

ESG Report 2025

Empowering Sustainable Commerce

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About This Report

This report presents Diebold Nixdorf’s Environmental, Social and Governance (ESG) initiatives, management systems and performance for Reporting Year (RY) 2025 (January 1 to December 31, 2025).

Diebold Nixdorf designs, manufactures and services banking and retail technology globally. This report is intended to transparently communicate our ESG priorities, progress and performance to key stakeholders, including customers, investors, partners and employees. Recognizing the evolving nature of sustainability risks and opportunities, we continually refine our programs, data quality and reporting practices to support informed decision-making and long-term value creation.

Our reporting is informed by recognized sustainability reporting frameworks, including the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB) Standards and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), as detailed in the [Appendix](#). ESG oversight is provided by our Executive Leadership Team and the Board’s Nomination and Governance Committee.

Unless otherwise stated, information covers Diebold Nixdorf, Incorporated and its consolidated subsidiaries and is derived from internal management systems, operational records and cloud-based reporting platforms. The ESG information in this report has not been subject to independent third-party assurance.

INVESTOR INFORMATION

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

Diebold Nixdorf’s Investor 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 we call “the three C’s”: Climate Responsibility, Community Engagement and Corporate Conduct.

CLIMATE RESPONSIBILITY

We are dedicated to advancing our operational sustainability commitment across four priorities: Energy Efficiency, Waste Management, Product Recycling and Sustainability Projects. **In 2025, our Paderborn, Germany, manufacturing facility drove one of our standout initiatives – an LED lighting project that is estimated to reduce more than 900 metric tons of CO₂e each year.** This effort, combined with a contract to source 100% renewable electricity for the building through 2027, contributed to lower Scope 2 electricity emissions and underscores our focus on energy transition initiatives. Such projects demonstrate how we integrate sustainability throughout our operations to drive meaningful environmental impact. We are also investing in technology for our global service fleet to help reduce carbon emissions and promote sustainable transportation solutions, including Oracle Field Service and the DN All Connect Data Engine.

COMMUNITY ENGAGEMENT

Our employees **make** a positive difference in their communities. We encourage our employees to volunteer by offering 16 hours of paid time off annually for volunteer projects. **We are also proud of our 10-year partnership with Operation HOPE, through which we have contributed almost \$1,000,000 since 2016 to promote financial inclusion for underserved communities.** Our teams have organized many impactful volunteer activities, including local community cleanups, educational support and disaster relief efforts, underscoring our employees’ deep connections with their communities worldwide.

CORPORATE CONDUCT

Transparency and reliability form the foundation of our business. The company’s Board of Directors and Executive Leadership Team regularly review and update our governance structure to meet the highest standards of integrity and ethical conduct. **In 2025, we began evaluating and onboarding a third-party risk management tool that delivers automated, AI-driven assessments of Environmental, Social, and Governance (ESG) risks across our supply chain and external partner network.** We further strengthened our stakeholder engagement processes by expanding employee listening and inclusion channels, maintaining regular dialogue with customers and investors, and deepening supplier engagement through our Global Supplier Day in Paderborn. These efforts encourage our suppliers to reflect the same principles that guide Diebold Nixdorf’s commitment to integrity and accountability.



We have continued to take steps 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

A handwritten signature in black ink that reads "Octavio". The signature is fluid and cursive, written in a professional style.

About Diebold Nixdorf

Throughout our more than 165-year history, Diebold Nixdorf has delivered innovative solutions to our customers. Today, we help shape secure, connected self-service through integrated hardware, software, and managed services that modernize consumer experiences and strengthen customer operations. Sustainability considerations are embedded in our value proposition through energy efficient product design, circular service offerings such as repair and refurbishment, and data driven operations that help reduce energy use and material demand while improving uptime, security, and total cost of ownership.

WHERE WE OPERATE AND HOW WE CREATE VALUE

We support our banking and retail customers in over 100 countries with approximately 20,000 employees and a blended model of engineering, manufacturing, logistics, and field service. 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 across Climate, Communities, and Corporate Conduct.

Our value chain spans product design and sourcing, assembly and integration at key facilities, deployment and lifecycle services (including remote monitoring and predictive maintenance), and product stewardship at end-of-life. We partner across the ecosystem—suppliers, technology platforms, logistics providers, and certified recyclers—to deliver resilient, compliant solutions at scale.

HOW SUSTAINABILITY SHOWS UP IN OUR OFFERINGS

Across our portfolio, modular designs, intelligent power management, and remote service capabilities support lower energy use and fewer service calls. Circular options—repair, parts reuse, refurbishment, and certified recycling—extend product life and reduce waste. Our management of restricted substances and supplier standards further supports responsible production and safer materials throughout the value chain.

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



Global **technology and services partner** to many of the world's **top financial institutions and retailers**

\$3.81 billion
in revenue¹

2+ million
installed POS & ATMs²



~20,000
global team members
~13,000
service team members



Top 5 provider
for ATM & POS software²

~3,000 patents

¹ Reported Financial Results for the 12 months ended Dec 31, 2025

² Datos Insights 2025, GAIS25 —Global ATM Market Report; Datos Insights 2025, Global EPOS

OUR BANKING BUSINESS

Diebold Nixdorf helps financial institutions modernize, digitize, and secure consumer touchpoints across the branch and self-service network. We design and manufacture DN Series® self-service systems; develop and support the Vynamic® software platforms that power devices and channels; and deliver end-to-end services that keep large, integrated networks available, cyber risk resilient, and cost-effective.

OUR PORTFOLIO INCLUDES

Products: DN Series® ATMs and recyclers for lobby, through-the-wall, and outdoor deployments; specialized models for cash-recycling, automated deposit, and high-throughput environments; device components and peripherals engineered for serviceability and field upgrades.

Software: Vynamic® applications and platform services that connect channels and devices, enable secure transactions, support marketing and personalization, and provide analytics for performance, availability, and cash optimization; tightly integrated security tooling to help protect devices and data.

Services: Consulting and solution design; staging and integration; rollout and commissioning; managed and maintenance services for multi-vendor fleets; remote monitoring and diagnostics via the DN AllConnect® Data Engine (ACDE), field service and parts logistics; lifecycle and refresh planning, including repair, refurbishment, and certified end-of-life handling.

Where to learn more in this report: [Carbon Footprint](#) (Energy, Fleet, Data Centers); [Product Efficiency and Design](#) (DN Series® capabilities, ACDE, “Power-Savings ATM” concept); [Cybersecurity and Data Privacy](#).

Whitepapers and Research: We are dedicated to sharing knowledge and promoting best practices in the banking industry. Diebold Nixdorf publishes whitepapers and research reports covering 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](#).

BANKING HIGHLIGHTS

#1
in ATMs
installed globally¹



Serving the majority of the world’s
Top 100 financial institutions⁴

\$2.8 billion
in annual Banking revenue³

Ranked Top 10
in the **2025 International Data
Corporation (IDC) FinTech** Rankings

#1
in total ATM application
and monitoring software²



1)Datos Insights 2025, GAIS25 – Global ATM Market Report
2)Datos Insights 2023, ATM Software
3)Reported Financial Results in Banking segment for the 12 months ended Dec. 31, 2025
4) Top 100 financial institutions according to S&P Global Market Intelligence --- ranked by total assets in USD



OUR RETAIL BUSINESS

Diebold Nixdorf supports retailers by streamlining store operations and elevating omnichannel experiences. We engineer modular retail systems such as DN Series® EASY and BEETLE; provide the Vynamic® retail platform for transactions, inventory, and engagement; and deliver services that deploy, operate, and continuously improve technology across multi-site estates.

OUR PORTFOLIO INCLUDES

Products: DN Series® EASY self-checkout (SCO) and assisted-service configurations; BEETLE point-of-sale (EPOS) systems and peripherals; kiosks and lane automation options designed for space efficiency, service access, and long life through modular upgrades.

Software: Vynamic® retail applications and open, API-friendly platform services for checkout, payments integration, back-office functions, device management, analytics, and digital receipt capabilities—built to support secure remote updates and multi-vendor environments.

Services: Advisory and store design support; integration, staging, and deployment at scale; managed and maintenance services for availability and performance; remote diagnostics and predictive maintenance; field service and spares management; lifecycle programs that enable repair, refurbishment, and certified recycling of legacy equipment.

When Diebold Nixdorf’s DN Series® EASY ONE checkout solution was first introduced in 2023, the EASY ONE received the prestigious Red Dot Design Award 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. 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.

Where to learn more in this report: Product Efficiency and Design (DN Series® EASY, BEETLE eco-engineering, digital receipts); Waste and Recycling Management (Global Product Stewardship / take-back); Collaboration Across the Value Chain.



RETAIL HIGHLIGHTS

#1

in retail EPOS and self-checkout (SCO) in Europe¹

DN SCO installations in >50 countries at >150 retailers

#2

in the global market for self-ordering kiosks²

OVER 1.3M EPOS systems installed worldwide¹

\$1B in annual Retail revenue⁴

#1

For new general merchandise point-of-sale (POS) software installations in EMEA, among top 10 global providers⁵

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.

1) Datos Insights 2025, Global EPOS and Self-Checkout - *here for segment Grocery + General Merchandise combined
2) Datos Insights 2024, Global Self-Ordering Kiosks, as of June 2023
4) Reported Financial Results in Retail segment for the 12 months ended Dec 31, 2025
5) Datos Insights 2023, Global POS Software – in General Merchandise, June 2022-June 2023

Awards and Recognitions



Silver Medal (Top 15% of respondents)



World's Best Companies 2025



America's Best Companies 2026



America's Most Responsible Companies 2026



Great Place to Work Brazil 2025
Great Place to Work Colombia 2025
Great Place to Work Costa Rica 2025
Great Place to Work India 2025



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



Equality 100 Award 2026



#16 Best Commercial Fleet 2026



2026 Excellence in Business Resilience Award



2026 Evolution of Manufacturing Award – Smart Business Network



Best ATM Services Europe 2025 & 2026
Best Banking Technology Solutions Provider Europe 2025 & 2026
Excellence in Innovation Banking and Payment Technology Solutions Provider 2025 & 2026



Diebold Nixdorf 2025 Ecuador Safe Company Seal – Free of Violence and Discrimination Against Women

OUR VISION FOR ESG – CLIMATE, COMMUNITIES, AND CONDUCT

In 2025, Diebold Nixdorf continued to strengthen ESG efforts across our global footprint. We continue to make progress in reducing energy use and resource consumption, 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 – Climate, Communities, and Conduct 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:



Climate

Focuses on reducing our carbon footprint, developing energy-efficient products and solutions, and managing waste and recycling responsibly

Communities

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

Conduct

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 were 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.

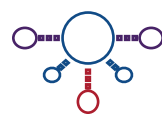


Resource Use and Circular Economy (ESRS E5): We consider how we source and use raw materials, design products for durability and reuse, and manage end-of-life processes. Our goal is to reduce resource intensity while maximizing product lifecycle value.

Social



Own Workforce and Human Capital (ESRS S1): For our workforce, we prioritize safety, promote well-being and foster equal opportunities.



Consumers and End-users (ESRS S4): We strive to support digital inclusion and accessibility for our solutions in all communities.

Governance



Corporate 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.

Note: The concept of materiality in this report may be different from materiality as defined for SEC disclosure obligations. Issues deemed material for sustainability reporting and strategy purposes may not be considered material for SEC reporting purposes. Additionally, the information included in this report may not be directly material to Diebold Nixdorf’s business or operating results.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is integral to how we identify and manage our most material sustainability impacts, risks and opportunities. We engage with stakeholders to understand evolving expectations, validate our priorities, and strengthen decision-making across our business. Our approach emphasizes transparency, respect, and accountability, with feedback channeled to relevant functions and leaders to inform actions, programs, and disclosures.

Our Approach



We make engagement consistent, actionable, and responsive by:

- Listening and learning through structured and informal channels across stakeholder groups
- Integrating insights into strategy, risk management, and operational planning
- Closing the loop by communicating how feedback informs improvements
- Providing channels for concerns including mechanisms to raise issues confidentially and without retaliation

How Engagement Informs our Priorities



Stakeholder feedback helps shape our ESG focus areas, including:

- Climate change mitigation and adaptation (e.g., energy use, resilience, customer expectations, regulatory trends)
- Resource use, circularity, and end-of-life management (e.g., product durability, repairability, reuse, recycling)
- Employee health, safety, inclusion, and development
- Digital inclusion and accessible solutions for end-users
- Ethics, integrity, and responsible corporate conduct across the value chain



Stakeholder Groups:



EMPLOYEES

Our people are essential for supporting our customers and executing our strategy. We foster a safe, respectful, and engaging environment that supports professional growth and well-being.

How we engage

- Leadership development, skills training, and career growth programs
- Regular leadership communications, employee surveys, and employee forums
- Health and safety committees and site-level engagement
- Employee Resource Groups (ERGs) and promotion of respectful workplace communities

Key topics

- Equal opportunity and respectful workplace culture
- Workplace safety and well-being
- Talent development, skills building, and career growth
- Organizational change and engagement

How we respond

- Strengthening safety practices and awareness
- Expanding opportunities for learning and career development
- Using employee feedback to improve workplace experience



CUSTOMERS

We partner with customers to deliver innovative, reliable, and sustainable solutions that meet their operational needs and user expectations.

How we engage

- Ongoing account engagement, service reviews, and project governance
- Product feedback loops and user experience input
- Security and privacy collaboration as part of customer assurance processes

Key topics

- Product and service performance, reliability, and total cost of ownership
- Sustainability expectations (e.g., energy efficiency, circularity, emissions reduction)
- Data protection, cybersecurity, and privacy
- Accessibility and inclusive user experience

How we respond

- Designing and improving solutions to support operational efficiency and sustainability goals
- Maintaining robust security and privacy practices
- Incorporating customer input to enhance usability and accessibility



INVESTORS

We value investor trust and prioritize clear, consistent communication on strategy, performance, governance, and sustainability progress

How we engage

- Investor meetings and regular communications
- Disclosures on financial results and sustainability priorities
- ESG-focused discussions where relevant

Key topics

- Strategy and long-term value creation
- Governance, ethics, and risk management
- Sustainability performance and progress against priorities

How we respond

- Providing transparent reporting and timely updates
- Strengthening governance and accountability structures
- Aligning sustainability focus areas with business strategy and risk oversight



SUPPLIERS

Our suppliers are critical for product quality, business continuity, and progress on environmental and social priorities across our value chain.

How we engage

- Supplier onboarding and ongoing performance discussions
- Communication of expectations related to ethics, quality, and sustainability
- Collaboration to improve practices and identify risk

Key topics

- Responsible sourcing and labor practices
- Environmental performance and emissions within the supply chain
- Quality, resilience, and business continuity
- Ethics and compliance

How we respond

- Reinforcing supplier expectations and responsible business standards
- Collaborating to drive continuous improvement and risk management
- Encouraging adoption of practices that reduce shared environmental and social impacts



COMMUNITIES

We contribute positively in the communities where we operate through meaningful engagement and support aligned to local needs.

How we engage

- Local partnerships with community organizations
- Employee volunteering and community initiatives
- Targeted giving or program participation where applicable

Key topics

- Financial inclusion and accessibility to improve access to cash
- Education and skills development
- Health and social services
- Digital inclusion and community resilience

How we respond

- Supporting locally relevant programs
- Encouraging employee participation and volunteerism
- Seeking opportunities where our expertise and resources can have sustained impact

Climate

Climate change continues to reshape the expectations placed on global businesses, and we recognize our responsibility to operate in ways that reduce environmental impact while strengthening the resilience of our operations, value chain, and the communities we serve. Our climate strategy is focused on measurable action—improving efficiency, lowering emissions, and designing solutions that help our customers operate more sustainably.

We continue to enhance the efficiency of our facilities through upgrades that modernize heating, cooling, lighting, and equipment performance. These improvements, combined with reducing our facility footprint, digital monitoring tools and localized site level optimization, allow us to reduce energy use at the facility level while maintaining reliable operations across a diverse global footprint. As our real estate footprint evolves, we choose office environments that support our workforce and minimize environmental impact.

Addressing climate risks requires attention beyond our direct operations. We assess impacts across our value chain, from upstream suppliers to downstream product use, and integrate these insights into our management of emissions, materials, and end of life processes. For our customers, we design hardware, software, and service models that support lower energy consumption, fewer service visits, and improved operational efficiency. Our Internet of Things (IoT) capabilities, remote service technologies, and modular product architecture all help reduce environmental impact throughout the lifecycle of our solutions.

Our climate efforts are grounded in strong governance. Policies such as 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 establish company-wide expectations for sustainable practices. These frameworks guide how we manage energy, emissions, water, chemicals, waste, and product design.

Together, these actions reflect our long-term ambition to operate as a more energy efficient organization and to provide products and services that support customers in addressing climate related operational challenges.

ENVIRONMENTAL AWARENESS – ONE TEAM, ONE GOAL

Throughout Diebold Nixdorf, we know that lasting environmental progress depends on both organizational leadership and individual action. Sustainability is not treated as a separate effort. It is part of daily operations, strategic planning, and the way teams collaborate throughout the company. We explore this broader movement toward sustainable business practices in our [blog post](#).

We encourage employee engagement through learning opportunities that build awareness and understanding of our environmental goals. Our internal training platform offers self-guided courses, including Sustainability at Diebold Nixdorf, Sustainability Foundations, and Sustainability Foundations and Leadership. In addition, our monthly environmental education articles share practical ways to reduce environmental impact at work and at home.

Paderborn Manufacturing Facility LED Lighting Transition

For more than seven decades, Diebold Nixdorf’s Paderborn, Germany, location has been a center of technology innovation. What began in the 1950s with Heinz Nixdorf’s pioneering computer enterprise evolved into one of Europe’s most influential technology manufacturing and engineering hubs, supporting generations of innovation in banking and retail technology solutions.

Today, that legacy continues through investments that modernize the facility while supporting our environmental goals. In 2025, Diebold Nixdorf began a multi-phase project to transition fluorescent lighting across its Paderborn, Germany, manufacturing facility to high-efficiency LED systems. This initiative is part of our broader effort to improve facility-level energy efficiency and reduce electricity-related emissions at key operational sites.

The project is being implemented in phases to increase efficiency, operational continuity and compliance with local incentive requirements. Phase 1 focused on replacing fluorescent lighting installed in false ceiling areas throughout the facility and was substantially completed during the reporting year.

Phase 2 is planned to extend LED retrofits into additional manufacturing and production spaces, with final scope and verification activities ongoing.

By the end of 2026, the project is expected to result in the replacement of approximately 8,600 individual lighting fixtures. All installed fixtures are tracked and documented as part of local subsidy and incentive program requirements, supporting transparency and verification of project implementation.

Energy and emissions estimates for the completed and planned lighting upgrades were developed using an external modeling methodology. Calculations are based on estimated hourly usage rates with an assumed variability range of plus or minus 15% to reflect differences in operational schedules across facility areas.

Based on these assumptions, the full LED transition is expected to reduce electricity consumption and contribute to an estimated reduction of more than 900 metric tons of CO₂e per year once fully implemented. These estimates represent expected outcomes under typical operating conditions and will be refined over time as additional metering data and post-installation performance data become available.

Beyond emissions considerations, the LED retrofit supports improved lighting quality, lower maintenance needs and longer fixture life, contributing to more reliable facility operations over the long-term. The project also supports compliance with ISO 50001 energy management requirements at the Paderborn site by strengthening control over significant energy uses and enabling more consistent monitoring of performance improvements.

This phased LED lighting transition demonstrates how site-level investments can support measurable energy efficiency improvements while reinforcing disciplined data management, regulatory compliance and long-term operational resilience.

This initiative is one example of the employee-led projects shared on our ESG Impact Platform map. Additional climate-related projects and operational initiatives are described in the [Sustainability Initiatives in Manufacturing](#) section, while broader community engagement efforts are covered in the [Giving Back to the Community](#) section.



CARBON FOOTPRINT

Energy

Diebold Nixdorf continues to focus on structuring our operations and products to conserve resources and reduce greenhouse gas emissions. Our sustainability strategy supports global climate objectives and is guided by data-driven decision-making, innovative technologies, and a commitment to constant improvement.

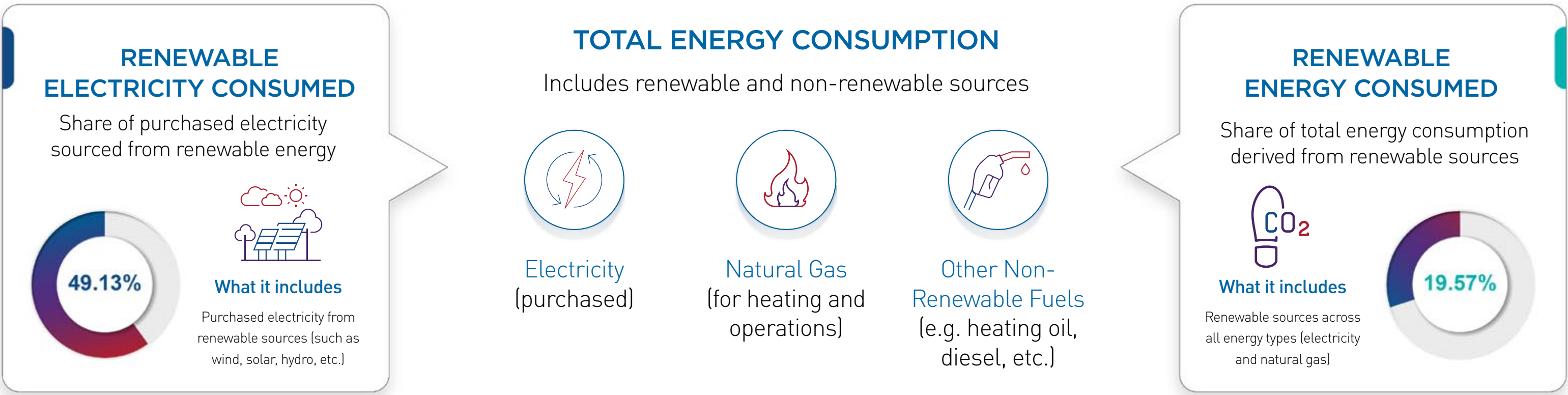
Operational footprint assessments help us identify opportunities to reduce electricity, gas, water consumption, waste, and emissions. The insights gained from these assessments support continuous operational improvements that make our processes more efficient and more sustainable. Please refer to the [Appendix](#) for our 2025 global energy consumption metrics.

Our [Global Sustainability Policy](#) outlines our comprehensive approach to preventing and minimizing environmental impacts.

Strengthening our Environmental Data

In 2025, we improved our environmental data practices by enhancing our cloud-based platform that gathers, tracks, and analyzes energy and utility information from locations around the world. This system serves as the core of our GHG Inventory Management System, allowing us to measure and report Scope 1 and Scope 2 emissions with greater accuracy and to capture Scope 3 data where it is available.

The platform provides a consistent and dependable structure for environmental data management. It improves the quality and transparency of the information we use for reporting and strengthens our ability to evaluate performance over time. By modernizing and expanding our data systems, we have created a stronger foundation for accountability, more informed decision-making, and more precise emissions tracking that aligns with international expectations.



Why the percentages differ: Total energy consumption includes non-renewable fuels used for activities such as facility heating and other operations. As a result, the renewable energy percentage is lower than the renewable electricity percentage.

Climate Performance Disclosures

Diebold Nixdorf is committed to reducing environmental impacts across our operations, supply chain and the goods and services we deliver to our customers. Each year, we disclose our management of climate-related risks and opportunities through the Carbon Disclosure Project (CDP) and EcoVadis, and ESG Register platforms so that customers, investors, and other stakeholders have clear visibility into our progress.



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 the reporting year 2025, Diebold Nixdorf earned a [Silver Medal](#) and placed in the top 15% of all companies assessed by EcoVadis.



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 2025 is “C” for Awareness.

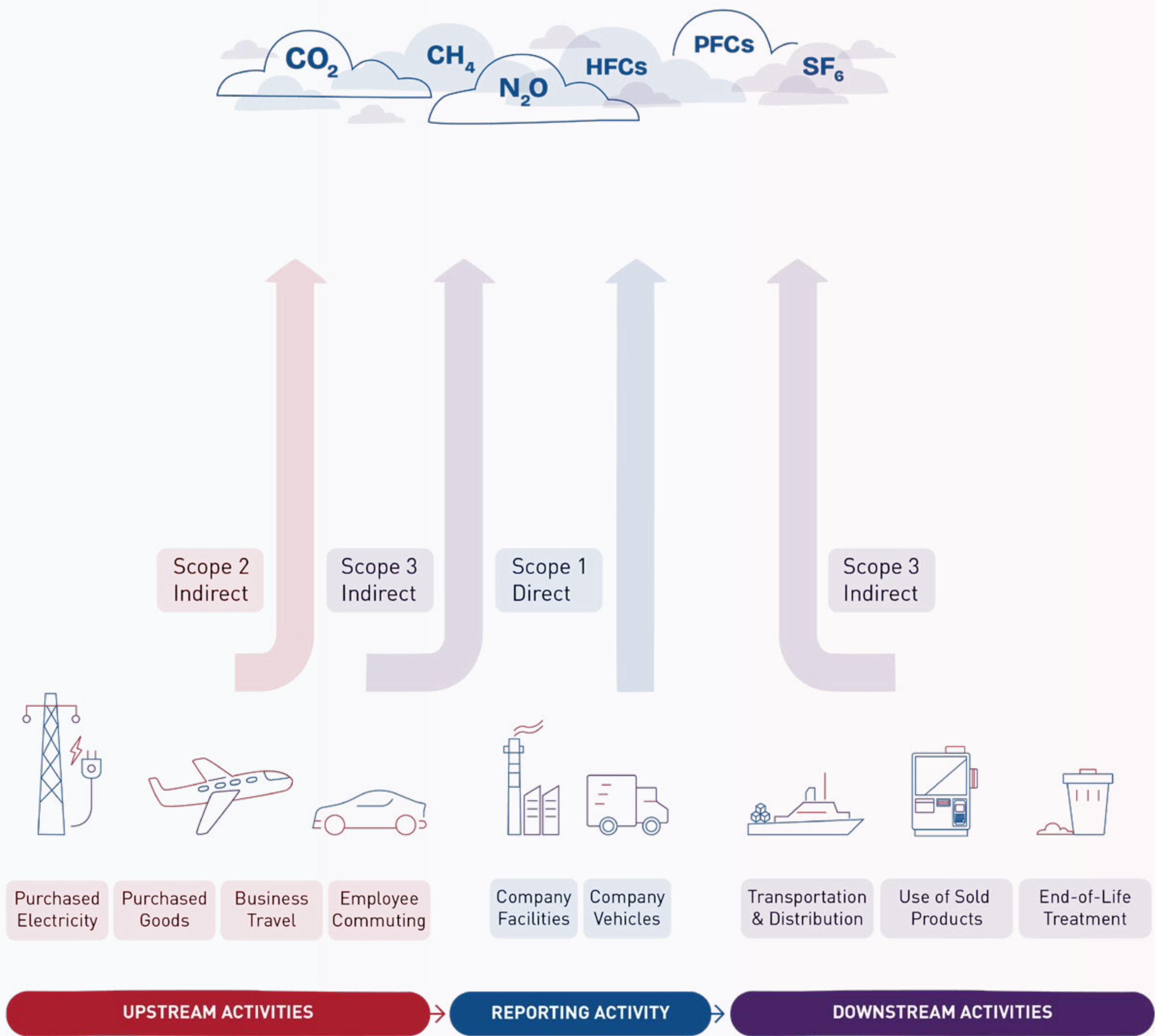
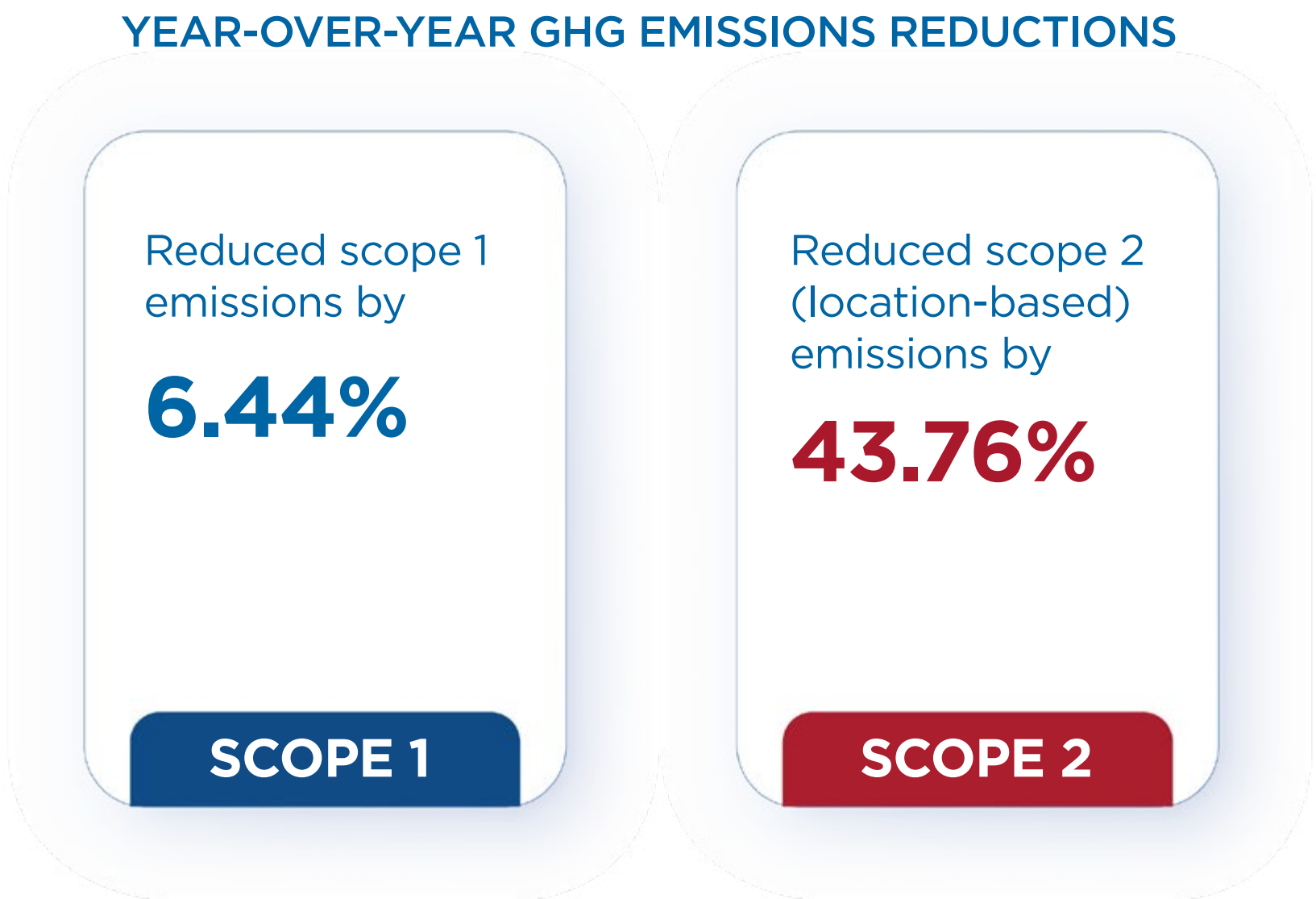


Emissions Accounting and Reporting

In 2025, we continued to strengthen our understanding of emissions across our value chain by working closely with internal teams and external partners to expand our Scope 3 inventory. We reported on eleven of the fifteen categories defined by the World Business Council on Sustainable Development that are relevant to our business activities. This work represents an important step in building a more complete picture of our climate impacts. We recognize that our Scope 3 estimates will continue to evolve as we refine our methods and improve data availability.

To support consistency and accuracy in our reporting, we have documented our approach in our Carbon Accounting Manual. Our methodology follows the Greenhouse Gas Protocol’s Corporate Accounting and Reporting Standard (GHG Protocol) for Scope 1, Scope 2, and Scope 3 emissions and uses the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as the basis for our emission data collection efforts. Detailed results for all scopes can be found in the [Appendix](#).

It is important to note that the referenced 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 external experts supports alignment with leading practices and helps us strengthen the accuracy, transparency, and overall quality of our climate reporting.



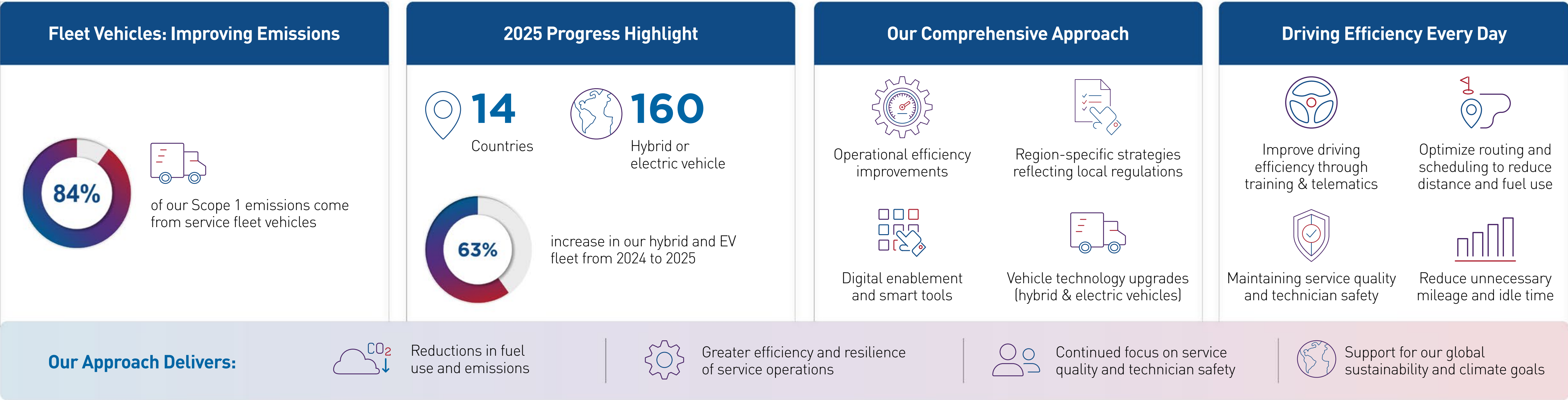
Fleet Vehicles

Our global Service organization supports customer operations worldwide. To deliver these services, our technicians utilize a combination of DN-leased fleet vehicles, public transportation, and, where appropriate, their own personal vehicles. These service fleet vehicles represent a critical enabler of our business and also account for a significant portion of our direct greenhouse gas emissions, contributing to approximately 84% of our Scope 1 emissions. As a result, fleet related emissions reduction is a priority focus area within our broader environmental strategy.

We are pursuing a comprehensive approach to reduce fuel consumption and emissions associated with our fleet vehicles. This approach combines vehicle technology upgrades, operational efficiency improvements, digital enablement and region-specific fleet strategies that reflect local regulations and infrastructure. By addressing both the vehicles themselves and how they are used in daily service activities, our goal is to achieve efficient and scalable emissions reductions while maintaining service quality and technician safety.

We continue to evaluate and deploy hybrid and electric vehicles where operationally feasible, supported by regional market readiness and charging infrastructure. In 2025, we operated 160 hybrid or electric vehicles across 14 countries, reflecting progress toward lower emissions transportation solutions within our Service organization. These efforts are complemented by targeted initiatives to improve driving efficiency, optimize routing and reduce unnecessary mileage across our global fleet.

Together, these actions support meaningful reductions in fuel use and emissions while strengthening the resilience and efficiency of our service operations. The following sections describe the specific technologies, systems and regional programs that enable this transformation within our Service fleet.



Fleet Vehicles

Service Fleet Vehicle Telematics

Our United States Services fleet vehicles are equipped with advanced vehicle telematics systems that monitor fuel consumption, optimize routing, manage speed and identify excessive idling events. These systems provide real-time operational data that supports more efficient routing, reduced idle time and improved fleet management. The Service fleet team regularly receives detailed driving performance reports and uses targeted driver training tools designed to encourage fuel-efficient driving behaviors among service technicians. Expanding the use of vehicle telematics across our global Service fleet supports our broader sustainability strategy.

Service Optimization and Decarbonization Through Oracle Field Services

Diebold Nixdorf is executing a multi-year transformation of its global service operations through the deployment of Oracle Field Service supported by the AllConnect Data Engine. This initiative replaces a fragmented landscape of regional tools with a single standardized platform for service incident management, dispatch and technician enablement across the Americas and Eurasia, with a defined path to full global coverage targeted for completion in 2028.

Oracle Field Service enables intelligent scheduling, route optimization and real-time dispatch decisions using location data and automation, reducing unnecessary travel, inefficient service trip routing and repeat site visits. Improvements in first-time fix performance are currently driven by enhanced scheduling logic, greater visibility into technician capabilities and mobile access to service information. In parallel, Diebold Nixdorf is actively working to integrate parts recommendation functionality into core service workflows, which is expected to further reduce return visits and follow-up dispatches as the capability becomes more fully embedded.

Expanded use of mobile digital workflows reduces reliance on paper-based documentation and manual processes, while increased visibility into service activity supports more efficient medium- and long-term planning of routes, resources and field operations.

These capabilities are designed to reduce fuel consumption and associated greenhouse gas emissions across daily service activities when implemented as part of optimized service planning.

The transformation also delivers ancillary benefits for workforce experience and operational governance through standardized digital processes, while the primary ESG contribution of the program remains focused on reducing the environmental footprint of field service operations as deployment progresses through 2028.

Embracing Sustainable Fleet Solutions in Europe

In Europe, our fleet strategy is tailored to reflect local government, city and regulatory requirements while advancing our environmental goals. During 2025, we are implementing telematics solutions designed to comply with European privacy expectations and data protection standards, while still delivering measurable environmental benefits. These systems focus on optimizing asset utilization, improving service planning and accurately reporting mileage rather than tracking individual behavior.

The privacy-centric approach allows us to reduce unnecessary mileage and fuel consumption at the fleet level without compromising employee trust or regulatory compliance.

Vehicle selection in Europe also reflects compliance with national and city-level transportation regulations. We are actively aligning our fleet mix with low-emission zone requirements and country-specific policies by prioritizing alternative powertrain vehicles where operationally feasible. We currently deploy electric vehicles in France, Norway, Sweden and Denmark and will soon be acquiring plug-in hybrid electric vehicles in the Netherlands and Belgium.

Shaping the Future of Our Service Fleet

Recognizing that operational needs vary by region, we continue to evaluate the appropriate use of vehicle technologies across our European footprint. For certain high-mileage service operations, we are researching the continued use of Euro 6e-compliant diesel engines where permitted by local regulations and where alternatives are not yet operationally viable.

Through ongoing research and our vehicle OEM selection process, we are systematically balancing regulatory requirements, and operational efficiency while considering opportunities to reduce emissions.



Sustainability Projects Around the World

Our global sustainability initiatives are structured around four key themes: energy efficiency, water management, waste management and employee-led sustainability projects. 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.

Office Environments: Open floor plans, occupancy sensors and lighting dimmers maximize natural daylight and reduce unnecessary energy use.

Data Center Energy Efficiency: We continued advancing data center modernization efforts focused on improving energy efficiency and system reliability.

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 increased other renewable energy contracts for non-manufacturing facilities from four to eight locations.



Waste Management

Product Stewardship Programs: We provide programs to manage end-of-life product waste to encourage responsible recycling and disposal.

Recycling Initiatives: We provide bins and stations to encourage employees to recycle and minimize waste.

Paper Reduction: We strive 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 product packaging 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 product packaging requirements.

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 volume.



Water Management

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

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.



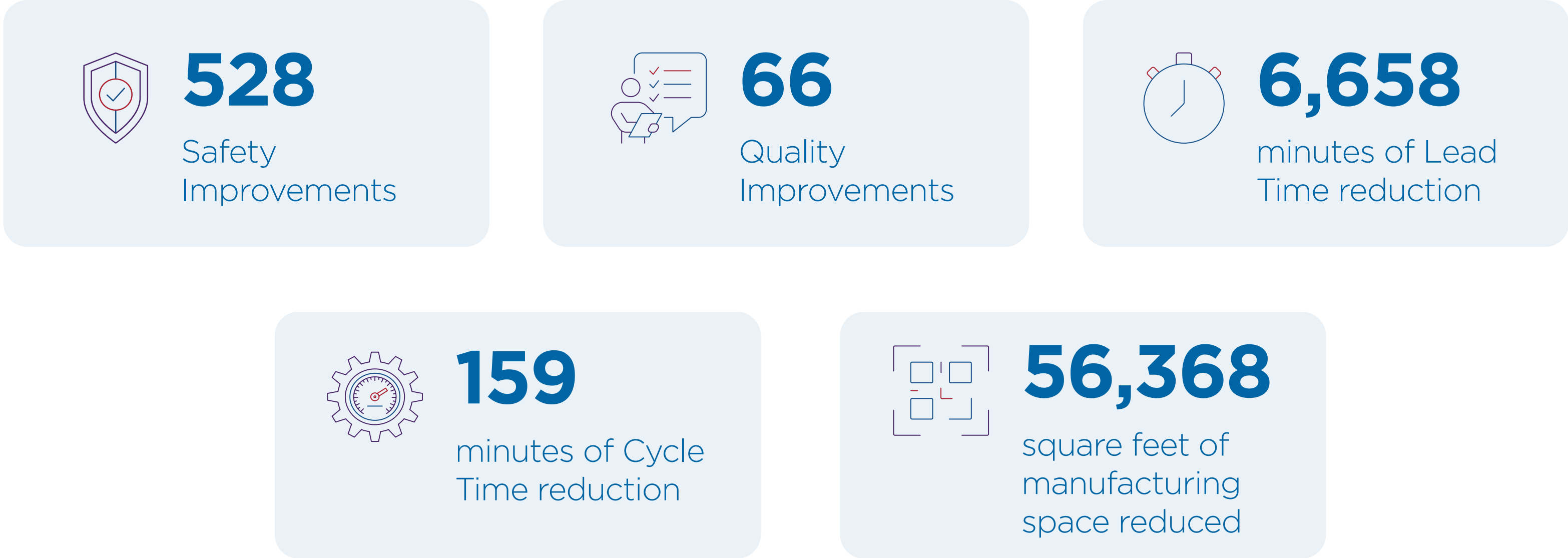
Sustainability Initiatives in Manufacturing

Lean Manufacturing

Diebold Nixdorf continued to strengthen its manufacturing performance in 2025 by expanding the use of Lean practices across our global production sites. Building on the foundation established in 2024, our teams hosted additional Shingijutsu Kaizen events at core facilities and continued to embed problem-solving, waste reduction, and process improvement into daily work. Kaizen places an emphasis on involving everyone connected to the process, which encourages collaboration, creativity, and shared ownership of results. Supported by experienced Lean facilitators, teams were able to identify improvements quickly and deliver meaningful operational gains.

Involving employees directly in this improvement process increases engagement, improves quality, raises efficiency, and helps reduce operating costs. Lean efforts also play a significant role in advancing our sustainability goals. By reducing waste, improving resource use, and eliminating unnecessary movement and excess inventory, Lean initiatives are intended to improve operational efficiency and can contribute to lower energy use and reduced emissions within our manufacturing operations.

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 2025, across sites in Manaus, Brazil; North Canton, Ohio, United States; and Paderborn, Germany; we accomplished:



GLOBAL MANUFACTURING INITIATIVES

Recent efforts have focused on simplifying our global manufacturing operations and improving the efficiency of how products and spare parts move through our network. This includes producing certain products closer to the markets where they are used and refining the way materials are transported worldwide. These improvements help reduce overall transportation needs, which supports lower emissions for both Diebold Nixdorf and our customers.

We are also working to reduce product complexity by limiting the number of individual parts that must be sourced, scheduled, stored, and assembled. Simplification strengthens operational efficiency and helps us use space, time, and resources more effectively.

North Canton, Ohio, United States

-  Sourced additional machines to increase the 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 being 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 the local fire station to reduce waste and promote recycling 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 alternative transportation

Paderborn, Germany

-  Began transitioning all fluorescent lighting throughout the facility to LED lighting. See the [Paderborn Manufacturing Facility LED Lighting Transition](#) project highlight earlier in this section.
- Generated 89,286 kWh of solar electricity through a roof-mounted solar photovoltaic energy system, to support the facility’s electric vehicle infrastructure
- Contracted with utility supplier to provide the facility with 100% renewable energy from 2022 through 2027
- Started a Sustainability Taskforce where employees meet monthly to discuss sustainable ideas and work to implement them where possible
- Upgraded to a more energy-efficient laser technology, reducing power consumption during welding operations while improving process reliability and lowering maintenance needs
- Installed a modern bending system with optimized drive motors and improved energy management, cutting electricity use per part and enhancing precision to reduce scrap rates
- Replaced eight cold and hot water pumps to reduce energy use in the heating and cooling network and improve temperature regulation
- Decommissioned an outdated, high-energy-consuming welding line, eliminating its energy load
- Optimized workstation layout to reduce the number of monitors needed
- Reduced forklift traffic, reducing fuel and energy use
- Replaced electrodeposition coating with a VOC-free alternative to reduce emissions
- Implemented automated or standardized shutdown procedures for test systems to minimize idle energy use

- Installed a new high-efficiency chiller to reduce cooling energy demands
- Adjusted lighting levels in stamping and bending areas to cut nighttime energy usage
- Reduced background lighting on 16 cable boards by 50%, cutting electricity use while maintaining required visibility for operations and safety

Manaus, Brazil

-  Installed new protective covers for water-cooler filters to shield them from dust and impurities, improving water quality, extending filter life, and enhancing system reliability
- Updated waste and recycling signage to encourage proper recycling
- Improved waste and recycling by replacing damaged bins to support proper disposal practices
- Improved the control, signage, and organization of the hazardous waste area to prevent spills and contamination
- Installed more efficient septic and filter tanks to improve wastewater processing, strengthen environmental compliance, and reduce contamination risk
- Installed ducts to move hot exhaust air out of the warehouse, improving warehouse thermal comfort and reducing heat-stress risks for employees
- Reduced electricity and water use through education, using employee onboarding and on-site signage
- Conduct annual inspections of energy distribution in panels through thermography to reduce energy loss due to heat



PRODUCT EFFICIENCY AND DESIGN

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

Our commitment to sustainability is evident in how we operate and in 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.

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 sustainable, 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 experience, and reduces device abandonment or redundancy.



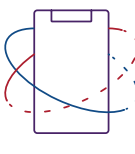
More Available

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 Integrated

Our standardized hardware and software ecosystem provides 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 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 Sustainable

DN Series® incorporates energy-efficient LED lighting, power optimization features and cash recycling capabilities that can help reduce electricity use, service visits and cash-in-transit activity, supporting more efficient resource use over the product life cycle.



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.



Additional information about Diebold Nixdorf’s self-service banking solutions and banking product efficiency case studies are available on [our website](#).

Climate Resilience: Diebold Nixdorf designs and tests its ATMs to operate reliably across a wide range of environmental conditions, including extreme temperatures, humidity, precipitation and airborne particulates, helping support resilience in diverse deployment environments.

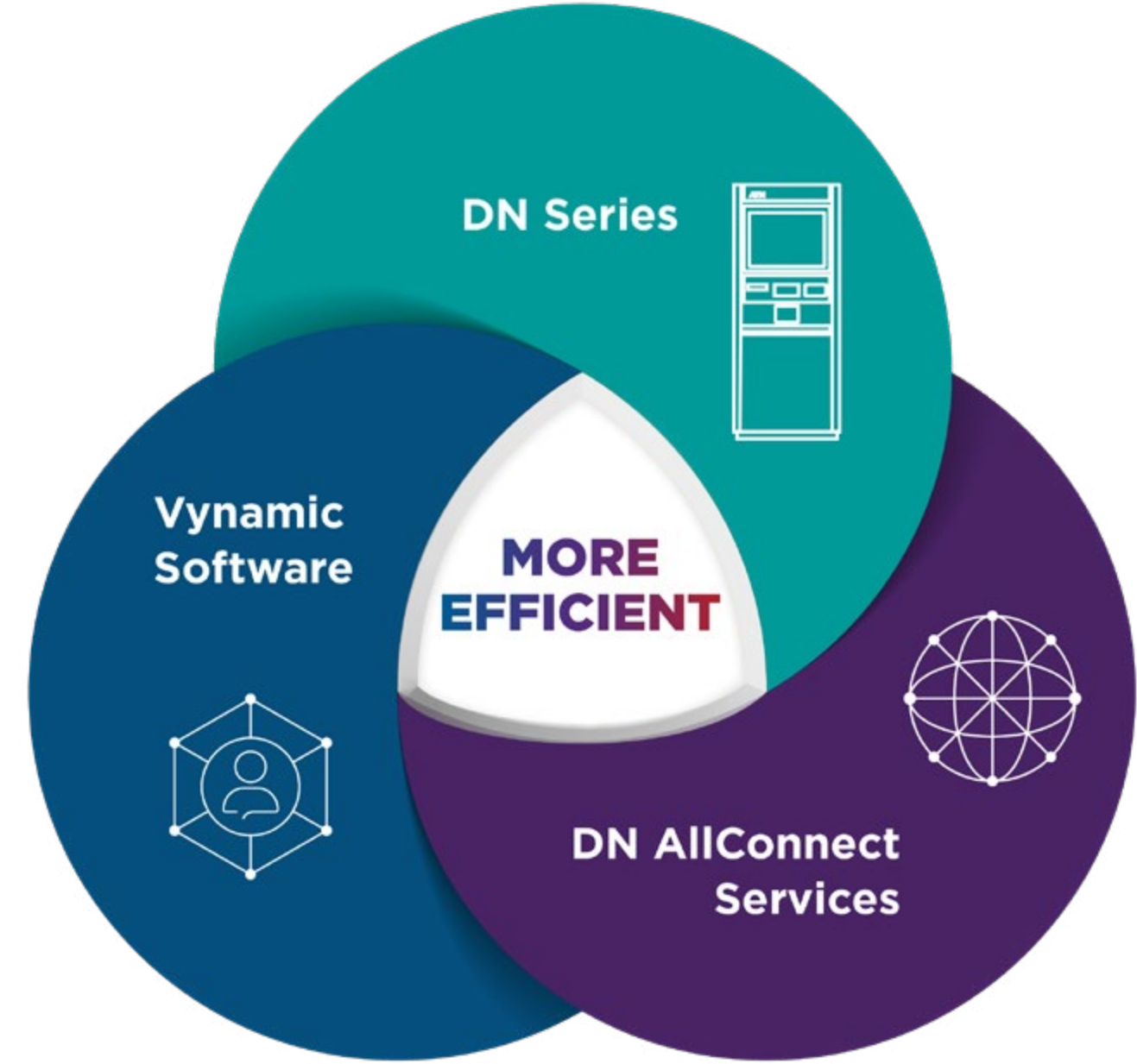
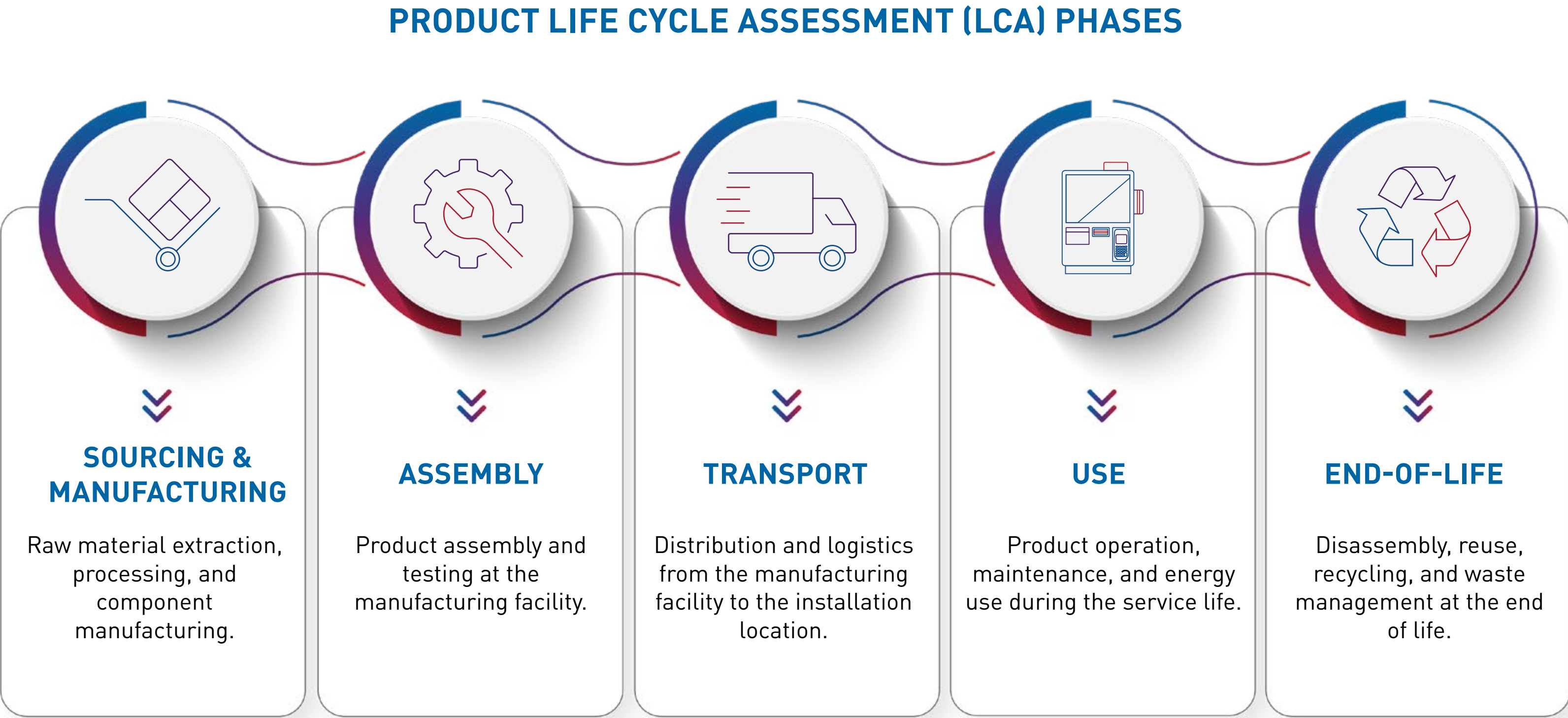
Diebold Nixdorf offers a **Power Saving ATM** concept that uses power management software to schedule idle periods and reduce electricity consumption during non use hours. ATMs can be remotely set to sleep mode when not in use and reactivated as soon as they are accessible to customers. Read more about how implementing our power-saving ATM solution can deliver additional energy savings in our [blog post](#).

DN AllConnect Data Engine (ACDE) provides real-time insights from connected devices to support proactive maintenance, software updates and performance optimization, helping reduce onsite service visits and associated emissions. As of Dec. 31, 2025, more than 280,000 banking and retail devices were connected to ACDE.

DN Series® LCA Project Progress

In 2025, a screening-level life cycle assessment was completed for the DN Series® 250A to develop an initial understanding of the environmental impacts associated with the product across its full life cycle. The study covers the stages of sourcing and manufacturing, assembly, transport, use, and end-of-life.

This screening assessment was completed to provide an early understanding of where the product’s environmental impacts are concentrated across its major life cycle stages. Building on these findings, Diebold Nixdorf is investing in developing a more comprehensive life cycle assessment to improve data quality, refine impact quantification, and strengthen transparency.



PRODUCT EFFICIENCY AND DESIGN

Retail

Diebold Nixdorf recognizes that retailers face increasing pressure to reduce environmental impact while maintaining efficient store operations. Through the Storevolution™ framework, sustainability is integrated across the lifecycle of retail technology, supporting reduced energy consumption, material use and operational waste while lowering total cost of ownership.

DN Series® EASY: Efficient Self-Service Solutions

DN Series® EASY self-service checkout solutions are built on the DN Series® BEETLE platform and incorporate energy-efficient components, standardized interfaces and lifecycle-focused design principles. Flexible configurations and component-level upgrades help reduce installation effort, material consumption and hardware waste while supporting efficient store operations.

DN Series® BEETLE: Modular POS with Eco-Engineering

DN Series® BEETLE POS systems are designed for long service lifecycles, serviceable upgrades and component reuse, helping reduce resource consumption across the product lifecycle. Improvements to the BEETLE platform, including the transition from hard disk drives to solid-state drives and the use of more energy-efficient processors, reduced power consumption by more than 22 GWh over five years in the BEETLE M2110 model.

DN Printer Energy Star Certification

Diebold Nixdorf continues to advance energy-efficient product design, as reflected in the ENERGY STAR® certification of select solutions. For example, the Diebold Nixdorf P1200 Thermal Printer is ENERGY STAR® certified, meeting stringent energy performance criteria established by the U.S. Environmental Protection Agency.

The P1200 receipt printer utilizes direct thermal printing technology and demonstrates low energy consumption in non-operational states, including 0.41 watts in sleep mode and 0.17 watts when powered off. These features help reduce energy use across customer operations while supporting broader climate change mitigation efforts.

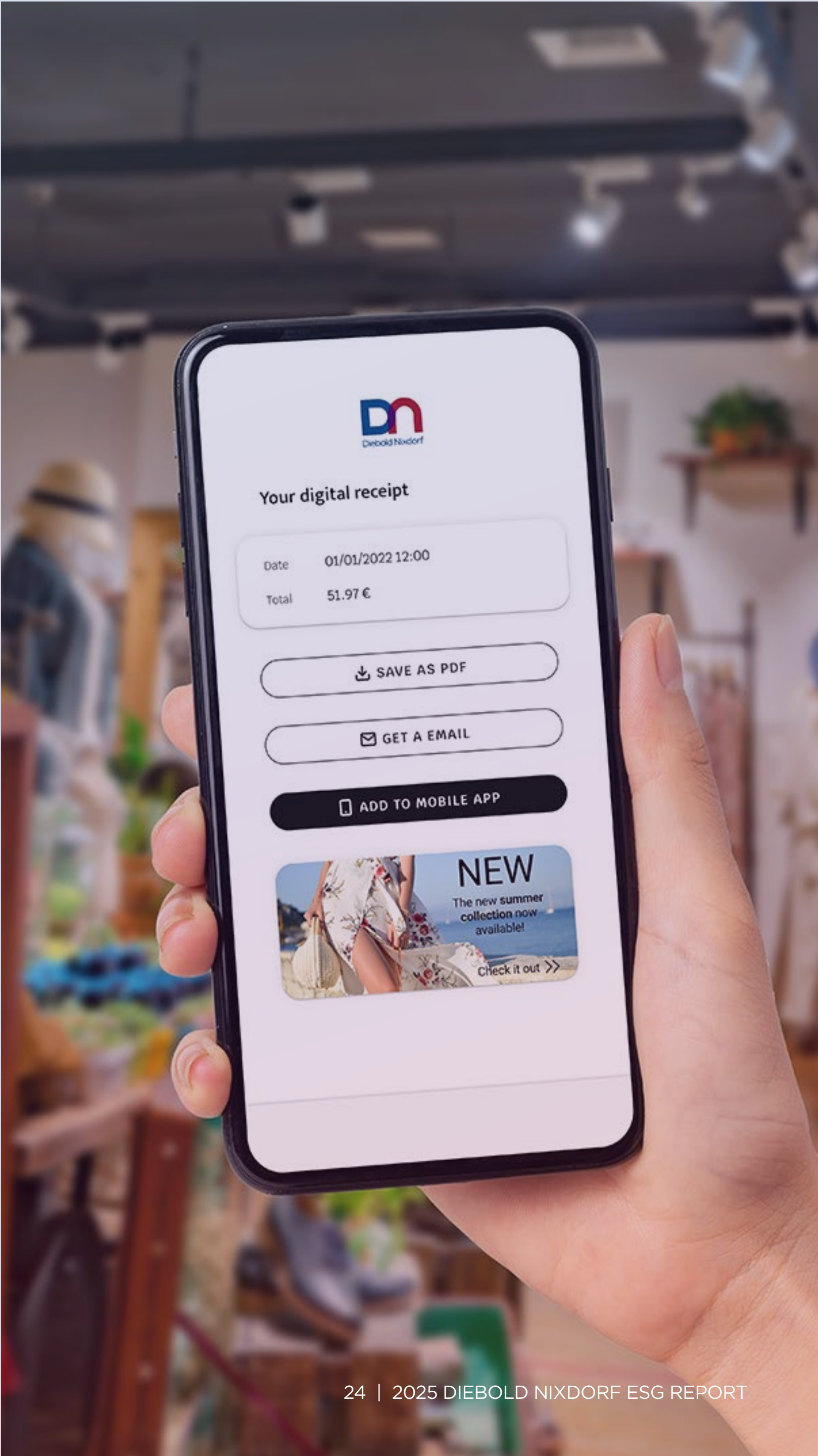
We are actively exploring opportunities to expand ENERGY STAR® certification across our Retail product family to further enhance energy efficiency and support our customers’ climate and sustainability objectives.



Diebold Nixdorf AllConnect Services helps retailers optimize store technology performance through remote monitoring, maintenance and support services. By improving device availability, reducing help desk requests and minimizing on-site interventions, AllConnect Services helps retailers enhance operational efficiency while reducing the environmental impact associated with service activities.

Diebold Nixdorf Vynamic Software suite helps retailers streamline store operations through a centralized platform that optimizes technology resources, reduces infrastructure requirements and supports more efficient retail IT operations.

Diebold Nixdorf Vynamic Digital Receipt provides customers with digital receipt options, helping retailers reduce thermal paper consumption while enabling digital customer engagement.





Environmental Standards and Certifications

ISO 50001 Certification at Diebold Nixdorf Paderborn

In 2025, Diebold Nixdorf's manufacturing facility in Paderborn achieved ISO 50001 certification, an internationally recognized standard for energy management systems. This accomplishment reflects our continued progress in strengthening operational efficiency, reducing environmental impact, and meeting regulatory requirements in Germany. The certification demonstrates that our energy management practices are structured, measurable, and aligned with global best practices.

The Paderborn Energy team will continue to advance this work through ongoing monitoring of energy performance, regular system reviews, and the pursuit of new opportunities for efficiency and sustainability. This achievement represents an important step in our broader efforts to improve environmental performance across our global operations and deliver meaningful value for customers, communities, and stakeholders.

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 for our customers.

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 and prohibited substances](#) integral to our supplier agreements. All suppliers must fully observe and comply with these substance lists.

We are responsible for complying with environmental regulations relating to our products. 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.

WASTE AND RECYCLING MANAGEMENT

Diebold Nixdorf continues to strengthen the way materials are managed across our global operations, with a greater focus in 2025 on improving consistency across regions. Our Global Waste Management Policy defines the expectations and procedures for handling all waste types generated at our facilities and project sites. Conservation and recycling practices continue to be integrated across production, warehouse, and office environments, helping ensure that materials are handled responsibly throughout their lifecycle.

Central to our approach is the “ARRR” principle: Avoid first, then Reduce, Reuse and Recycle, followed by responsible disposal of specially regulated waste. This hierarchy helps guide decision-making across the organization and encourages teams to find solutions that prevent waste at the source before considering recycling or disposal.

Circular Economy Solutions

We focus on recovering materials and regenerating resources to develop circular economy solutions that reduce operational costs and lower 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.

Global Product Stewardship (Recycling – Take Back Program)

Our Global Product Stewardship Program advances circular economy principles by minimizing the environmental impact of our products at end-of-life and encouraging responsible handling. Through this program, Diebold Nixdorf recycles out-of-service ATMs and other electronic hardware, diverting them from landfills and supporting responsible material recovery. The program is available to all Banking and Retail customers globally.

Our primary recycling partners are located in the United States, France, Germany, and Brazil. These recyclers maintain ISO 14001 and ISO 45001 standards and hold specialized recycling certifications such as the Responsible Recycling certification.



We evaluate our products to identify opportunities to provide refurbished or recycled alternatives through our Global Product Stewardship Program whenever possible. When end-of-life disposal is required, we strive to process product components through responsible channels that meet global environmental expectations. We have also expanded our sourcing of repairable parts worldwide to include harvested materials collected through our global operations.

Within this global framework, our harvesting teams focus on components that provide the greatest sustainability and uptime value in the field:

Card readers (standard and ActivEdge®): Security-critical modules that are refurbished and redeployed to extend equipment life and reduce demand for newly manufactured assemblies.

Cash-handling transports (vertical and horizontal) and shuttles: High-wear mechanisms essential to precise media movement; refurbishing and reusing these assemblies defers full module replacements and avoids unnecessary waste.

Media modules: Complex sub-systems routed through repair and quality processes, enabling multiple life cycles and minimizing end-of-life disposal.

Active Cash Cams: Electronics-intensive security components that, once recertified, return to service as dependable spares, lowering the material and emissions footprint associated with new production.

Displays (19” monitors): Drop-in replacements that resolve service needs without broader system change-outs, conserving materials and associated emissions.

Main controller boards and processor bases: Core computing elements harvested for reuse to support legacy platforms and keep compatible fleets in service longer.

Roll-storage cassettes and other cash-path elements: Durable parts that can be recertified and redeployed, reinforcing resource efficiency across the installed base.

WATER STEWARDSHIP AND CONSERVATION

We are committed to preserving natural resources by responsibly managing water consumption and protecting water quality across our global operations. Most of our sites rely on municipal water supplies for manufacturing, office and warehouse activities, which helps reduce reliance on more vulnerable drinking water sources in local communities.

Water use varies by facility based on operational needs. Our manufacturing sites in North Canton and Manaus primarily use water for domestic or sanitation purposes, while the Paderborn site requires additional water to support production processes. At our manufacturing plant in Paderborn, the painting operation was intentionally engineered to minimize freshwater demand and wastewater generation through a closed loop recirculation design. Water used during pre treatment cycles passes through a cascading system, allowing it to be reused multiple times before disposal. Collected process water is treated onsite using a vacuum evaporation system and returned to the pre treatment stage.

Because our operations largely consist of light manufacturing and technology services, opportunities for large-scale water reductions are limited. Nevertheless, we continually work to improve water efficiency through proactive monitoring, process optimization and equipment upgrades.

We believe access to clean water and sanitation is a fundamental human right. All Diebold Nixdorf employees have access to safe drinking water, and in regions identified as water-stressed, we support local communities by donating water supplies during shortages or emergency conditions.

Water Risk Assessment

Diebold Nixdorf assesses water-related risks across our global operations using the World Wildlife Fund (WWF) Water Risk Filter. This widely recognized tool helps identify physical, regulatory, and reputational water risks at both the basin and operational levels. Our approach aligns with definitions supported by WWF and the UN CEO Water Mandate, which describe water risk as the potential for water-related challenges to negatively impact business operations, supply chains, communities, ecosystems, and company reputation.

Results of our assessment indicate that the majority of our facilities are located in low-to-medium water-risk basins. To manage these risks, Diebold Nixdorf integrates water risk considerations into broader environmental management processes. This includes monitoring high-risk locations, promoting efficient water use practices, and aligning site-level controls with local conditions. This structured approach supports consistent oversight of water-related risks across our global operations.



Communities

EMPOWERING OUR GREATEST ASSET: OUR EMPLOYEES

Our employees are our greatest asset, and their commitment to our values and sustainability principles is essential to advancing our company goals. We encourage team members to engage in service activities that strengthen the communities where we operate. Over the past decade, employees have volunteered countless hours worldwide, contributing to local organizations and community initiatives.

Commitment to a Safe and Healthy Workplace

We are committed to providing every employee with a safe, healthy workplace with a goal of zero injuries, incidents and work-related health impacts. Proactive environmental, health and safety (EHS) guidance is embedded into our corporate culture and business strategy. Supporting the well-being of our people is fundamental to sustaining a resilient workforce and to achieving our long-term success.

Enhancing the Employee Experience

We continue to invest in resources, tools and programs that help employees grow, succeed and feel supported. Our shared values guide how we do this by encouraging best practices and investment in the tools needed to develop, engage and reward talent across our organization.

We value employee feedback as a cornerstone of our culture, and our annual experience survey, Amplify, plays a key role in that commitment. This survey provides a confidential platform for employees to share their perspectives on engagement, job enablement, and manager effectiveness. The insights gathered serve as a foundation for meaningful action—informing programs, shaping priorities, and driving continuous improvement across our organization. By listening and responding to what matters to our employees, we strengthen our culture.

CULTURE

We are committed to fostering a culture where everyone is accepted, valued and encouraged to thrive. As one global team, we operate with mutual trust and respect, and we are stronger together because of our different experiences and viewpoints.

Serving customers in different markets around the world requires a workforce that reflects a range of backgrounds, ideas and approaches. We believe that the breadth of perspectives within our global community fuels innovation, strengthens problem-solving and accelerates growth.

Our Employee Resource Groups (ERGs) continue to play a vital role in nurturing an engaged, connected, and supportive workplace. Each ERG provides a space for employees to share experiences, access resources, and build community, strengthening engagement across the organization. All employees are welcome to join any of our six ERGs, including:

MULTICULTURAL CONNECTIONS This group creates a welcoming platform for employees from underrepresented ethnic and cultural backgrounds. The group fosters opportunities to build community, share experiences, and celebrate cultural traditions from around the world. 2025 programming included multiple events and articles to commemorate holidays and cultural celebrations, worldwide ‘Let’s Get to Know Each Other’ sessions offered in 5 time zones, and a special Earth Day event in collaboration with our Sustainability team.

NEXT GENERATION Our Next Generation ERG empowers new employees by creating spaces for connection, collaboration, and engagement across regions. Through its signature monthly series, modeled after a late night talk show, the group delivers an energetic blend of company updates, guest interviews with leaders, interactive games and networking opportunities.



PARENTS@DN Supporting working parents across the globe, this group builds community and helps to strengthen Diebold Nixdorf’s family friendly culture. Our 2025 events included: Mother’s and Father’s Day celebrations, Bring Your Kids to Work Day events, and learning sessions on Adoption, Tackling Difficult Conversations, Raising Resilient Children, and Developing Yourself and Others.

PRIDE@DN This ERG builds community and supports members through dialogue, programming, and active engagement in local initiatives. Our 2025 activities included Pride month webinars featuring community partner organizations, along with Open Mic and Let’s Talk sessions focused on supporting members and providing a space to share experiences.

VETERANS@DN This ERG proudly supports Diebold Nixdorf veterans and champions initiatives that benefit veterans in our communities. In 2025, the group hosted multiple events to educate and build awareness of topics such as the history and meaning of veterans holidays, PTSD awareness, the impact of service dogs, volunteer opportunities to support veterans, and a special Veterans Day celebration at the headquarters office.

WOMEN@DN Our Women@DN group empowers women and allies through networking, professional development and wellness initiatives. Throughout 2025, the group focused on promoting well-being and fostering a sense of community through various topics focused on education, health, volunteerism, and professional and personal development.





Values

Transparency

Reliability

Curiosity

Excellence

Collaboration

Employee Engagement

We strive to maintain a workforce where employees feel informed, connected, and empowered. Regular communication and open dialogue support alignment across teams and help reinforce our shared goals. 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. It is complemented by town halls, leadership messages, videos and other communication channels that help ensure transparency and keep employees engaged in our progress.

Talent Development and Succession Planning

Building a strong talent pipeline is essential to our long-term success. We continue to strengthen how we identify, develop and advance employees across the organization. Standardized performance review processes emphasize continuous feedback, clear expectations and a direct link between performance and compensation. Our Career Framework provides clarity on growth pathways and helps employees take ownership of their growth.

We also completed a global cross functional leadership development program designed to cultivate future leaders at critical levels of the organization. These efforts help ensure we maintain a skilled, agile workforce capable of meeting future business needs.

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, or specialized skill academies, we empower our workforce to reach their full potential and contribute meaningfully to our company's success and sustainability goals.

LABOR, HEALTH AND SAFETY

Operations Management System

For more than three decades, Diebold Nixdorf has relied on internationally recognized management systems to drive quality, environmental stewardship, employee health and safety, energy efficiency, information technology service management and operational excellence.

Our Operations Management System (OMS) integrates globally recognized standards into everyday business processes, providing a common framework for managing risks, improving performance and delivering consistent value to customers. Independent third-party certification verifies that our management systems meet rigorous international requirements and supports customer confidence in our products, services and operations. As of 2025, Diebold Nixdorf maintains certifications that include:

STANDARD	DESCRIPTION
ISO 9001:2015	Quality Management Systems
ISO 14001:2015	Environmental Management Systems
ISO 45001:2018	Occupational Health and Safety Management Systems
ISO/IEC 20000-1:2018	Information Technology Service Management Systems
ISO 50001:2018	Energy Management Systems
SA8000	Social Accountability Standard (DN Italy operations)

Occupational Health, Safety and Security

The health, safety, and security of our employees remain a core priority. We continue to strengthen our global safety program by improving governance, using data to reduce risk, and increasing employee engagement—supporting safe workplaces wherever our employees operate. By expanding our Health and Safety teams globally, we strengthened collaboration with operations and leadership while improving consistency and transparency across our approach to health and safety management.

Building a Proactive Safety Culture

GLOBAL SAFETY MONTH

Annually, we host a global Safety Month focused on engagement, education and empowerment. Activities this year included:

- Role- and risk-based training
- Local engagement events
- Fleet safety awareness campaigns
- A Health & Safety podcast featuring leadership perspectives and lessons learned

These efforts were supported by a structured Monthly Safety Communication Plan covering seasonal and operational safety risks.

SAFETY MOMENT 365

Diebold Nixdorf launched Safety Moment 365, a centralized multilingual library of safety topics for use in meetings and training. By sharing real-world examples and practical guidance, this platform has become one of the most accessed safety resources globally, embedding safety conversations into daily operations.

WALKING THE GEMBA

Health & Safety leaders and operational leaders conduct Gemba walks, a practice of visiting the workplace to directly observe work processes and engage with employees, enabling direct observation of operational realities, practical training delivery, and the implementation of tailored mitigation strategies.

Fleet & Driver Safety: A Data Driven Approach

We expanded our telematics program to improve visibility into driving behaviors and strengthen incident prevention. As a result, global fleet telematics coverage increased to 84%.

In 2025, we delivered in-person fleet safety training in Mexico and South Africa. These sessions focused on building local awareness and strengthening a safety first driving culture.

To support ongoing improvement, we implemented a two-part fleet safety training approach:

- **Proactive Training:** Telematics data is used to identify high-risk driving behaviors by region. Targeted training modules address these behaviors early to help prevent incidents.
- **Post Incident Training:** When incidents or near misses occur, standardized training is deployed promptly. These sessions focus on root causes and reinforce safe driving practices to help prevent recurrence.

By embedding safety into everyday decision-making and empowering employees at all levels, we continue to reduce risk, protect our people, and reinforce a culture where health, safety and security are integral to operational excellence.



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 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**
- **Disability**
- **Family Care Benefits**
- **Flexible Benefit Options**
- **Health Savings Account**
- **Life Insurance/Assurance**
- **Parental Leave**
(paid and unpaid)
- **Relevant Allowances**
- **Telemedicine**
- **Consumer Transparency Education/Tool**
- **Employee Assistance Program**
- **Fitness Incentives**
- **Health Plans:**
medical, dental and vision
- **Holistic Wellness Programs And Support**
- **Paid And Unpaid Leave**
(vacation/sick)
- **Prescription Drug**
- **Retirement Benefits**
(defined contribution/
defined benefit)
- **Voluntary Benefits**

Product Safety

Product safety is a top priority across our entire portfolio, supported by an integrated management system that covers all product safety procedures. In addition to meeting these foundational safety requirements, our approach extends to the broader environmental and energy impacts of our equipment. Electrical safety certifications such as IEC/EN/UL 60950 and 62368, along with compliance with the CE Mark’s Low Voltage and EMC Directives, reinforce this commitment. Adherence to these standards demonstrate our systems operate safely, efficiently, and with minimal environmental impact. By meeting these requirements, our products reduce electrical risks, optimize power performance, and support long-term sustainability through responsible engineering and product stewardship.

In addition, electrical and electromagnetic compatibility standards reinforce operational resilience by reducing interference, preventing avoidable energy losses, and enhancing system stability in harsh conditions. By lowering the likelihood of premature equipment failure, these requirements help extend product life, reduce material and service turnover, and support circular economy principles that decrease environmental impacts across the product use phase. Together, these design and compliance measures strengthen customer safety, product reliability, and environmental sustainability across diverse global operating environments.

By optimizing power performance, minimizing hazardous substances, and extending product life, our platforms support safer material recovery, reduce operational energy demand, and contribute to a more sustainable financial and digital infrastructure.

RESPONSIBLE PAPER PROCUREMENT

During the past year, Diebold Nixdorf focused on removing bisphenols from our paper supply chain, improving transparency for our customers, and supporting compliance with emerging state-level chemical regulations. Effective January 1, 2026, Diebold Nixdorf transitioned all United States operations to phenol-free receipt paper as part of our ongoing efforts to reduce potential chemical exposure. Service receipt paper used by our service teams has been BPA and BPS-free since March 2025, with phenol-free ordering beginning in October 2025.

Notably, our latest phenol free thermal receipt paper is the first paper of its type to be certified recyclable in North America, which supports our goal of improved product circularity.





HUMAN RIGHTS

Policies and Standards

Diebold Nixdorf’s Modern Slavery Policy, Global Human Rights Policy, our Code of Business Ethics and the Supplier Code of Conduct, form the basis of our ongoing commitment to supporting human rights. Diebold Nixdorf 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.

In addition to company-wide policies and global frameworks, certain operations maintain independent social accountability certifications to support the implementation of these commitments. For example, Diebold Nixdorf operations in Italy are certified to the SA 8000 Social Accountability standard, which addresses labor rights, including working conditions, freedom of association, nondiscrimination and prohibition of forced and child labor.

Global Commitments

Our human rights commitment is grounded in internationally recognized standards:

- 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

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 so they understand these directives and review and remediate human rights impacts through:

- **Verification:** Conducting due diligence on operations and suppliers for 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

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 addition, in 2025, employees from specific departments, particularly those in Sales and Procurement, as well as roles with elevated risk exposure related to international trade or supply chain activities, completed additional targeted training modules. These modules are designed to help participants identify indicators of forced or coerced labor and understand day-to-day measures to prevent modern slavery within our operations and supply chain.

Conflict Minerals

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).

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 emphasis on sourcing conflict-free minerals is deeply interconnected with our commitment to human rights and environmental protection. By confirming that the minerals in our supply chain do not fund armed conflicts, we contribute to protecting human rights in conflict-affected regions.

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.

In addition to our conflict minerals due diligence processes, Diebold Nixdorf applies a risk-based human rights due diligence approach across its own operations and supply chain. Internally, the Company upholds international and local labor standards through its Code of Business Ethics, Global Human Rights Policy, and Environmental Health & Safety framework, including responsible recruitment practices.

Within the supply chain, suppliers undergo compliance screening prior to onboarding, including assessments of forced labor and broader ESG risks. Where heightened risks are identified, enhanced due diligence measures such as targeted questionnaires, audits, and corrective actions are applied. The effectiveness of these measures is reviewed through ongoing monitoring and management oversight.

Further details on Diebold Nixdorf’s human rights due diligence processes are provided in the [Company’s Modern Slavery and Supply Chain Statement](#).

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.

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](#). Diebold Nixdorf is also committed to transparency and accountability across its broader human rights due diligence activities. Further information on our approach to preventing modern slavery and managing human rights risks in the supply chain is set out in Diebold Nixdorf’s Modern Slavery and Supply Chain Statement, which is published on [our website](#).



GIVING BACK TO THE COMMUNITY

Our Social Impact

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.

EMPOWERING EMPLOYEES TO GIVE BACK

Since 2021, Diebold Nixdorf has offered employees 16 hours of paid volunteer time (PTO) annually. 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.

CHARITABLE 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 2025, the Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund contributed \$469,800 to 40 nonprofit organizations across the United States. The Diebold Nixdorf Foundation partners with nonprofit organizations such as Habitat for Humanity, The Arbor Day Foundation and the YMCA on community and environmental projects. The Employee Charitable Fund, which received funding from both the Diebold Nixdorf Foundation and employee contributions, supported 26 nonprofit organizations.

ADVANCING FINANCIAL INCLUSION THROUGH OPERATION HOPE

For more than a decade, Diebold Nixdorf has partnered with Operation HOPE to expand financial inclusion and increase access to financial education, coaching, and economic opportunity for underserved communities. This long-standing partnership reflects Diebold Nixdorf’s commitment to helping individuals build financial capability, strengthen financial stability, and participate more fully in the financial system.

Thanks to Diebold Nixdorf’s partnership, Operation HOPE has expanded its delivery of financial empowerment programs nationwide. In 2025, Operation HOPE served more than 74,000 individuals across 345 locations in all 50 states and Puerto Rico, delivering over 355,000 financial empowerment activities, including one-on-one financial coaching and group education. These services equip individuals with the tools and knowledge needed to achieve greater financial independence and long-term economic mobility.

Diebold Nixdorf’s support has also contributed to long-term financial progress for individuals and communities. Over the past decade, Operation HOPE’s financial coaching programs have contributed to a net increase of more than \$125 million in clients’ financial health through debt reduction and increased savings, while expanding access to homeownership and entrepreneurship opportunities nationwide.

Diebold Nixdorf remains committed to supporting initiatives that expand access to financial education, promote financial inclusion, and empower individuals and communities to achieve lasting financial security and economic opportunity.

“For more than a decade, Diebold Nixdorf has been a trusted partner in helping Operation HOPE expand access to financial coaching, education, and economic opportunity. Their sustained commitment has enabled us to grow our reach, serve more communities, and deliver measurable outcomes that strengthen financial stability and advance financial inclusion nationwide. Partnerships like this are essential to building lasting pathways to economic mobility”

— Mary Ehram, President of HOPE Partnerships and HOPE Global Initiatives, Operation HOPE

ACCORDING TO OPERATION HOPE, ITS PROGRAMMING
SUPPORTED THE FOLLOWING IMPACTS:



74,000+

individuals served in 2025



469,000+

entrepreneurs engaged through
small business programs



345

locations nationwide across
all 50 states and Puerto Rico



\$1,933

median revolving debt
reduction per client



\$125M+

net increase in client financial
health over the past decade



63%

of clients improved their
credit score



355,000+

financial empowerment
activities delivered

Consumer Choice and Financial Inclusion

Even as digital payments grow, cash remains a cornerstone of financial inclusion, resilience, privacy and customer choice. For millions of unbanked and underbanked households, it's a lifeline.

Sometimes that's easiest to see in the extremes. In 2025, our team installed two DN Series® ATMs at NSF McMurdo Station in Antarctica, the only cash access point on the entire continent, serving a population that swells from under 200 in winter to over 1,000 in summer. It's a small deployment, but it's a real example of what we mean when we say access to cash should follow people, wherever they are.

That's also why we stay engaged beyond our products. As members of the ATM Industry Association (ATMIA) and the Payment Choice Coalition, we work alongside consumer advocates, industry peers and policymakers to help protect people's right to choose how they pay. In the United States, DN supports The Payment Choice Act which is proposed federal legislation that would require retail businesses to accept cash as a form of payment for in-person purchases of \$500 or less, among other things. From an inclusion standpoint, the Act is particularly significant because cash remains the primary payment method for approximately 7.1 million U.S. households (5.4 percent) that are unbanked, with disproportionately higher rates among low-income, minority communities, and people with disabilities. The Act seeks to counteract the growing trend of cashless commerce and preserve cash as a low-cost, reliable, private, and inclusive means of conducting transactions, so that consumers who lack access to bank accounts, credit cards, or digital payment platforms are not effectively excluded from participating in the retail economy.

Across banking and retail, consumers expect to be able to complete a transaction how and when they want. We work to support an inclusive financial ecosystem where consumers have that choice. Whether it's a technician training station staff in Antarctica or our teams engaging on policy that protects access to cash, our commitment is the same: keep cash within reach for everyone.

ENVIRONMENTAL GIVING: TREES FOR THE FUTURE

The Diebold Nixdorf Foundation continues to support natural climate solutions that restore ecosystems and strengthen community resilience. Over the last five years, the Foundation has partnered with the Arbor Day Foundation to support reforestation and restoration projects across North America. These activities do not offset Diebold Nixdorf operational emissions. This work reflects Diebold Nixdorf’s long-standing commitment to environmental stewardship and employee-driven volunteerism.

Together, these volunteer efforts and past partnerships reflect a strong culture of environmental responsibility and demonstrate the positive impact employees can create through collective action.

“Trees and forests are the backbone of our ecosystems. As we grapple with a changing climate and the challenges it brings to people and the planet, restoring forests can make a significant difference in our future,” said Dan Morrow, Vice President, Programs and Partnerships, at the Arbor Day Foundation. “We believe these projects will continue to yield tangible impacts in the places that need it most, and we’re grateful for Diebold Nixdorf’s belief that a better world is possible through trees.”

According to the Arbor Day Foundation, the Diebold Nixdorf Foundation’s contributions over the last five years have supported:

**43,750 TREES PLANTED AND
24 ACRES RESTORED ACROSS
NORTH AMERICA**

The estimated impact over the next 40 years from the Diebold Nixdorf Foundation’s contributions:

-  **11,041 METRIC TONS OF CO₂ SEQUESTERED**
-  **79.53 TONS OF AIR POLLUTANTS REMOVED**
-  **OVER 1,000,000 GALLONS OF AVOIDED WATER RUNOFF**

2BT Nicola Watershed Wildfire Restoration Project – Canada 7,143 TREES PLANTED

In 2021, the Lytton fire roared through British Columbia with record-breaking heat and left a wave of destruction to communities and forests in its wake. This included a wide portion of the Nicola Valley Watershed and major damage to Indigenous lands. When flooding came after the fires, damage was compounded by the loss of trees, resulting in catastrophic peak water flows, erosion, and damage caused by debris, disproportionately affecting traditional Nlaka’pamux territory. With guidance from the Nlaka’pamux Nation, this project planted trees in 2025 to restore vast swaths of decimated forests and help repair watersheds. The continued impact of these trees will help prevent floods and landslides, sequester carbon, and ultimately make the area more resilient and healthy.

Preservation Parks of Delaware County – Ohio, USA 6,607 TREES PLANTED

In Delaware County, Ohio, former agricultural fields are being transformed into thriving forests for the public to enjoy. Prior to these efforts, the land had little to no biodiversity. Its soil was stripped from farming. But it’s now coming to life, with bees, monarch butterflies, squirrels, bats, robins, blue jays, and cardinals all flocking to it for food and shelter. This newly established forest will grow to serve as a source of adventure and refuge for local residents. The Columbus area has one of the fastest-growing urban heat islands in the country, and the trees will provide much-needed shade on sunny days. They will also benefit the community through carbon sequestration, cleaner air and water, and healthier soil.

GreenTrees ACRE (Advanced Carbon Restored Ecosystem) – Mississippi River Valley, USA

30,000 TREES PLANTED

The Mississippi River Valley (MAV), a vital habitat for migratory birds and numerous plant and animal species, “once supported 24 million acres of floodplain forest, swamps, sloughs and riverine habitat,” according to the U.S. Fish and Wildlife Service. 40% of North America’s waterfowl and 60% of all bird species migrate along the Mississippi River, although their population has dwindled from habitat loss. The MAV is now the Southeast’s most deforested region. More than 75% of its forest has been lost since European settlement, mostly to agriculture, and much of the remnant forest occurs in small, isolated tracts of limited conservation value.

“Protecting and restoring the natural systems that sustain our communities is one of the most meaningful investments we can make. Our partnership with the Arbor Day Foundation reflects the Diebold Nixdorf Foundation’s belief that healthy forests are essential to a resilient future for our employees, our neighbors, and the ecosystems we all depend on. Seeing more than 43,000 trees take root across North America is a reminder that collective action can drive real, lasting environmental change. We’re proud to play a role in rebuilding critical landscapes, supporting biodiversity, and strengthening the places people call home.”

— Lisa Radigan, Chair, Diebold Nixdorf Foundation



COMMUNITY ENGAGEMENT AROUND THE WORLD

ESG Impact Platform

Our ESG Impact Platform gives employees a simple way to share the environmental, social, and governance activities they participate in and to contribute to our company-wide sustainability efforts. The platform supports learning, knowledge sharing, and collaboration across our global workforce. It encourages awareness of our sustainability program and helps strengthen future ESG reporting.

Through this tool, employees can post upcoming volunteer opportunities, highlight sustainable practices taking place in their office or community, or suggest new ideas for improvement. Employees can explore activities through an interactive map that allows filtering by location or by areas of interest such as nature, food and water, energy, waste and recycling, human development, or sustainability ideas. Many colleagues have noted how engaging this feature is, often offering thoughtful comments and encouragement to others across the organization.

Supporting our local communities has always been a core part of our company values. Our passionate employees continue to demonstrate these principles through hands-on engagement in the places where we live and work. In 2025, teams at several of our offices, including those in Brazil, Costa Rica, Czech Republic, Mexico, Slovakia, and the United States also completed a variety of donation efforts. Below are the highlights from 2025.

CLIMATE



Diebold Nixdorf Czech Republic cared for trees planted in previous years by weeding, adjusting support ties, replacing decayed stakes, and repairing protective mesh.

Employees planted trees at a nearby community orchard in Strašice, Czech Republic for two days.



Diebold Nixdorf Ecuador visited the 140 trees planted in 2024 to inspect tree health and confirm the trees had what is needed to grow properly.



Employees in Germany volunteered with NABU, Germany’s oldest and largest environmental association, to help maintain fruit trees in a nearby meadow.

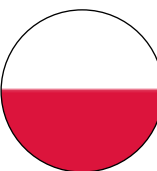
Four employees in Germany engaged in a local community-supported agriculture (CSA) project where the cooperative grows vegetables and supplies around 110 families with food.



Employees in India joined forces with 800+ local volunteers, hosted by Advocate Afroz and supported by Rotaract and Skillspade, to clear litter from a nearby beach, successfully removing 12,000 kilograms of plastic waste.



Reforested parks in the city of Querétaro with the Guardianes Verdes (Green Guardians) organization.



A group of 15 Warsaw employees participated in a clean-up event in a forest clean-up in Henryków.

Diebold Nixdorf Katowice took part in a cleanup event in collaboration with the City Greenery Department.



Employees planted cherry trees around the Slovakia campus in celebration of Earth Day.

Diebold Nixdorf Slovakia volunteered at a nearby community center to repair and repaint their gazebo.



Collected PET bottles as a collection point for PET Recycling Switzerland, which will be recycled and turned into high-quality recycled PET.

COMMUNITIES



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 income to local families by purchasing meals.

Diebold Nixdorf Brazil held a Family Day at all ten Brazil offices, inviting employees’ family members to explore the facilities and learn about daily operations.





Volunteers in Brazil collected plastic bottle caps and aluminum can tabs to support local recycling programs. These materials are exchanged for financial resources that help fund childhood cancer treatments, purchase wheelchairs, and support additional social initiatives benefiting vulnerable communities.

Hair donation drive for Breast Cancer Awareness Month: Employees participated in a hair-donation initiative to create natural-hair wigs for women, teenagers, and children undergoing treatment for cancer, alopecia, and lupus.

As temperatures in Brazil dropped, the volunteer committee organized the donation of four large boxes of winter clothing to Cruz Vermelha São Paulo (Red Cross). The contribution supported families facing hardship and reinforced our commitment to community care.

To brighten the Easter season for children in need, volunteers in Brazil collected and donated boxes of chocolate to the Camila Association, a long-standing community partner focused on supporting young families.

As the year closed with compassion, the Brazil volunteer team prepared and donated 50 Christmas gift bags for children served by the Camila Association, each filled with clothing, shoes, toys, and essential hygiene products. This initiative helped families experiencing financial difficulty to celebrate the holiday season with joy and dignity.



Employees in the Czech Republic participated in a charity run in support of the blind and partially sighted.

Held their sixth annual charity breakfast to raise funds for the Bone Marrow Transplant Foundation.

Donated Christmas gifts to a Children's Center in Trnová that houses children who have been removed from unsuitable homes.



Hosted the second annual charitable laser game tournament in the Czech Republic, bringing together eight local IT companies to raise funds for the Bone Marrow Transplant Foundation.

Hosted 24 local high school students, showing them the life of a Field Service Technician and assisting them with tips on entering the job market.



Held the third annual Children's Day, inviting employees' children to participate in bee-themed activities.



Our facility in France 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.



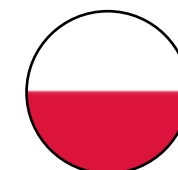
Diebold Nixdorf Paderborn hosted "Kids Day", inviting employees' children to explore the facility and participate in several activities, including escape rooms, puzzles, a build-it-yourself model station and more.



Diebold Nixdorf Mumbai and Hyderabad held Bring Your Kids to Work Day, where employees' children enjoyed activities such as a toddler den, interactive games, a magic show, face painting and photo booths and a memory wall.



Donated toys and clothes to underprivileged children through Mexico's largest toy donation campaign, "Jugeton."



Hosted Family Day in Warsaw with employees' children to teach them about ATMs, money and payment cards through interactive games and workshops.



Made a yearly donation of tablets and science equipment to local schools and classrooms in need. Diebold Nixdorf South Africa has provided over \$600,000 in equipment to more than 20 schools in the region since 2020, improving their academic results, and increasing students' confidence, curiosity and aspirations for future careers in technology-driven fields.

Provided a robotics kit to a local school that caters to learners with disabilities, helping them practice for a national robotics competition.

Held a Blood Giving Marathon with the Burgos Blood Association for families of a local school.



Donated Christmas gifts to a local family in need through a Giving Tree at our North Canton headquarters.

Parents@DN hosted "Kids Day", where employees' children were invited to our new building in North Canton and enjoyed hands-on STEAM workshops, a courtyard of activities, and a school supply drive for a local domestic violence shelter.

Employees partnered with Habitat for Humanity to help deliver a safe, stable home for a family in need, contributing hands-on support from tarring the basement to final cleanup before the key ceremony. The project was made possible through funding from the Diebold Nixdorf Foundation.



BRAZIL VOLUNTEER GROUP

In 2024, Diebold Nixdorf’s Brazil team formally established its local volunteer committee, laying the groundwork for a structured, high-impact program aligned with our global volunteer strategy. With clear governance roles, defined focus areas, and a growing culture of employee engagement, the committee entered 2025 prepared to expand its reach and strengthen community partnerships across the region.

Building on the momentum of its first year, the Brazil volunteer group delivered a robust series of initiatives throughout 2025 that exemplified our commitment to social responsibility and community well-being. Their efforts highlight how a well-organized volunteer structure can mobilize employees, foster collaboration, and create measurable positive impact.

PILSEN, CZECH REPUBLIC FLAG CHALLENGE

The Pilsen Flag Challenge is an initiative created to strengthen connection, pride, and teamwork across the Diebold Nixdorf community. Colleagues borrow one of the team’s flags, take it with them on their travels, and capture photos showing Diebold Nixdorf spirit in places and moments that inspire them. Over time, the challenge has grown into a creative, community-driven way for employees to celebrate exploration, culture, and volunteerism while showcasing Diebold Nixdorf around the world.

Beyond travel, the flag often appears at sports events, volunteer actions, and community activities, making it a unifying symbol wherever employees gather.

Each year introduces a new round of fun categories ranging from “Most Creative Photo,” to “Highest Temperature Location,” to “Most Diebold Nixdorf Merch Used in Public.” Winners are recognized for their creativity and enthusiasm, keeping the tradition energetic and inclusive.

What started as a simple idea has become a vibrant, ongoing celebration of our culture, adventure, and community engagement.

TRANSFORMING LEARNING THROUGH TECHNOLOGY IN UNDERSERVED SOUTH AFRICAN SCHOOLS

Many schools in underserved communities in South Africa lack the basic technological resources needed for modern learning. Learners often have little or no exposure to computers, digital tools, or online educational content, an inequity that limits academic growth and future career opportunities in an increasingly technology-driven world.

To help close this gap, Diebold Nixdorf South Africa has supported over 20 schools in the Tshwane North region since 2018 by equipping schools with functional ICT and science labs. Since 2020, these efforts have amounted to approximately R10 million (about \$600,000) in educational investments. These resources have given children hands-on experience with computers, educational software, and online research, boosting their confidence, digital skills, and enthusiasm for learning.

Supporting these schools has improved their pass rates from 59–65% in 2021 to 88–100% in 2025, while the Tshwane North region achieved a 92.03% overall pass rate, ranking 1st regionally, 2nd provincially, and 5th nationally. Several schools have since advanced to become Schools of Specialization in IT and Mathematics, expanding children’s access to future-focused educational pathways.

Diebold Nixdorf South Africa has also supported an individual learner through a bursary, enabling the student to complete a Bachelor of Information Technology degree with distinction and earn numerous academic awards. This achievement shows the long-term potential that can be unlocked when learners are given the support and tools they need.

Through these efforts, Diebold Nixdorf South Africa continues to help bridge the digital divide, giving children the skills, confidence, and opportunities needed to shape their futures.

Conduct

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 align 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 help it fulfill 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 Administrative 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 and supporting long-term value creation for stakeholders.

- 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 Enterprise Risk Management (ERM) program, including cyber, climate 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.

This oversight structure helps ensure that enterprise and emerging risks are considered in the context of Diebold Nixdorf’s strategy, operations, stakeholder expectations, and evolving external environment.

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. This cross-functional approach supports management’s ability to evaluate risks and opportunities across the business, including those related to regulatory developments, geopolitical conditions, technology, cybersecurity, sustainability, financial inclusion and other matters that may impact Diebold Nixdorf’s strategy and operations.

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 sustainability-related topics continue to evolve, Diebold Nixdorf recognizes the growing connection between ESG matters and broader enterprise and strategic risks. Through the ERM program, ESG-related risks and opportunities are considered within Diebold Nixdorf’s broader risk oversight processes, helping support informed decision-making, organizational resilience and alignment between sustainability priorities and business strategy.

As a global organization, we monitor a broad spectrum of risks, including regulatory, geopolitical, and other emerging threats to our operations and strategy. This includes monitoring market, regulatory and legislative developments that may affect the accessibility, acceptance and use of cash. We recognize that access to cash remains an important component of financial inclusion, economic participation, and consumer choice. By considering these developments within broader strategic and enterprise risk discussions, Diebold Nixdorf seeks to better understand evolving customer and community needs while supporting its purpose of connecting people to commerce.

Stakeholder Communications

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

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. Our COBE, along with all other compliance policies, is reviewed annually to align with applicable laws, regulations, and recognized best practices.

The areas of focus in our COBE can be found on [our website](#).

CYBERSECURITY AND DATA PRIVACY

Diebold Nixdorf has a long-standing legacy in security dating back more than 165 years. Founded as a safe and vault manufacturer in 1859, the company’s reputation was cemented after the Great Chicago Fire of 1871, when Diebold safes became known for protecting customers’ valuables under extreme conditions. This heritage continues to inform our commitment to security, reliability, and risk management. 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.

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, so that we remain a trusted partner in protecting our customers’ assets, data and reputation.

Diebold Nixdorf recognizes the importance of data privacy and takes steps to safeguard personal information. We maintain global privacy policies designed to support our operations across the countries where we do business. Additional information can be found on [our website](#).

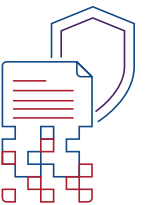


Diebold Nixdorf's Security Commitment

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.



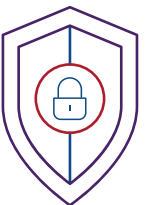
We have more than 3,000 patents in the industry and continually assess our aggregate portfolio defense posture to deliver best-of-breed protection and monitoring technology across our self-service systems.



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.



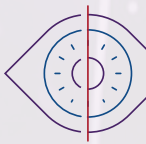
Diebold Nixdorf has always recommended a layered security approach as the most effective means of establishing trust and deterring security threats, and we coordinate our customers' defensive measures so that they work together seamlessly.



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 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 supports 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. Vynamic Security recognizes known threats while protecting from zero-day threats. It uses a full-stack security model that provides unparalleled security, including protection against malicious insiders for ATMs, POS and other self-service terminals.



COLLABORATION ACROSS THE VALUE CHAIN

Diebold Nixdorf’s Supplier Code of Conduct (SCOC) serves as a foundational element of our commitment to sustainability, ethical conduct, and responsible business practices. Prior to onboarding, every new supplier must either formally acknowledge and agree to the SCOC or demonstrate that they maintain an equivalent standard of conduct. Our expectation that our suppliers adhere to the principles of the SCOC is further reinforced by Diebold Nixdorf’s Terms and Conditions, which are incorporated into every purchase order to consistently align with our organizational values and sustainability objectives across all global operations.

We have further strengthened the integration of our environmental, social, and governance (ESG) principles within supplier management by requiring suppliers to measure and track their Scope 1, Scope 2, and Scope 3 greenhouse gas emissions. This enhanced level of collaboration improves transparency, deepens our understanding of the environmental impacts across the supply chain, and supports our contribution to broader international climate goals.

LOWERING TRANSPORTATION EMISSIONS ACROSS OUTBOUND SHIPMENTS

Diebold Nixdorf works closely with logistics partners, internal supply chain teams, and customers to reduce greenhouse gas emissions associated with transportation across our value chain. A key focus of this collaboration is minimizing the use of air freight, which has significantly higher emissions intensity than other transport modes.

Where operationally feasible, outbound shipments are planned and executed using

lower-emissions transportation modes such as road and sea. In 2025, approximately 93 percent of Diebold Nixdorf’s outbound shipments were transported via road or sea. This reflects our continued efforts to reduce transportation-related emissions while maintaining reliable customer service.

PROCUREMENT PRACTICES IN SUPPLY CHAIN

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 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.

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. All prospective suppliers undergo a comprehensive compliance screening prior to approval. This assessment requires detailed information regarding their ethics programs and their commitments to human rights - including the prevention of modern slavery - as well as their policies and practices related to environmental protection and 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.





PROCUREMENT PRACTICES IN SUPPLY CHAIN

In 2026, we will implement a third-party risk management tool that delivers automated, AI-driven assessments of Environmental, Social, and Governance (ESG) risks across our supply chain and external partner network. The platform produces ESG ratings along with other key risk dimensions - including cyber, financial, and operational risks - which are consolidated into a single supplier-level risk score. Additionally, it can rapidly generate a baseline estimate of supply chain (Scope 3) emissions by analyzing product attributes, material composition, and country-of-origin data.

Diebold Nixdorf maintains a global audit program for key suppliers, typically executed by trained Diebold Nixdorf personnel and scheduled in coordination with the supplier. During the past year, we conducted audits in Europe, Asia, and North America.

For suppliers identified as higher risk from a human rights or modern slavery perspective, we have incorporated targeted due-diligence questions into the audit protocol to obtain deeper insights into actual working conditions and labor practices. Where audit findings raise concerns, we establish formal corrective action plans and closely monitor the supplier’s progress toward remediation. Should a supplier fail to implement the required improvements within the designated timeframe, Diebold Nixdorf reserves the right to terminate the business relationship in accordance with applicable contractual provisions.

Relevant policies, along with our global Terms and Conditions, are publicly available on the [Diebold Nixdorf website](#) for supplier reference.

SUPPLIER DAY 2025: STRENGTHENING RELATIONSHIPS ACROSS THE SUPPLY BASE

Diebold Nixdorf reinforced its commitment to strong, collaborative supply chain partnerships through its Supplier Day 2025 in Paderborn, Germany, which brought together industry leaders and key suppliers for several days of strategic dialogue and knowledge exchange. The event featured executive presentations, expert discussions, and collaborative sessions focused on topics such as digitalization, innovation, supply

chain resilience, and performance alignment. By creating a platform for open dialogue and partnership, Supplier Day 2025 underscored the importance of working “Stronger Together” to drive continuous improvement, innovation, and long-term sustainable value across Diebold Nixdorf’s global supply chain.

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
Maynard.Um@DieboldNixdorf.com

Michael Jacobsen, APR

Senior Director, Corporate Communications
Michael.Jacobsen@DieboldNixdorf.com

Appendix

OUR GLOBAL COMMITMENTS

Diebold Nixdorf aligns its sustainability strategy with internationally recognized frameworks, including the United Nations Sustainable Development Goals (SDGs), the UN Global Compact, and the Paris Agreement. We use our Double Materiality Assessment (DMA), conducted in accordance with ESRS, to identify where our business has the greatest impacts, risks and opportunities—and where we can contribute most meaningfully to global sustainability priorities. Our strategic roadmap and performance metrics focus on commitment to the following SDGs that will drive programmatic initiatives to create a positive impact throughout our company.

MATERIAL TOPIC (ESRS / DMA)	KEY ACTIONS IN THE REPORT	PRIORITY SDGS
CLIMATE CHANGE (ESRS E1)	- Facility energy efficiency projects (e.g., Paderborn LED retrofit; ISO 50001) - Renewable electricity sourcing at key sites - Service fleet efficiency and electrification (telematics, hybrid/EV deployment) - Service optimization initiatives (Oracle Field Service, ACDE) - Product energy-efficiency features (DN Series®, BEETLE, etc.)	SDG 7 – Affordable and Clean Energy SDG 13 – Climate Action
RESOURCE USE & CIRCULAR ECONOMY (ESRS E5)	- Design for durability, modular upgrades, repair and refurbishment - Global Product Stewardship (take-back/recycling) - Parts harvesting and component reuse in service inventory - Packaging optimization and material efficiency	SDG 12 – Responsible Consumption and Production
OWN WORKFORCE & HUMAN CAPITAL (ESRS S1)	- Occupational health & safety management and performance (global programs) - Training, development and succession planning; learning resources - Inclusion and equal opportunity supported by ERGs and policies	SDG 3 – Good Health and Well-being SDG 5 – Gender Equality SDG 8 – Decent Work and Economic Growth SDG 10 – Reduced Inequalities
CONSUMERS & END-USERS (ESRS S4)	- Financial and digital inclusion enabled through products and services - Partnerships supporting financial education and empowerment (e.g., Operation HOPE) - Accessibility and inclusive user experience considerations	SDG 1 – No Poverty SDG 9 – Industry, Innovation and Infrastructure SDG 10 – Reduced Inequalities
CORPORATE CONDUCT (ESRS G1)	- Code of Business Ethics and compliance framework - Cybersecurity and data privacy governance - Human rights due diligence and supply chain expectations - Third-party/supplier risk management enhancements	SDG 16 – Peace, Justice and Strong Institutions

Appendix

GLOBAL REPORTING INITIATIVE INDEX TABLE

Diebold Nixdorf has reported the information cited in this GRI content index for the period January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational Details	About This Report, Investor Information, Product Efficiency and Design, Conduct, Diebold Nixdorf–Who We Are
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	Conduct
	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 , 2026 Proxy (Page 15)
	2-12 Role of the highest governance body in overseeing the management of impacts	Conduct (ESG Management), Collaboration Across the Value Chain
	2-13 Delegation of responsibility for management impacts	Conduct (ESG Management)
	2-14 Role of the highest governance body in sustainability reporting	Conduct
	2-15 Conflicts of Interest	Code of Business Ethics
	2-16 Communication of critical concerns	2026 Proxy (Page 18)
	2-17 Collective knowledge of the highest governance body	Conduct (ESG Management)
	2-18 Evaluation of the performance of the highest governance body	Conduct

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	2026 Proxy (Pages 27-42)
	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 – Climate, Communities, and Conduct)
	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	2025 Annual Report (Pages 23-29)
	201-1 Direct economic value generated and distributed	2025 Annual Report (Pages 26,55-56)
	201-2 Financial implications and other risks and opportunities due to climate change	Carbon Footprint

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 200 ECONOMIC STANDARD 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 topics	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	2025 Annual Report (Pages 11-12, 35-40)
	207-1 Approach to tax	2025 Annual Report (Pages 11-12, 35-40)
	207-2 Tax governance, control, and risk management	2025 Annual Report (Pages 11-12, 35-40)

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	Product Efficiency and Design
	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	2025 Data Table
	302-3 Energy intensity	2025 Data Table
	302-4 Reduction of energy consumption	Carbon Footprint (Energy)
	302-5 Reductions in energy requirements of products and services	Product Efficiency and Design
GRI 303: WATER AND EFFLUENTS 2018	3-3 Management of material topics	Water Stewardship and Conservation
	303-1 Interactions with water as a shared resource	Water Stewardship and Conservation
	303-2 Management of water discharge-related impacts	Water Stewardship and Conservation

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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	2025 Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	2025 Data Table
	305-3 Other indirect (Scope 3) GHG emissions	2025 Data Table
	305-4 GHG emissions intensity	2025 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	2025 Data Table
	306-5 Waste directed to disposal	Waste and Recycling Management
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT	3-3 Management of material topics	Collaboration Across the Value Chain
	308-1 New suppliers that were screened using environmental criteria	Collaboration Across the Value Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Collaboration Across the Value Chain

GRI STANDARD	DISCLOSURE	LOCATION
GRI 400 SOCIAL STANDARDS SERIES		
GRI 401: EMPLOYMENT 2016	3-3 Management of material topics	Communities
	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 Management of material topics	Labor, Health and Safety
	403-1 Occupational health and safety management system	Labor, Health and Safety (Occupational Health, Safety & Security)
	403-2 Hazard identification, risk assessment, and incident investigation	Labor, Health and Safety (Occupational Health, Safety & Security)
	403-3 Occupational health services	Labor, Health and Safety (Occupational Health, Safety & Security)
	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, Safety & Security)
	403-8 Workers covered by an occupational health and safety management system	Labor, Health and Safety (Operations Management System)
	403-9 Work-related injuries	2025 Data Table
	403-10 Work-related ill health	2025 Data Table

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 400 SOCIAL STANDARDS SERIES		
GRI 404: TRAINING AND EDUCATION 2016	3-3 Management of material topics	Conduct (ESG Management), Labor, Health and Safety, Human Rights
	404-2 Programs for upgrading employee skills and transition assistance programs	Communities (Employment)
	404-3 Percentage of employees receiving regular performance and career development reviews	Communities (Employment)
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	3-3 Management of material topics	Culture
	405-1 Diversity of governance bodies and employees	Conduct
	405-2 Ratio of basic salary and remuneration of women to men	Communities
GRI 406: NON-DISCRIMINATION 2016	3-3 Management of material topics	Code of Business Ethics, Culture
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	3-3 Management of material topics	Code of Business Ethics
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 STANDARD	DISCLOSURE	LOCATION
GRI 400 SOCIAL STANDARDS SERIES		
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 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)
GRI 418: CUSTOMER PRIVACY 2016	3-3 Management of material topics	Privacy Statement/Policy, Global Privacy Notice, 2025 Annual Report (Pages 16-17)
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Data Privacy

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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	Product Efficiency and Design, 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	Product Efficiency and Design, Collaboration Across the Value Chain
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent	Conduct (ESG Management), Carbon Footprint (Emissions)
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Conduct (ESG Management), Carbon Footprint (Emissions)
	C-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Conduct (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.	Conduct
		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.	Conduct
		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.	Conduct
		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.	Conduct (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.	ESG Management, Carbon Footprint (Emissions)
	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

2025 DATA TABLE

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2025
302-1, 302-3	Energy Consumption ¹⁾	Electricity (TJ) ²⁾	133.75
		Natural Gas (TJ)	201.99
		Total Energy Consumption (TJ)	335.74
		Energy Intensity ³⁾	0.000000088
305-1, 305-2, 305-3, 305-4	GHG Emissions ¹⁾	Direct (Scope 1) GHG Emissions (metric tons CO ₂ e) (location-based)	64,699.99
		Indirect (Scope 2) GHG Emissions (metric tons CO ₂ e) (location-based)	11,960.67
		Indirect (Scope 2) GHG Emissions (metric tons CO ₂ e) (market-based)	7,574.56
		Global GHG emissions ⁴⁾ (Scope 1 and Scope 2) (metric tons CO ₂ e)	72,274.55
		Other Indirect (Scope 3) GHG Emissions ⁵⁾ (metric tons CO ₂ e)	667,616.30
		Category 1: Purchased Goods and Services	137,201.83
		Category 2: Capital Goods	11,127.50
		Category 3: Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2	19,896.86
		Category 4: Upstream Transportation and Distribution	18,430.59
		Category 5: Waste Generated in Operations	807.78
		Category 6: Business Travel	4,243.19
		Category 7: Employee Commuting	10,459.70
		Category 9: Downstream Transportation and Distribution	7,238.27

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2025
305-1, 305-2, 305-3, 305-4	GHG Emissions ¹⁾	Category 11: Use of Sold Products	456,760.52
		Category 12: End-of-Life Treatment of Sold Products	329.21
		Category 13: Downstream Leased Assets	1,120.85
		Total Scope 1, 2 and 3 Emissions (metric tons CO₂e) (location-based)	744,276.95
		Total Scope 1, 2 and 3 Emissions (metric tons CO₂e) (market-based)	739,890.84
403-9, 403-10	Safety Performance ⁷⁾	GHG Emissions Intensity ⁶⁾	0.0000190
		Lost Time Injury Rate ⁸⁾	0.60
		Fatalities	0
306-4	Global IT Equipment Waste	Global IT Equipment Waste Recycled (pounds)	8,688.7
306-4	US Product Recycling ⁹⁾	Mixed Wood and Paper (pounds)	339,144
		Steel (pounds)	5,211,821.6
		Aluminum (pounds)	12,060
		Mixed Metals ¹⁰⁾ (pounds)	3,321
		E-Waste (pounds)	110,327
		Universal Waste ¹¹⁾ (pounds)	44,946
		Mixed Plastics (pounds)	36,958
		Total (pounds)	5,758,577.6

Appendix

2025 DATA TABLE

GRI INDICATOR	METRIC CATEGORIES	METRIC SUB-CATEGORIES	2025
306-4	Brazil Product Recycling ⁹⁾	Mixed Metals ¹⁰⁾ (pounds)	191,366.84
		Electronic Component Parts and Pieces ¹²⁾ (pounds)	89,022.62
		Recycled Polymers (pounds)	6,176.56
		Wood (pounds)	2,307.20
		Composite Polymers (pounds)	98,569.32
		Cardboard	27,121.84
		Total (pounds)	414,564.38
306-4	Canada Product Recycling ⁹⁾	Accessories (pounds)	12,297.26
		Total (pounds)	12,297.26
306-4	Germany Product Recycling ¹³⁾	Total Reused (pounds)	92,321
		Total Recycled (pounds)	5,089,488
		Total Energy Recovered ¹⁴⁾ (pounds)	173,067
		Total Landfilled (pounds)	13,353
		Total WEEE Collected (pounds)	5,368,232
306-4	France Product Recycling ¹³⁾	Total Reused (pounds)	268,074.40
		Total Recycled (pounds)	3,139,599.55
		Total Landfilled (pounds)	117,211.41
		Total WEEE Collected (pounds)	3,524,948.58

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, estimates and 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. The company continues to improve the identification and collection of data within its organizational and operational boundaries.

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. Scope 3 emissions decreased significantly in 2025, primarily due to a methodological update in the Use of Sold Products category. The revised calculation approach better aligns estimated emissions with observed product usage patterns and is considered a more accurate representation of use-phase impacts.

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. Data is sourced from standardized reporting processes and validated systems currently in use. Diebold Nixdorf continues to enhance data governance, automation, and controls to further improve accuracy, consistency, and transparency in future reporting.

⁸⁾ 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.

⁹⁾ 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. This data is also used to inform our Scope 3 Category 12 emissions

¹⁰⁾ Our mixed metals category includes brass, bronze, copper, iron, zinc and more.

¹¹⁾ Universal waste includes batteries, pesticides, mercury-containing equipment, light bulbs and aerosol cans.

¹²⁾ Our electronic components and parts category represents small components of used products.

¹³⁾ Germany and France product recycling data reflects WEEE regulated take back streams and includes reuse, recycling, and recovery of Diebold Nixdorf products returned at end-of-life in accordance with respective WEEE requirements.

¹⁴⁾ Energy recovery refers to the treatment of collected products through processes that generate energy from waste. Reported quantities reflect the mass of products treated, not the amount of energy generated.

