

Gender Pay Gap Diebold Nixdorf UK Report April 2023

INTRODUCTION

Under the UK Government’s Gender Pay Gap Reporting Regulations, employers with over 250 employees need to report their gender pay gap annually.

This involves carrying out six calculations that show the difference between the average earnings of men and women within the organisation, irrespective of job role or seniority. This measure is different to equal pay which measures the differences between male and female employees performing the same or similar work, or work of equal value.

According to the Office for National Statistics (ONS) the overall UK median gender pay gap is 14.3% as at April 2023 and the UK national mean pay is 7.7%. This year we have a median gender pay gap of -40.97% for female and a mean gap of -3.35%

The mean gender gap has deteriorated slightly, with the average salary for men now slightly higher than the average salary of women. However, from 2022, this variation from +3.21% to -3.35% leaves DN UK with a gender pay gap significantly lower than the national figure of 7.7%. The median gap remains stable, close to 40%.

This analysis is influenced by our employee composition which reflects a significantly larger male population (80%). The pay quartiles are relatively comparable to the distribution of gender in our workforce.

Diebold Nixdorf (UK) Ltd is committed to the principle of equal opportunities and equal treatment for all employees and is governed by our company code of conduct in order to ensure we achieve this.



Paul Young, Finance Director UK/I

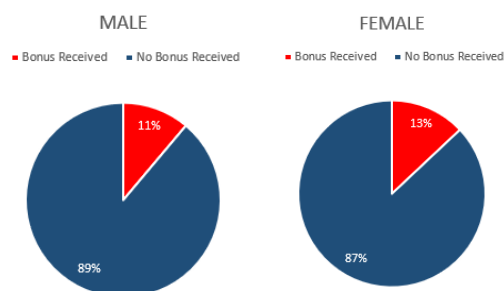
Gender Pay and Bonus Gap

| | Mean (Average) | Median (Middle) |
|------------------|----------------|-----------------|
| Gender Pay Gap | -3.35% | -40.97% |
| Gender Bonus Gap | 13.94% | 38.97% |

Mean Pay Gap: The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

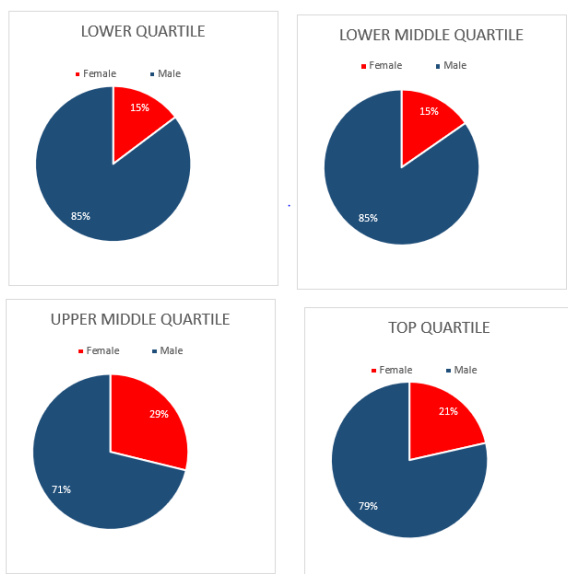
Median Pay Gap: The median represents the middle point of a population. If you lined up all of the pay of women and all of the pay of men at a company, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

PROPORTION OF EMPLOYEES RECEIVING A 2022 BONUS



The 2023 data shows a greater proportion of women receiving bonuses than men. The 2023 data shows that, in contrast to previous year, both average and median bonuses paid to men were higher than women. However, the difference between the mean gap of 34% and a much more modest median gap of 5.84% point to a small number of male executives having received high bonuses, thus pulling the male average up.

PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



Our 2023 data saw gender, diversity remain similar to last year 20% female and 80% male.

The percentage of women in the DN workforce is stable at 20% (vs 23% last year).

The proportion of women in quarters 1 and 2 is slightly lower than the proportion of women in the workforce, but not disproportionately so (1-3 percentage points gap). The over-representation of women in the third (upper) quartile is confirmed, even slightly reinforced, from last year. There is clearly no sign of women being confined to the lower quartiles of pay at DN.

OUR PLANS TO CLOSE THE GAP

There are a number of steps we are continuing to take to improve our gender balance that we expect to positively impact our gender pay gap in the future, including:

Actions completed:

- **Inclusive culture** – Diebold Nixdorf utilises Employee Resource Groups (ERG's) including Women@DN, Parents@DN recognising the contribution individuals can make and focuses on development, networking, addressing issues facing women in the workplace.
- **Inclusive leadership** – Diebold Nixdorf has initiated a Leadership education programme for all managers. Our leaders create and enable high performing teams from diverse backgrounds.
- **Inclusive practices** - We maintain policies and practices that reflect the culture of inclusion we are striving for. Our workplace evolution initiative has seen more roles change from 5 days in the office to either flexible or fully remote roles.

Actions for 2024

- **Development** – Support the personal and career development of individuals within Diebold Nixdorf through formal and informal training and career opportunities.
- **Flexible job design** – We promote and offer our people (at every level), the flexibility to establish both work-life balance and a working pattern that is right for them.
- **Family Friendly Policies** – We are currently benchmarking all our family friendly working policies globally as we want to attract and retain the very best talent and to do so we recognise the importance of a positive working environment, where you feel supported and valued. We aim to support employees whether it's giving birth yourself, supporting your partner or taking parental leave will be looking at enhancing these to improve the work life balance.
- **Gender balance** – Increase gender diversity in our lower pay quartile which predominantly includes Service

We remain committed to removing the Gender Pay Gap at Diebold Nixdorf (UK) Limited but also know it will take time for our efforts to be reflected in the reported figures. Our long-term view enables us to refine our strategy each year to drive progress in the UK and Globally.

This document has been produced to communicate the overall Gender Pay Gap figures of Diebold Nixdorf (UK) Ltd using the snapshot date of 5th April 2023, when our workforce consisted of 131 (20%) women and 521 (80%) men.