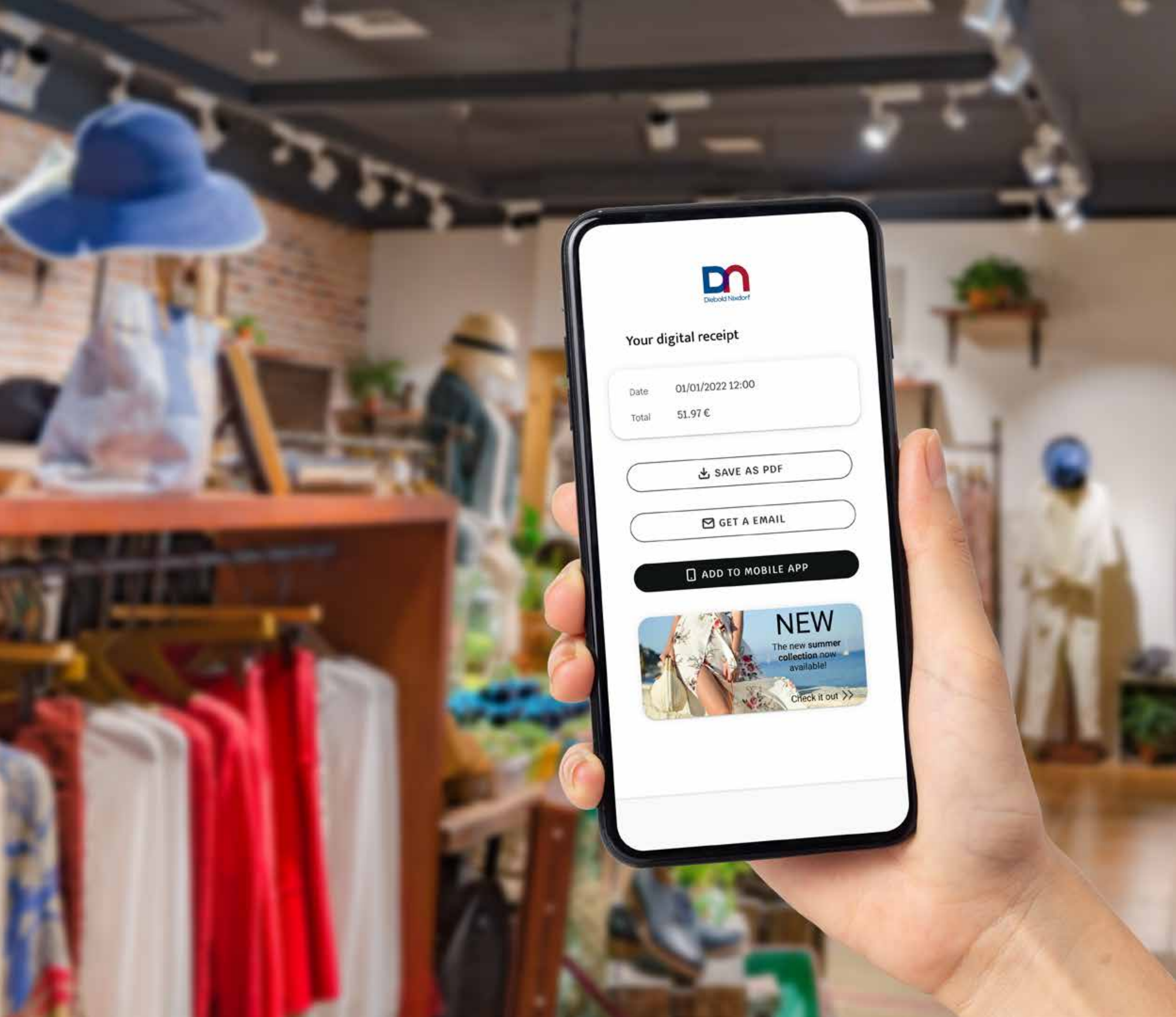
We design our Retail products with sustainability in mind, focusing on reducing waste and product weight while increasing the use of recyclable materials/components. Our products are designed for easy upgradability and retrofitting, which reduces CO₂ emissions in the manufacturing process and during the transportation of components and terminals. Additionally, our packaging uses minimal plastic and environmentally friendly recycled paper.



Diebold Nixdorf AllConnect Services 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, and critical store infrastructure. A full-stack managed approach to retail technology operations offering up to 99.8% device availability, 80% reduction in help desk calls and supports staff efficiency improvements equating to ~5 hours/week per store. 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 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. Our cloud-native retail platform streamlines operations with remote diagnostics, predictive maintenance and analytics. These innovations reduce field-service trips, enhance uptime and lower emissions associated with travel or equipment disruption. The software suite cuts 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 registering 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 environmental impact.



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, 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 program aligns with our broader ESG initiatives and supports our efforts to minimize our environmental footprint.

A significant 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 the use of certain hazardous substances in electrical and electronic equipment (RoHS-II) and the Toxic Substances Control Act (TSCA) underscore our obligations. Based on these legal prohibitions and our own stringent requirements, we compiled [lists of restricted substances](#) 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 Regulation (EC) No 1907/2006 requires product manufacturers to inform their customers about particularly hazardous substances, including those of very high concern, used in manufacturing products. Our approach is to avoid using substances that appear on the Candidate List in any Diebold Nixdorf products worldwide. We obligate 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 not permitted or restricted by current legislation. We impose an obligation on our suppliers worldwide to comply with laws banning and limiting the use of these prohibited substances.

COMPLIANCE WITH ENVIRONMENTAL REQUIREMENTS

We are responsible for ensuring that our products are compatible with environmental regulations. The principal materials used in our manufacturing operations include steel, plastics, electronic parts and components, spare parts and packaging materials that are sourced from various major suppliers. All these parts are subject to various legal requirements for eco-design for sustainable products, electrical and electronic equipment, batteries and packaging.

Examples of those requirements are:

- Resource efficiency
- Energy efficiency
- Durability
- Repairability
- Reusability
- Recyclability



WASTE AND RECYCLING MANAGEMENT

Diebold Nixdorf is committed to safe, responsible and environmentally sound waste management across our global operations. Our Global Waste Management Policy sets operational requirements for managing various waste types generated at our facilities and project sites. We incorporate conservation and recycling practices throughout our production and office locations and are in the process of establishing global waste reduction targets.

At the core of our approach is the "ARRR" principle: Avoidance before Reducing, Reusing and Recycling, followed by responsible disposal of specially regulated waste. This hierarchy helps guide decisions across every aspect of our operations.

Leaders across departments and business units are expected to identify opportunities to reduce waste at the source, such as prioritizing durable goods, minimizing packaging and avoiding unnecessary or excessive purchasing. Employees, contractors and vendors all play a critical role in managing the materials and equipment they bring into our facilities, sorting waste correctly and ensuring recyclable materials are properly handled.

Procurement practices support this commitment by prioritizing durable and environmentally preferable products, reducing reliance on single-use or disposable items. Our operations teams are responsible for maintaining waste handling areas, updating recycling procedures and tracking performance over time. The Global Sustainability and EHS teams support these efforts through policy development, program analysis, reporting and continuous improvement guidance.

CIRCULAR ECONOMY SOLUTIONS

We focus on recovering materials and regenerating resources to develop circular economy solutions that reduce costs and environmental impact. Our supply chain organization works to minimize the environmental footprint of our reverse logistics operations, including the return of products and materials to Diebold Nixdorf and our suppliers. We continuously seek opportunities to create circular economy value from returned goods, through restocking inventory, repairing products, reusing components as warranty spares, or extending product life via resale in secondary markets. Electronic components that cannot be reused or resold are directed to our network of recycling vendors. Most materials are either reclaimed for precious metals or recycled and placed onto secondary materials markets.

Global Product Stewardship (Recycling — Take Back Program)

Our Global Product Stewardship Program promotes circular economy principles by minimizing the environmental impact of our products at end-of-life and ensuring responsible handling. Through this program, Diebold Nixdorf recycles out-of-use ATMs and other electronic hardware, diverting them from landfills. Active recycling initiatives are currently in place, and the program is available to all Banking and Retail customers globally.

Our primary third-party recyclers are in the United States, Germany and Brazil. These recyclers maintain ISO 14001 and ISO 45001 standards and meet specialized recycling certifications 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 provide complete end-of-life disposal services for ATMs and other products to ensure all components are discarded in an environmentally sound way.

We focus on recycling our ATMs and other retail hardware and extending our product lifecycles. When a product is returned at the end of its life, we re-use certain components, reducing the volume of waste and materials needed to build a new product. We have also expanded how we source repairable parts worldwide to include materials gathered via parts harvesting.

Parts Harvesting and Reuse

Our parts harvesting process begins by collaborating with internal teams to identify opportunities for customers who wish to trade in their existing installed equipment for new units. We provide model and configuration data to help assess whether system modules or other components can be harvested from the returned equipment.

Recovered components are processed through our repair and quality assurance workflows to ensure they meet our high standards before being deployed to field technicians. This sustainable approach extends product life, reduces waste and minimizes environmental impact.

The DN Series supports circular economy and resource efficiency goals by enabling component reuse, refurbishment and upgrades, without complete hardware replacement. Recycling modules and modular architecture help customers meet waste reduction and efficiency targets. Additionally, these design principles support our strategy to reduce indirect (Scope 3) emissions tied to manufacturing and logistics.

In 2024, Diebold Nixdorf analyzed and collected our end-of-life product waste stream data – materials we reuse or recycle. We have defined material groups that we recycle through our Global Product Stewardship program. We track recycling data across several categories, including material types and quantities of products processed.

As we continue our efforts to compile product recycling data in all countries where we offer this service, we are including data in the [Appendix](#) for our Brazil, Canada, Germany and United States Product Stewardship Programs.

WATER STEWARDSHIP AND CONSERVATION

We are committed to preserving natural resources by reducing water consumption and protecting water quality. We use municipal water for manufacturing operations, office and warehouse locations to minimize reliance on valuable drinking water sources.

While our light manufacturing and technology services operations offer limited opportunities for significant reductions, we continuously strive to improve water efficiency through proactive monitoring at our global facilities. 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 clean water and sanitation is a fundamental human right. All employees have access to safe drinking water, and in regions identified as “water-stressed,” we support local communities by donating water supplies.

REGULATORY COMPLIANCE AND COMMUNITY ENGAGEMENT

We regularly analyze the wastewater to ensure compliance with all applicable regulations and confirm the absence of prohibited pollutants. Findings are reported transparently to local authorities. This approach strengthens our environmental stewardship and reinforces community trust by protecting local ecosystems.

WATER RISK ASSESSMENT

In 2024, Diebold Nixdorf began planning to conduct a water risk assessment for reporting year 2025. This assessment will utilize the World Wildlife Fund (WWF) Water Risk Filter, a web-based, corporate and portfolio-level screening tool for water-related risks. As a part of our ongoing efforts to evaluate water risks throughout the business, this assessment will allow us to gain further insight into the impact of our water use worldwide and guide our conservation strategies and infrastructure planning. We expect to share the results of this assessment in our 2025 ESG Report. We continue to explore opportunities for water reduction, especially at manufacturing facilities, by engaging employees through our internal sustainability education series. These initiatives promote awareness and empower staff to contribute to our water stewardship goals.



PEOPLE (SOCIAL)

Empowering Our Greatest Asset: Our Employees

Our employees are our greatest asset. 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 people have volunteered countless hours worldwide over the past decade. We actively support 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. Proactively managing 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, which foster a supportive and inclusive workplace where every employee can thrive.



EMPLOYEE ENGAGEMENT

We foster a culture where employees can be informed, inspired, and heard. We communicate with our employees, listen to their feedback and collaborate with employees to provide meaningful improvements across the organization. This ongoing dialogue strengthens alignment, supports development, and ensures action is taken to enhance the employee experience. Our intranet, The Exchange, serves as the central hub to inform employees about key business updates, product launches, progress on strategic initiatives and people-focused programs. Effective communication is crucial for maintaining a connected and informed workforce, and The Exchange plays a pivotal role, complemented by town halls, videos, manager messages and more.

TALENT DEVELOPMENT AND SUCCESSION PLANNING

To maintain a competitive workforce, we continuously enhance how we train, identify and advance key talent. We've improved and standardized our employee review process, promoting regular performance reviews and feedback that links pay to performance and sets clear expectations. Our Career Framework provides transparency and empowers employees to take ownership of their growth. We also completed a global, cross-functional leadership development program to nurture and retain talent at all levels.

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 offering over 50,000 on-demand learning resources for just-in-time upskilling, we empower our workforce to reach their full potential and contribute meaningfully to our company's success and sustainability goals.



CULTURE

We are committed to fostering a culture where everyone is accepted, valued and encouraged to thrive. We are one global team, grounded in mutual trust and respect, and we are stronger together because of our different experiences and viewpoints. We hold ourselves accountable for our actions and their impacts, collaborate across teams and with our stakeholders, confidently make informed decisions, act swiftly to seize opportunities and remain adaptable in a dynamic world. We serve customers in diverse markets around the globe and believe the range of experiences and solutions brought by our global communities fuels innovation and growth.

Our six ERGs support members and the broader company by providing a forum for employees to share experiences, obtain information and interact with others thereby promoting a respectful and supportive work environment. The ERGs include:

Multicultural Connections: This group provides a platform for employees from underrepresented ethnic and cultural groups at Diebold Nixdorf by providing a space for sharing experiences, creating paths to inclusion and serving as a network for employees. With approximately 445 members worldwide, events in 2024 included cultural festivals, heritage celebrations, and inclusive dialogue events, such as roundtable discussions and storytelling sessions highlighting diverse perspectives and strengthening cross-cultural understanding throughout the organization.

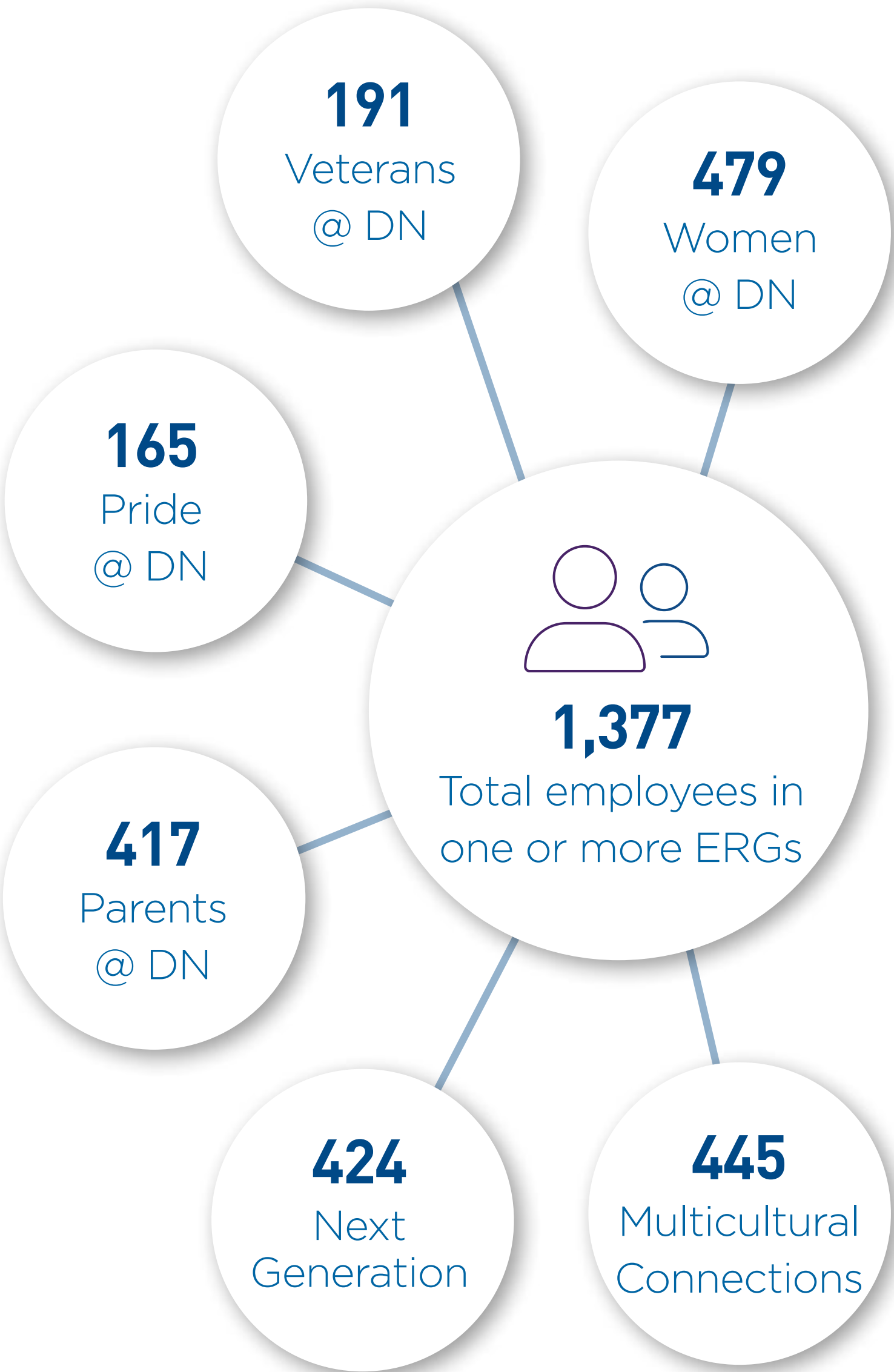
Next Generation: With over 424 members, this ERG supports new Diebold Nixdorf employees by fostering connection and collaboration across teams and regions. Monthly meetings, designed in a late-night talk show format, feature company updates, guest interviews, games and networking opportunities.

Parents @ DN: Dedicated to supporting working parents, this ERG aims to promote a family-friendly work culture. With around 420 members globally, 2024 initiatives included Mother’s and Father’s Day celebrations, Bring Your Kids to Work Day events, and educational sessions on parental leave and supporting children through stress.

Pride @ DN: This ERG empowers and encourages members by building a sense of community and providing support to each other through discussions and programming and promotes involvement in community activities. With approximately 165 global members, 2024 initiatives included webinars with Outright International, a Virtual Pride Parade, Cleveland Pride participation, Inclusive Leadership training and a presentation by Michael Bach titled “My Superpower is Privilege.”

Veterans @ DN: Supporting employees with military experience, this ERG helps veterans transition to civilian roles, raises awareness of veteran-related issues and honors their service. With about 190 members, 2024 initiatives included a Memorial Day Virtual Wall, a PTSD awareness virtual walk, Veteran’s Day celebrations at the headquarters office and contributions to Wreaths Across America.

Women @ DN: This group empowers women and allies through networking, professional development and wellness initiatives. With about 480 members worldwide, 2024 programming covered topics such as mental, physical and financial wellness, as well as strengths-based leadership.



LABOR, HEALTH AND SAFETY

OPERATIONS MANAGEMENT SYTEM

Our Operations Management System (OMS) is designed to create customer value while prioritizing employee health and safety, environmental protection, and clear operational guidance for both managers and employees. This OMS aligns with 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:** Ensuring safety and healthy working conditions in the 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 Information Technology infrastructure services, application services and outsourcing.

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

OCCUPATIONAL HEALTH AND SAFETY HAZARDS, RISKS AND INCIDENTS

At Diebold Nixdorf, the health and safety of our employees is a top priority. We foster a proactive safety culture by encouraging all employees to report incidents, concerns, or unsafe conditions—directly or anonymously—through multiple channels, including supervisors, Human Resources, the Ethics & Compliance team or our confidential EthicsPoint hotline. We strictly prohibit any form of retaliation against individuals who raise safety concerns.

Our risk management approach is grounded in comprehensive assessments that identify potential hazards and guide the implementation of preventive measures. We maintain a state of readiness for emerging situations, including first aid incidents, by involving relevant stakeholders in incident investigations and response planning. These insights are integrated into our risk assessment process, reinforcing a cycle of continuous improvement.

Employees are empowered to take an active role in their own safety, including the right to stop work if they observe unsafe acts or conditions.

Diebold Nixdorf has captured health and safety metrics globally. As of Dec. 31, 2024, lost time metrics are tracked at the country level and currently cover:

- Three manufacturing locations
- 25 field service operations
- 22 warehouses
- 19 repair centers

OCCUPATIONAL HEALTH SERVICES

The Global Environmental Health and Workplace Safety Policy ensures Diebold Nixdorf employees benefit from a safe and healthy work environment, with the goal of zero injuries, incidents, or health impacts. This policy also supports our commitment to delivering products and services that minimize environmental impact and avoid 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 responsibly and sustainably, 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:

1. Maintain a safe workplace.
2. Promptly alert a supervisor and appropriate Safety employee of any environmental, health or safety hazards, incidents or concerns through established incident reporting procedures.
3. Be aware of and comply with all applicable laws, regulations, standards and Diebold Nixdorf policies, procedures, guidelines and other requirements for environmental, health and workplace safety.
4. Conduct operations and activities in a way that avoids unacceptable risks to health, safety and the environment.
5. Minimize waste and pollution, promote reuse and recycling, and conserve resources.
6. Remain committed to continuous improvement and EHS risk reduction.
7. Promptly contact a supervisor or responsible safety employee regarding any questions.

EMPLOYEE TRAINING AND PARTICIPATION

Our Global Environmental Health and Safety Policy is the overriding policy governing our actions in the EHS space. We expect employees to:

- Comply with all applicable EHS policies, procedures and legal regulations
- Promptly report 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, risk assessments and mandatory regulatory training. Training includes 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 local regulation requires 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. Diebold Nixdorf uses a global CBT provider that provides content in 16 languages/dialects.

PROMOTION OF EMPLOYEE HEALTH AND WELLNESS

Diebold Nixdorf offers employee health and wellness benefits so our employees and their families can live healthier, happier lives. As a global company, Diebold Nixdorf has a wide range of plans, providers and options in conjunction with country health benefit schemes.

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 heavily emphasizes 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:

- | | |
|--|--|
| • Business travel accident | • Employee assistance program |
| • Disability | • Fitness incentives |
| • Family care benefits | • Health plans: medical, dental and vision |
| • Flexible benefit options | • Holistic wellness programs and support |
| • Health savings account | • Paid and unpaid leave (vacation/sick) |
| • Life insurance/assurance | • Prescription drug |
| • Parental leave (paid and unpaid) | • Retirement benefits (defined contribution/defined benefit) |
| • Relevant allowances | • Voluntary benefits |
| • Telemedicine | |
| • Consumer transparency education/tool | |

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
- Organization 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 impacts on human rights.

SUPPLY CHAIN ENGAGEMENT

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

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 in which 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 complete COBE training and agree to the code upon joining the company and annually thereafter. In 2024, we provided 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 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 conforms with 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, seeking to ensure that our sourcing practices meet the highest standards of responsibility and ethics.

SUPPLIER COLLABORATION AND COMPLIANCE

Higher-risk suppliers must participate in Diebold Nixdorf’s enhanced due diligence processes, providing complete and accurate information when requested. We also ask 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 conflict minerals from our supply chain that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo (DRC) or adjoining countries. While we do not ban ethically sourced minerals from 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 commitment to human rights and environmental protection. By ensuring that our minerals do not fund armed conflicts, we contribute to protecting human rights in conflict-affected regions. Our rigorous environmental standards also ensure that our sourcing practices do not harm ecosystems or local communities.

VERIFICATION

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, including an evaluation of their commitment to human rights.

REPORTING AND REMEDIATION

If a supplier is non-compliant, 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, we undertake a good-faith, reasonable country of origin inquiry 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

At Diebold Nixdorf, we believe social responsibility starts with our people. Through volunteerism, philanthropy and global partnerships, we empower employees and communities to thrive. From local initiatives to international collaboration, our efforts reflect our values and ongoing commitment to our communities and sustainability. Each year, our employees give back to their communities and support countless nonprofit organizations.

Empowering Employees to give back

Since 2021, Diebold Nixdorf has offered employees 16 hours of paid volunteer time (PTO) annually. This benefit enables employees to support causes close to their hearts, whether through company-sponsored programs or local volunteer work.

Volunteerism is core to our ESG program, and we believe there is no better way to show our commitment than by encouraging employees to give back.

Corporate Giving with Purpose

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
- Improve the quality of life for underserved communities in which we operate and do business globally
- Encourage and support employee involvement

In 2024, the Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund contributed \$468,700 to 44 nonprofit organizations across the United States. The Diebold Nixdorf Foundation partners with nonprofit organizations such as Habitat for Humanity, The Arbor Day Foundation and Americares on community and environmental projects. The Employee Charitable Fund, which received funding from both the Diebold Nixdorf Foundation and employee contributions, provided support to 28 nonprofit organizations.

As part of our commitment to help promote financial inclusion and literacy for underserved communities around the world, the Diebold Nixdorf Foundation gave \$910,000 to Operation HOPE from 2016-2024 and pledged an additional \$125,000 over each of the next two years. This funding supports financial education and access to banking for rural and underserved communities. 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 eight 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

ENVIRONMENTAL GIVING: TREES FOR THE FUTURE

With water, clean air and a livable climate becoming increasingly compromised, the Diebold Nixdorf Foundation donated \$60,000 to the Arbor Day Foundation over the last four years, resulting in planting more than 51,000 trees. This contribution represents our continued commitment to supporting tree-planting initiatives with the Arbor Day Foundation and other global organizations through employee volunteer efforts.



COMMUNITY ENGAGEMENT

Supporting our local communities has always been an important part of upholding our company values. Our passionate employees continue demonstrating these principles through hands-on engagement in local communities. Below are the highlights from 2024 by country.

BRAZIL

- Continued supporting local families via Eats for You, an ESG Foodtech that acts as a marketplace to connect families who love to cook with people looking for healthy meals at a fair price, providing around \$1,000 in income to local families by purchasing meals
- Donated \$6,700 to fund computer literacy classes by maintaining a computer room with a specialized teacher in two units of the Brazil Children’s Association, a nonprofit that serves more than 800 children and adolescents
- Hosted a Women’s Day empowerment lecture with Camila Association, a local nonprofit that serves underprivileged communities, focused on female empowerment causes and topics such as self-care, self-esteem and female self-confidence
- Launched a structured volunteer governance program, coordinating with a consultant to train the group through workshops, define program policies and guidelines, and prepare materials such as their Program Guidelines and Volunteer Policy
- Celebrated with the elderly for Easter at Lar São Vicente de Paulo with an Easter breakfast and donated 158 Easter eggs to the children of the Camila Association
- Hosted Kids Day at all three Brazil locations with employees’ children, who had the opportunity to see their parents’ work environments and learn about the many activities occurring in our facilities

- Collected 104kg of bottle caps and 11.8kg of pop tabs to be recycled into wheelchairs
- Organized Earth Day campaigns at our Brazil facilities to eliminate single-use plastics and promote recycling
- Facilitated action campaigns to help employees and affected communities after Rio Grande do Sul, Brazil, suffered massive flooding, leaving many without shelter and proper supplies



COSTA RICA

- Planted 100+ trees with the Green Wolf organization, an organization seeking the socio-ecosystemic recovery of Costa Rica through action and intersectoral alliances.
- Donated 40+ bags of coffee to a local nursing home



CZECH REPUBLIC

- Participated in multiple charity runs in support of the blind and partially sighted
- Collected old electronics for recycling with a local nonprofit, Remobil
- Organized flood recovery efforts to support a 2024 flooding disaster in the Czech Republic
- Planted trees in a community orchard
- Volunteered at a school for disabled children near our Prague facility, cleaning up their garden and windows
- Planted 50 fruit trees in the village of Mokrouse as part of an annual tree planting effort by Pilsen employees
- Hosted Pilsen’s fifth annual charity breakfast to support the Bone Marrow Transplant Foundation, garnering its highest donation to date
- Donated holiday gifts to 29 local children in need from the Pilsen team
- Facilitated job market prep sessions for local students in Prague
- Hosted Pilsen employees’ children for International Children’s Day at a local farm
- Organized a charity laser game tournament that raised funds for the Bone Marrow Transplant Foundation



ECUADOR

- Joined the Sembrando Esperanza Foundation, who work to conserve biodiversity for the benefit of current and future generations, in a deforested area of Quebranda Santa Clara to plant 140 trees. According to the Sembrando Esperanza Foundation, these 140 trees will capture 3,126 metric tons of CO₂e over their lifetime



FRANCE

- Organized a clothing drive that collected 200kg of clothing for the French Red Cross to assist people in vulnerable situations
- Hosted 40 children of DN employees to learn about DN Series ATMs and sustainability activities, such as the importance of bees in our vegetable gardens
- Joined La Fondation des Hôpitaux for the annual Pièces Jaunes operation to collect donations that fund projects for hospitalized children and teenagers by placing yellow coin banks around our facility to gather funds



GERMANY

- Hosted Bring Your Kids to Work Day with hands-on STEM activities
- Volunteered with The Nature And Biodiversity Conservation Union (NABU), Germany’s oldest and largest environmental association, to care for a local meadow
- Engaged in community-supported agriculture (CSA) to grow sustainable food for 110 families

NETHERLANDS

- Hosted students from Niels Brock High School in Utrecht for workshops on self-service industries and how to prepare for a career in digital innovations

POLAND

- Participated in the Szlachetna Paczka initiative, a charitable project organized before the holiday season to support people in need



SLOVAKIA

- Volunteered with a local nonprofit, People in Need, to clean the yard of a nearby community center and paint a table for them
- Donated and installed tech equipment for community centers
- Led workshops and demos for local technical school students in Bratislava
- Hosted Kosice employees’ children for International Children’s Day, where they learned about Diebold Nixdorf and participated in hands-on activities

SOUTH AFRICA

- Made a yearly donation of tablets and science equipment to local schools and classrooms in need

SPAIN

- Organized a blood drive with the Burgos Blood Association for families of a local school

SWITZERLAND

- Tended to the garden at the Stöckenweid Foundation, a facility for people with cognitive impairment, in preparation for their upcoming St. John’s Day Festival
- Collected 144kg of PET bottles in Brüttisellen for recycling
- Organized Future Day for students aged 10 to 13 to explore STEM careers, including coding, solving software challenges and learning about branding by designing their very own miniature ATM

TURKEY

- Donated holiday gifts to children affected by the 2023 earthquakes

UNITED KINGDOM

- Painted and gardened at Bristol’s Windmill Hill City Farm, which serves the community through education, recreation and therapy with a strong focus on inclusivity and sustainability

UNITED STATES

- Constructed a home with Habitat for Humanity near our North Canton, Ohio, headquarters
- Organized a giving tree with Parents@DN at North Canton headquarters to provide holiday gifts for local families



PERFORMANCE (GOVERNANCE)

Diebold Nixdorf's commitment to ESG starts with our Executive Leadership Team (ELT) and Board of Directors. We continuously assess and enhance our corporate governance practices to ensure alignment with leading standards.

The board currently maintains three standing committees:




- Audit Committee
- Nomination and Governance Committee
- People and Compensation Committee

Details about each committee's members, meetings and responsibilities can be found in our [2025 Proxy Statement](#).

Our board is committed to strong governance principles to ensure it fulfills its oversight responsibilities effectively and efficiently. Our ESG commitment includes operating with integrity and the highest ethical standards, giving back to our local communities, empowering employees, and protecting the environment. We are also committed to maintaining the highest levels of data security and safeguarding the privacy of our employees and clients.

ESG MANAGEMENT

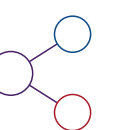

Our managers and supervisors are responsible for implementing ESG procedures at the operational level. Guided by leadership, they:



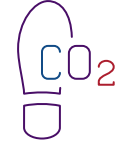
-  Provide training on ESG and sustainability initiatives
-  Solicit feedback to strengthen ESG practices
-  Model responsible behavior and decision making

The ELT provides updates on ESG progress to the **Nomination and Governance Committee**, which is responsible for ESG oversight at the board level.

Our **Global Sustainability Council** oversees sustainability and ESG strategies, policies and programs. The council includes cross-functional leaders from Procurement, Supply Chain, Human Resources, Legal, Environmental, Health and Safety, and Finance. The group tracks key performance indicators (KPIs) and reports progress to the ELT. Chief Legal Officer Elizabeth (Lisa) Radigan oversees Diebold Nixdorf’s ESG efforts.

The **Global Environmental and Sustainability Manager** works with regional sustainability liaisons in all countries where Diebold Nixdorf operates. These liaisons:

-  Serve as a link between local operations and our global sustainability program
-  Communicate ESG policies and updates

-  Facilitate operational sustainability reviews
-  Establish internal environmental goals
-  Support efforts to reduce Diebold Nixdorf’s environmental footprint, including CO₂ emissions

ENTERPRISE RISK MANAGEMENT

The board and its committees collectively play an active role in risk oversight, focusing on those risks most critical to achieving our strategic objectives.

- The **board** oversees enterprise risk strategy as it aligns with overall business decisions.
- **Management** is responsible for the day-to-day identification, monitoring and mitigation of risks.

The **Nomination and Governance Committee** oversees the ERM program, including climate-related and ESG-related risks. Senior management provides the board with regular reports on strategic planning and execution, which include assessments of risks to short- and long-term objectives. At the operational level, risk management is embedded into our business processes through cross-functional collaboration. Key departments (including Operations, Information Security, Information Technology, Finance, Compliance, Legal and Internal Audit) collaborate to identify, assess and respond to emerging risks.

An annual enterprise risk assessment is conducted, and results are reported to the board. Significant risks are escalated to senior leadership or the board, depending on impact.

As a global organization, we monitor a broad spectrum of risks, including regulatory, geopolitical and other emerging threats to our operations and strategy

STAKEHOLDER ENGAGEMENT

We engage with a wide range of stakeholders throughout the year to gather insights and perspectives on ESG performance and our broader business strategy.

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

Information on the Board of Directors, including committee charters and composition, is available on our Investor Relations website and in the 2025 Proxy Statement. Our 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.

Communications with the Board

Diebold Nixdorf maintains a transparent process for shareholders and stakeholders to communicate with the board.

Written communications may be sent to: Diebold Nixdorf, Incorporated, Attention: Corporate Secretary, 350 Orchard Ave. NE, North Canton, OH 44720.

Alternatively, emails may be sent to non-employee directors as a group at BoardLogistics@DieboldNixdorf.com.



CODE OF BUSINESS ETHICS

At Diebold Nixdorf, ethical decision-making is fundamental to how we conduct business. We are committed to operating with integrity, transparency and professionalism across all interactions with customers, partners and within our own organization.

Our Code of Business Ethics (COBE) applies to all Diebold Nixdorf entities, including subsidiaries, affiliates, directors, officers, employees, contractors and agents. It outlines our expectation of compliance with all applicable laws and regulations, while encouraging ethical behavior across our extended network of suppliers, distributors, customers and business partners.

ETHICS AND INTEGRITY

All our directors, executive officers and employees must comply with 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.

Diebold Nixdorf's focus areas within the COBE are more than words on a page. They form the foundation of our company's reputation for being ethical, trustworthy and accountable to both ourselves and our customers. These focus areas provide a framework that supports operational excellence, promotes global consistency, reinforces our customer-centric approach, safeguards our people and data and fosters a safe, healthy environment where employees can do their best work.

THE AREAS OF FOCUS ARE:



Business Partnerships
We value collaboration and engage in ethical and transparent transactions with global partners.



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



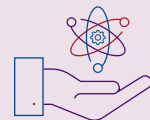
Intellectual Property
We protect our ideas and innovations.



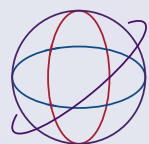
Anti-Corruption
We do not permit or tolerate any improper payments of any kind.



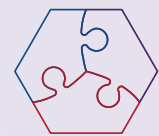
Confidentiality
We protect confidential organization information.



Asset Use
Company resources are used solely for legitimate business purposes.



Global Trade, Import, and Export
We diligently follow international trade laws.



Work Environment
We maintain a respectful, safe and inclusive work environment.



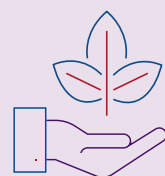
Customer Interactions
We treat customers ethically, fairly and with respect.



Financial Data
We ensure accuracy and transparency in financial reporting.



Human Rights
We uphold dignity and strive to eliminate modern slavery from our supply chain.



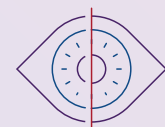
Sustainability
We are committed to sustainable development and protecting the environment.



Data Privacy & Security
We safeguard personal and confidential information, protect electronic systems and uphold cybersecurity standards.



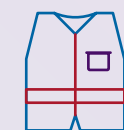
Fair Competition
We compete fairly and in compliance with all laws.



Use of Artificial Intelligence
We use AI ethically and follow all laws and regulations.



Conflicts of Interest
We avoid conflicts of interest.



Health & Safety
We are committed to a safe and healthy workplace.

CYBERSECURITY AND DATA PRIVACY

Diebold Nixdorf has a long-standing legacy in security, beginning over 165 years ago with the manufacture of safes and physical security equipment. Today, we have evolved into a strategic, end-to-end provider of services, software, hardware and cybersecurity solutions. Our security-first mindset continues to guide our approach in an increasingly connected and dynamic digital landscape.

The global threat environment continues to evolve rapidly, especially in the self-service and financial services sectors. Cyberattacks are becoming more sophisticated and geographically fluid. We proactively monitor and analyze threats across three primary categories: cyber, data and physical. This approach enables us to adapt and develop targeted, forward-looking defenses for our customers.

Security remains a top priority for our customers, which include some of the world's largest financial institutions and retailers. Our commitment is to deliver user-friendly and reliable solutions that are resilient against malicious fraudulent activities. To meet this standard, we continuously enhance our cybersecurity infrastructure and capabilities, ensuring that we remain a trusted partner in protecting our customers' assets, data and reputation.

Our information security governance framework includes clear incident response protocols. All employees must immediately report any potential data breach to our Information Security department. This team is responsible for investigation, risk evaluation and initiating appropriate notifications and remediation steps. In addition, for each new software supplier to Diebold Nixdorf, a mandatory Vendor Risk Assessment must be completed to identify and prevent potential risks. All software deliverables from external sources and suppliers are subject to comprehensive anti-malware scans, both inbound and outbound, to prevent malware propagation to Diebold Nixdorf or our customers.

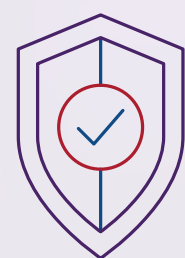
DIEBOLD NIXDORF'S SECURITY COMMITMENT

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.

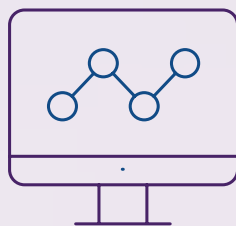
- We have more than 3,000 patents in the industry and continually assess our aggregate portfolio defense posture to ensure we deliver best-of-breed protection and monitoring technology across our self-service systems.
- Our cryptographic design and manufacturing team has developed cutting-edge security solutions, such as the ActivEdge® Secure Card Reader, a market-leading anti-skimming technology designed to significantly reduce global exposure to payment fraud. These devices represent some of the most secure payment and PIN-entry devices in the world, helping to safeguard financial transactions and protect consumers worldwide.
- 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. We also offer managed security services that help ensure the ongoing protection of our customers' connected networks.
- Diebold Nixdorf supports you with a comprehensive look at the entire ecosystem. Our security specialists have developed the "7 Shields to Protect the Self-service Channel", a comprehensive framework that goes beyond technical safeguards for cash and data. It also includes process guidance, security assessments and encourages multi-stakeholder collaboration through proactive information sharing.



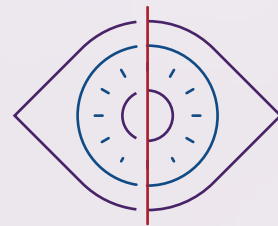
Diebold Nixdorf has always recommended a layered security approach as the most effective means of establishing trust and deterring security threats, and we ensure our customers’ defensive measures work together seamlessly.



We have embarked on a Zero Trust journey, committing to a security model that assumes no implicit trust and verifies every access attempt. All system designs follow this Zero Trust architecture, enforcing strict authentication, limiting access and mandating encryption to safeguard critical data across our entire security landscape, from the physical infrastructure to digital environments.



Our engineering methodology embeds assurance into every development layer, across applications, processes and infrastructure. Trust is foundational: it begins with product design, continues through manufacturing and is integrated into every component, from host systems and user interfaces to communication protocols, software and hardware.



Our Cybersecurity Threat Intelligence Framework leverages commercial and open-source threat feeds to identify, analyze and mitigate risks. This proactive approach enables swift operational responses, including both proactive and reactive changes and timely alerts. We also publish an Annual Threat Intelligence Report that highlights industry trends, specific threats and best practices.

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 known threats while protecting 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 our customers’ and employees’ personal information is critical to our business. We firmly believe in a global approach to data privacy that covers all countries we operate in. Our [Global Privacy policies](#) can be found on our website.

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

- We collaborate closely with international law enforcement agencies, including Europol, 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.
- As an active member of the European Association for Secure Transactions (EAST), we have contributed to all three of its expert groups for many years:
 - [EAST Expert Group on All Terminal Fraud \(EGAF\)](#): focuses on fraud incidents related to ATMs and other Terminals, such as Jackpotting with Malware or BlackBox, Transaction Reversal Fraud, Cash Trapping, Skimming and similar schemes.
 - [EAST Expert Group on ATM and ATS Physical Attacks \(EGAP\)](#): Addresses physical attacks such as explosive attacks, ATM theft and burglary, where fraudsters use brute force to access cash.
 - [EAST Expert Group on Payment and Transaction Fraud \(EPTF\)](#): Concentrates on payment and transaction fraud, covering Card Not Present (CNP) fraud, digital and mobile fraud, and BIN/ACS attacks.
- We are proud to have founded the ATM Security Association and have been a loyal supporter of the ATM Industry Association for more than 20 years. Our engagement with the association ensures the ongoing 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 security alerts that monitor the global landscape and provide recommendations on how to increase an organization’s security posture against potential threats.



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.

All new suppliers must either agree to our Supplier Code of Conduct (SCOC) or demonstrate that they have an equivalent standard before onboarding. This commitment is reinforced through Diebold Nixdorf’s Terms and Conditions, which are linked in every purchase order, ensuring alignment with our values and sustainability objectives across global operations.

We’ve deepened the integration of our ESG principles into supplier management by requiring suppliers to track and report their Scope 1, 2 and 3 greenhouse gas emissions. This collaboration enhances our ability to understand and manage the carbon footprint of our supply chain, supporting broader global climate goals.

PROCUREMENT PRACTICES IN SUPPLY CHAIN

Diebold Nixdorf suppliers must adhere to all applicable laws. Additionally, we ask that all suppliers meet environmental, health and safety standards and promote 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, human rights and environmental stewardship are critical global challenges. We are committed to continuously monitoring and improving our operations and supply chain to ensure that we create our products and solutions in an environment that respects human rights and promotes sustainability. We have a zero-tolerance policy toward slavery, human trafficking, servitude, and forced or compulsory labor within our supply chain.

We believe the risk of human rights violations and adverse environmental impacts in our direct supply chain is low. However, we acknowledge that these risks may increase further upstream, where we have less direct oversight and control. Despite existing processes and procedures, we recognize the importance of addressing these extended risks. Therefore, we seek 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. This screening requires information about their ethics programs and attitudes toward human rights (including the prevention of modern slavery), environmental protection, data privacy.

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 administered by Diebold Nixdorf. If the supplier’s response indicates potential risk, we initiate enhanced due diligence to assess the issue further.

In 2023 and 2024, we created an enhanced questionnaire that was sent to all suppliers in higher-risk categories (based on our risk analysis) to obtain further reassurance about their commitment to our human rights and environmental principles.

We have implemented an audit program for our key suppliers, typically conducted by Diebold Nixdorf employees and scheduled in coordination with the supplier. During the

past reporting year, we conducted audits in Europe and Asia. For suppliers identified as higher risk from a modern slavery or human rights perspective, we are integrating specific questions into our audit process to better understand actual working conditions. Where we identify concerns, we establish corrective action plans and monitor progress closely. If a supplier fails to make the necessary improvements, we reserve the right to terminate the contract. Relevant policies can 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:

Maynard Um
Vice President, Investor Relations
Email: Maynard.Um@DieboldNixdorf.com

Michael Jacobsen, APR
Sr. Director, Corporate Communications
Email: Michael.Jacobsen@dieboldnixdorf.com



OUR GLOBAL COMMITMENTS

We are committed to meeting internationally recognized standards and supporting our customers in achieving their sustainability goals.

Our commitment is grounded in globally accepted frameworks, including 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 integrate these principles into our day-to-day operations and long-term strategies.

The SDGs are a series of interlinked goals adopted by U.N. member states in 2015. These ambitious goals focus on creating a fairer, more just world with more sustainable economic and environmental practices by 2030. We will only succeed through the combined efforts of government, business and civil society. Diebold Nixdorf supports the SDGs and has aligned our key priority areas that most closely reflect our business values and capabilities. We have identified and prioritized the SDGs where we believe we can have the greatest impact globally. We are committed to making a difference for the environment and the global community. Our strategic roadmap and performance metrics focus on 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 2016, 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. Additionally, as our customers continue to expand into new markets, our products and services help to provide financial inclusion and accessibility to the underbanked populations of the world by providing access to cash and financial institutions in globally underserved markets. Our employees consistently make 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. Each employee and their dignity, personal rights and privacy must not be violated. We continuously work toward our vision to make all employees appreciated, involved, heard and supported with equal opportunity to thrive. For example, our employee resource groups 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 actively participate in our communities. The nature of this commitment and the projects supported depend on local needs. For example, our South Africa team donates tablets and science equipment annually to local schools and classrooms in need. Diebold Nixdorf Pilsen hosts a yearly charity breakfast to raise money for the Bone Marrow Transplant Foundation. By interacting with and supporting local communities, we promote the well-being of people of all ages and positively influencing the social side of climate action. Our Waste Management and Global Sustainability Policies further support SDG3.



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

We have implemented a global cloud-based tracking and monitoring platform to measure energy and resource consumption across our operations. This system helps identify opportunities to reduce carbon emissions and optimize utility use, supporting our urgent response to the climate crisis. By incorporating lifecycle management and energy-saving solutions into our products, we reduce environmental impact and total cost of ownership. We also align with these goals through sustainable facility projects such as implementing LED lighting, recycling, and waste and water management initiatives as well as signing clean energy contracts. Employees worldwide contribute to these efforts by volunteering in community clean-up events, such as park and beach cleanups. To promote sustainability internally, we publish an ongoing sustainability article series that educates employees on practical ways to reduce their environmental footprint, such as consuming locally sourced food and minimizing home energy use. Our Supplier Code of Conduct and Waste Management and Global Sustainability Policies further support these initiatives.



APPENDIX

GLOBAL REPORTING INITIATIVE INDEX TABLE

Diebold Nixdorf has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational Details	Front cover, About This Report, Investor Information, Green Products and Solutions, Performance (Governance), Diebold Nixdorf–Who We Are
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	Performance (Governance)
	2-5 External assurance	About This Report
	2-6 Activities, value chain and other business relationships	About Diebold Nixdorf, Collaboration Across the Value Chain
	2-7 Employees	About Diebold Nixdorf
	2-9 Governance structure and composition	Diebold Nixdorf Corporate Governance Guidelines (Pages 4-5)
	2-10 Nomination and selection of the highest governance body	Diebold Nixdorf Corporate Governance Guidelines (Pages 1-2)
	2-11 Chair of the highest governance body	http://Investors.DieboldNixdorf.com , 2025 Proxy (Page 17)
	2-12 Role of the highest governance body in overseeing the management of impacts	Performance (Governance) (ESG Management), Collaboration Across the Value Chain
	2-13 Delegation of responsibility for management impacts	Performance (Governance) (ESG Management)
	2-14 Role of the highest governance body in sustainability reporting	Performance (Governance)
	2-15 Conflicts of Interest	Code of Business Ethics
	2-16 Communication of critical concerns	2025 Proxy (Page 20)
	2-17 Collective knowledge of the highest governance body	Performance (Governance) (ESG Management)
	2-18 Evaluation of the performance of the highest governance body	Performance (Governance)

GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021	2-19 Remuneration policies	Diebold Nixdorf Corporate Governance Guidelines (Page 3)
	2-20 Process to determine remuneration	Diebold Nixdorf Corporate Governance Guidelines (Page 3)
	2-21 Annual total compensation ratio	2025 Proxy (Pages 29-62)
	2-23 Policy commitments	Code of Business Ethics, Global Human Rights Policy, Supplier Code of Conduct
	2-24 Embedding policy commitments	Code of Business Ethics, Global Human Rights Policy, Supplier Code of Conduct
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Ethics (Ethics and Integrity)
	2-27 Compliance with laws and regulations	Labor Health and Safety
	2-28 Membership associations	Cybersecurity and Data Privacy
	2-29 Approach to stakeholder engagement	About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)
	2-30 Collective bargaining agreements	Code of Business Ethics
MATERIAL TOPICS		
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	About Diebold Nixdorf
	3-2 List of material topics	About Diebold Nixdorf
	3-3 Management of material topics	About Diebold Nixdorf
GRI 200 ECONOMIC STANDARD SERIES		
GRI 201: ECONOMIC PERFORMANCE 2016	3-3 Management of material topics	2024 Annual Report (Pages 40-50)
	201-1 Direct economic value generated and distributed	2024 Annual Report (Pages 29,97)
	201-2 Financial implications and other risks and opportunities due to climate change	Carbon Footprint



APPENDIX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 200 ECONOMIC STARDARD SERIES		
GRI 201: ECONOMIC PERFORMANCE	201-3 Defined benefit plan obligations and other retirement plans	Labor, Health and Safety (Promotion of Employee Health and Wellness)
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	3-3 Management of material topics	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
GRI 204: PROCUREMENT PRACTICES 2016	3-3 Management of material topics	Collaboration Across the Value Chain
	204-1 Proportion of spending on local suppliers	Collaboration Across the Value Chain
GRI 205: ANTI-CORRUPTION 2016	3-3 Management of material optics	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
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	3-3 Management of material topics	Code of Business Ethics
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Business Ethics
GRI 207: TAX 2019	3-3 Management of material topics	2024 Annual Report (Pages 33, 62-66)
	207-1 Approach to tax	2024 Annual Report (Pages 33, 62-66)
	207-2 Tax governance, control, and risk management	2024 Annual Report (Pages 33, 62-66)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 300 ENVIRONMENTAL STANDARDS SERIES		
GRI 301: MATERIALS 2016	3-3 Management of material topics	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 302: ENERGY 2016	3-3 Management of material topics	Carbon Footprint (Energy)
	302-1 Energy consumption within the organization	2024 Data Table
	302-3 Energy intensity	2024 Data Table
	302-4 Reduction of energy consumption	Carbon Footprint (Energy)
	302-5 Reductions in energy requirements of products and services	Green Products and Solutions
GRI 303: WATER AND EFFLUENTS 2018	3-3 Management of material topics	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



APPENDIX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 300 ENVIRONMENTAL STANDARDS SERIES		
GRI 305: EMISSIONS 2016	3-3 Management of material topics	Carbon Footprint (Emissions)
	305-1 Direct (Scope 1) GHG emissions	2024 Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	2024 Data Table
	305-3 Other indirect (Scope 3) GHG emissions	2024 Data Table
	305-4 GHG emissions intensity	2024 Data Table
	305-5 Reduction of GHG emissions	Carbon Footprint (Emissions)
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Carbon Footprint (Emissions)
GRI 306: WASTE 2020	3-3 Management of material topics	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	2024 Data Table
	306-5 Waste directed to disposal	Waste and Recycling Management
	3-3 Management of material topics	Collaboration Across the Value Chain
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	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 STANDARD	DISCLOSURE	LOCATION
GRI 400 SOCIAL STANDARDS SERIES		
GRI 401: EMPLOYMENT 2016	3-3 Management of material topics	People (Social) (Employment)
	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)
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	3-3 Management of material topics	Labor, Health and Safety
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	3-3 Mangement of material topics	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)
	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	2024 Data Table
	403-10 Work-related ill health	2024 Data Table



APPENDIX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 400 SOCIAL STANDARDS SERIES		
GRI 404: TRAINING AND EDUCATION 2016	3-3 Management of material topics	Performance (Governance) (ESG Management), Labor, Health and Safety, and Human Rights
	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 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	3-3 Management of material topics	Culture
	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)
GRI 406: NON-DISCRIMINATION 2016	3-3 Management of material topics	Code of Business Ethics, Culture
GRI 408: CHILD LABOR 2016	3-3 Management of material topics	Human Rights, Collaboration Across the Value Chain
	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights
GRI 409: FORCED OR COMPULSORY LABOR 2016	3-3 Management of material topics	Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies
GRI 410: SECURITY PRACTICES	3-3 Management of material topics	Diebold Nixdorf's Security Commitment
GRI 413: LOCAL COMMUNITIES 2016	3-3 Management of material topics	Giving Back to the Community
	413-1 Operations with local community engagement, impact assessments, and development programs	Giving Back to the Community
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	3-3 Management of material topics	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

GRI STANDARD	DISCLOSURE	LOCATION
GRI 400 SOCIAL STANDARDS SERIES		
GRI 415: PUBLIC POLICY 2016	3-3 Management of material topics	Code of Business Ethics
	415-1 Political contributions	Code of Business Ethics
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	3-3 Management of material topics	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)
GRI 418: CUSTOMER PRIVACY 2016	3-3 Management of material topics	Privacy Statement/Policy, Global Privacy Notice, 2024 Annual Report (Pages 13-14)
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Data Privacy



APPENDIX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD 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	Culture
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	Performance (Governance) (ESG Management), Carbon Footprint (Emissions)
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Performance (Governance) (ESG Management), Carbon Footprint (Emissions)
	C-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Performance (Governance) (ESG 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

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX TABLE

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	PAGE/LINK
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.	Performance (Governance) (ESG Management), Carbon Footprint (Emissions)
	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	
	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	



APPENDIX

2024 DATA TABLE

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024
302-1, 302-3	Energy Consumption ¹⁾	Electricity (TJ) ²⁾	147.8
		Natural Gas (TJ)	228.04
		Total Energy Consumption (TJ)	375.84
		Energy Intensity ³⁾	0.000000100
305-1, 305-2, 305-3, 305-4	GHG Emissions ¹⁾	Direct (Scope 1) GHG Emissions (metric tons CO ₂ e) (location-based)	69,154.78
		Indirect (Scope 2) GHG Emissions (metric tons CO ₂ e) (location-based)	21,265.49
		Indirect (Scope 2) GHG Emissions (metric tons CO ₂ e) (market-based)	9,994.58
		Global GHG emissions ⁴⁾ (Scope 1 and Scope 2) (metric tons CO ₂ e)	79,149.36
		Other Indirect (Scope 3) GHG Emissions ⁵⁾ (metric tons CO ₂ e) (location-based)	1,072,641.56
		Other Indirect (Scope 3) GHG Emissions ⁵⁾ (metric tons CO ₂ e) (market-based)	1,072,669.55
		Category 1: Purchased Goods and Services	136,705.97
		Category 2: Capital Goods	34,865.20
		Category 3: Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2	5,205.91
		Category 4: Upstream Transportation and Distribution	14,737.88
		Category 5: Waste Generated in Operations	1.63
		Category 6: Business Travel	7,636.03
		Category 7: Employee Commuting	14,941.14
		Category 9: Downstream Transportation and Distribution	13,852.09

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024
305-1, 305-2, 305-3, 305-4	GHG Emissions ¹⁾	Category 11: Use of Sold Products	843,158.27
		Category 12: End-of-Life Treatment of Sold Products	401.05
		Category 13: Downstream Leased Assets	1,136.38
		Total Scope 1, 2 and 3 Emissions (metric tons CO₂e) (location-based)	1,163,061.83
403-9, 403-10	Safety Performance ⁷⁾	Total Scope 1, 2 and 3 Emissions (metric tons CO₂e) (market-based)	1,151,818.91
		GHG Emissions Intensity ⁶⁾	0.0000211
		Manufacturing Lost Time Injuries ⁸⁾	17
		Manufacturing Lost Time Case Rate (Cases/100 employees/year) ⁹⁾	1.13
		Field Service Lost Time Injuries	90
		Field Service Lost Time Case Rate (Cases/100 employees/year)	0.95
		Warehousing Lost Time Injuries	4
		Warehousing Lost Time Case Rate (Cases/100 employees/year)	0.44
		Repair Centers Lost Time Injuries	3
		Repair Centers Lost Time Case Rate (Cases/100 employees/year)	0.51
306-4	Global IT Equipment Waste	Global IT Equipment Waste Recycled (pounds)	9,800



APPENDIX

2024 DATA TABLE

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024
306-4	US Product Recycling ¹⁰⁾	Mixed Wood and Paper (pounds)	405,366
		Steel (pounds)	5,869,355.42
		Aluminum (pounds)	5,604.00
		Mixed Metals ¹¹⁾ (pounds)	6,361.00
		E-Waste (pounds)	127,058.00
		Universal Waste ¹²⁾ (pounds)	53,136.00
		Mixed Plastics (pounds)	44,174.50
		Total (pounds)	6,511,054.92
306-4	Brazil Product Recycling ¹⁰⁾	Processed Systems	14,501
		Mixed Metals ¹¹⁾ (pounds)	1,735,256.40
		Component Parts and Pieces ¹³⁾ (pounds)	486,339.17
		Recycled Polymers (pounds)	132,497.66
		Wood (pounds)	10,802.64
		Compound Polymers (pounds)	87,523.41
		Total (pounds)	2,452,639.75
306-4	Canada Product Recycling ¹⁰⁾	Accessories (pounds)	2,326.96
		Power Supplies (pounds)	77.16
		Ferrous Material (pounds)	191.14
		Flat Panel Monitors (pounds)	69.44
		Non-Ferrous Metals (pounds)	33.07
		Mixed Computing Devices (pounds)	52.91
		Cardboard (pounds)	65.04
		Server Uninterruptable Power Supply (UPS) (pounds)	71.65
		Total (pounds)	2,887.36

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2024
306-4	Germany Product Recycling ¹⁰⁾	Spare parts modules (piece) ¹⁴⁾	12,507
		Re-marketed systems (pieces) ¹⁵⁾	335
		Old equipment (pounds)	3,633,213.76

¹⁾ Diebold Nixdorf is committed to capturing and reporting its global energy consumption and greenhouse gas (GHG) emissions from operations and service fleet vehicles. Due to the size and complexity of the organization, it is not always possible to obtain complete data across all segments. In such cases, extrapolations are used to provide the most complete inventory possible. As additional data becomes available or new sources are identified, they are incorporated into the inventory. Historically, our GHG inventory included only DN locations over 10,000 sq. ft. due to data limitations. Beginning in FY2025, all DN locations under operational control will be included, requiring a re-established corporate baseline. These updates align with GHG Protocol guidance and will result in a more accurate and comprehensive Scope 1 and Scope 2 emissions profile. As such, we are not reporting year-over-year GHG emissions reductions in this year’s ESG report.

²⁾ Terajoules (TJ)

³⁾ Energy Intensity represents the energy consumed within Diebold Nixdorf. Our calculation uses total energy consumption (numerator) divided by Diebold Nixdorf’s revenue for the reported annual year (denominator).

⁴⁾ The sum of direct (Scope 1) GHG emissions and gross market-based energy indirect (Scope 2) GHG emissions.

⁵⁾ Other Indirect (Scope 3) GHG Emissions calculated for location-based using a spend-based methodology, and for market-based leveraging supplier supplied GHG emission data.

⁶⁾ GHG Emission Intensity represents the energy consumed within Diebold Nixdorf. Our calculation uses total Scope 1 and Scope 2 market-based emissions (numerator) divided by Diebold Nixdorf’s revenue for the reported annual year (denominator).

⁷⁾ Health & Safety performance data reflects the best available information at the time of reporting. Due to process transitions, some figures were compiled manually and may be subject to limitations. DN is actively enhancing data systems to improve accuracy and transparency in future reporting.

⁸⁾ 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.

⁹⁾ 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.

¹⁰⁾ 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.

¹¹⁾ Our mixed metals category includes brass, bronze, copper, iron, zinc and more.

¹²⁾ Universal waste includes batteries, pesticides, mercury-containing equipment, light bulbs and aerosol cans.

¹³⁾ Our component parts and pieces category represent small components of used products.

¹⁴⁾ Our spare parts modules category represents singular pieces of systems that could not be reused again as is.

¹⁵⁾ Our re-marketed systems category includes entire systems that could not be reused again as is.





Diebold Nixdorf