

Limited Assurance Report of the Independent Auditor regarding the separate non-financial Group Report¹

To the Supervisory Board of Diebold Nixdorf AG, Paderborn

We have performed an independent limited assurance engagement on the separate non-financial report (further "Report") of Diebold Nixdorf AG, Paderborn (further „Diebold Nixdorf“), according to §§ 315b and 315c in conjunction with 289c to 289e German Commercial Code (HGB) for the business year from January 1 to December 31, 2018.

Management's Responsibility

The legal representatives of Diebold Nixdorf are responsible for the preparation of the Report in accordance with §§ 315b and 315c in conjunction with 289c to 289e HGB.

This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the Report and the use of assumptions and estimates for individual disclosures which are reasonable under the given circumstances. Furthermore, this responsibility includes designing, implementing and maintaining systems and processes relevant for the preparation of the Report in a way that is free of – intended or unintended – material misstatements.

Independence and quality assurance on the part of the auditing firm

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in legal provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our audit firm applies the national statutory provisions and professional pronouncements for quality assurance, in particular the Professional Code for German Public Auditors and Chartered Accountants (in Germany) and the quality assurance standard of the German Institute of Public Auditors (Institut der Wirtschaftsprüfer, IDW) regarding quality assurance requirements in audit practice (IDW QS 1).

¹ Our engagement applied to the German version of the Report 2018. This text is a translation of the Independent Assurance Report issued in German language, whereas the German text is authoritative.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the Report based on our work performed within our limited assurance engagement.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance whether any matters have come to our attention that cause us to believe that the Report of the entity for the business year January 1 to December 31, 2018 has not been prepared, in all material respects, in accordance with §§ 315b and 315c in conjunction with 289c to 289e HGB. We do not, however, provide a separate conclusion for each disclosure. In a limited assurance engagement the evidence gathering procedures are more limited than in a reasonable assurance engagement and therefore significantly less assurance is obtained than in a reasonable assurance engagement. The choice of audit procedures is subject to the auditor's own judgement.

Within the scope of our engagement, we performed amongst others the following assurance procedures:

- Inquiries of personnel on entity level, who are responsible for the materiality analysis, in order to gain an understanding of the processes for determining material sustainability topics and respective reporting boundaries of Diebold Nixdorf
- A risk analysis, including a media search, to identify relevant information on Diebold Nixdorf sustainability performance in the reporting period
- Evaluation of the design and implementation of the systems and processes for determining, processing and monitoring disclosures relating to environmental, employee and social matters, respect for human rights, and combating corruption and bribery, including the consolidation of the data
- Inquiries of personnel on entity level who are responsible for determining disclosures on concepts, due diligence processes, results and risks, for conducting internal controls and consolidation of the disclosures
- Evaluation of selected internal and external documentation
- Analytical evaluation of data and trends of quantitative information which are reported by all sites for consolidation on group level
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data based on a sample of the site in Paderborn (Germany)
- Assessment of the overall presentation of the disclosures.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Report of Diebold Nixdorf for the business year from January 1 to December 31, 2018 is not prepared, in all material respects, in accordance with §§ 315b and 315c in conjunction with 289c to 289e HGB.

Restriction of Use/Clause on General Engagement Terms

This report is issued for purposes of the Supervisory Board of Diebold Nixdorf AG, Paderborn, only. We assume no responsibility with regard to any third parties.

Our assignment for the Supervisory Board of Diebold Nixdorf AG, Paderborn, and professional liability is governed by the General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2017 (https://www.kpmg.de/bescheinigungen/lib/aab_english.pdf).

By reading and using the information contained in this report, each recipient confirms notice of provisions of the General Engagement Terms (including the limitation of our liability for negligence to EUR 4 million as stipulated in No. 9) and accepts the validity of the General Engagement Terms with respect to us.

Munich, March 26, 2019

KPMG AG
Wirtschaftsprüfungsgesellschaft
[Original German version signed by:]

Hell

ppa. Dollhofer

Appendices

Separate non-financial Group Report	Appendix 1
General Engagement Terms	Appendix 2

Appendices

Appendix 1

Separate non-financial
Group Report

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

1	Non-financial report of Diebold Nixdorf AG	1
1.1	Business model	2
1.2	Corporate Social Responsibility Strategy.....	3
1.3	Products, Suppliers & Customers	6
1.4	Compliance & Safety.....	12
1.5	Environment	16
1.6	Employees.....	21
1.7	Social Responsibility	26

1 Non-financial report of Diebold Nixdorf AG

Diebold Nixdorf AG (hereinafter "Diebold Nixdorf" or "Group") is a stock corporation under German law whose registered office is at Heinz-Nixdorf-Ring 1, 33106 Paderborn. Diebold Nixdorf is one of the world's leading providers of IT solutions and services in the retail banking and retail sector. The financial year of the Group covers the period from January 1 to December 31, 2018.

In 2014, the European Parliament and the Member States of the European Union ('the EU') adopted a directive extending the coverage of large capital market-oriented companies, the so-called Corporate Social Responsibility Directive ('the CSR' Directive). In particular, the purpose of this Directive is to increase the transparency of environmental and social aspects of EU companies. It covers information on environmental, social and labor issues as well as respect for human rights and the fight against corruption and bribery.

Following the implementation of this CSR guideline into national law, the Group was required to disclose a non-financial report for the first time from October 1 to December 31, 2017 for the shortened fiscal year formed as part of a fiscal year change. As the reporting period now coincides with the calendar year, comparability with the previous year's figures is limited.

Diebold Nixdorf AG has been publishing an annual Sustainability Report on a voluntary basis since 2010. Both the sustainability report published so far and the report on non-financial aspects are based on the globally recognized standards of the Global Reporting Initiative ("GRI Standards"). Based on a materiality analysis, the concepts pursued, due diligence processes, risks and the most important

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

performance indicators for the areas of Products, Suppliers & Customers, Compliance & Safety, Environment, Employees and Social Responsibility are described and reported below.

1.1 Business model

The Group's business model is designed to efficiently assist banks and retailers in successfully aligning their business with the needs of the digital age. As part of this, one of the central tasks of the Group is to network digital and stationary distribution channels with each other in the most business-friendly way possible.

In order for retail banks and retailers to remain competitive in the future, two factors are gaining in importance for them. First, they must adapt to new consumer habits and expectations in light of the increasing importance of electronic and mobile communication channels. It is important to increase the customer experience across channels. On the other hand, conditions such as increasing competition, low interest rates or regulations are forcing the cost structures to be further improved. An important lever for this is process automation and optimization.

In addition, both in retail banks and in retail, international expansion processes continue to advance: they require technical solutions that can be easily adapted or expanded to the requirements of new markets.

Diebold Nixdorf provides its customers with the necessary software, hardware and services information technology to meet these challenges and gain new market opportunities. With digitalization advancing, it's important to accelerate growth in software and software-related services. In addition, business opportunities are to be exploited with innovative hardware. The Group is adjusting its resources in this area to become more cost effective and competitive. Decisive for the business success of Diebold Nixdorf is therefore to develop leading technologies and solutions as well as to provide innovative operator models "As-a-Service".

These models aim to make the business more efficient and productive. The continuous transformation of the business is achieved by developing a deep understanding of the customers' processes. Diebold Nixdorf establishes itself as a sustainable innovation partner.

In this context, one of the key strengths of the Group is that its customers can obtain all services and the necessary know-how from a single source. In addition, strengths can be integrated. Competences are systematically expanded and new competitive services are developed directly on the market. In addition, customers tend to be able to be bound to the Group long-term through holistic support. Economic action within the framework of the business model must be consistent with the principles of Corporate Social Responsibility (CSR) for Diebold Nixdorf.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

These principles are guidelines for Diebold Nixdorf to be a trusted partner for customers and an attractive employer for employees.

1.2 Corporate Social Responsibility Strategy

Diebold Nixdorf endeavors to promote solutions based on economic, ecological and social aspects and thus to responsibly develop its business model.

With the aim of preventing or reducing the negative impact of business activities and generating social added value, Diebold Nixdorf considers and assesses the non-financial opportunities and risks relevant to the Group. For the Group, it is very important to be in regular contact with the various stakeholders (interest groups). Only in this way can continuous improvement of non-financial aspects and the sustainability management based on them be ensured. The following stakeholders are relevant to Diebold Nixdorf:

Stakeholders in alphabetical order

Analysts	Customers	NGOs / associations
Authorities / politics	Suppliers / service providers	Public
Investors	Employees	Partners

On the one hand, Diebold Nixdorf considers it important to consider its own requirements and, on the other hand, to identify the expectations of the various stakeholders in an open dialogue and to identify relevant non-financial aspects. Therefore, a materiality analysis is carried out at regular intervals to assess non-financial aspects of the different stakeholders. As part of this analysis, they are asked about different aspects. These are classified into the categories "very important", "important", "conditionally important" and "no statement".

The following five aspects:

- Products, Suppliers & Customers
- Compliance & Security
- Environmental aspects
- Employees
- Social engagement

are clusters that consist of several sub-aspects. Within this non-financial report, the sub-aspects that are material to the Group are reported. This will be discussed in the corresponding chapters.

Visually, the materiality below matrix shows how the Group's non-financial aspects were valued by internal and external stakeholders.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR

1 JANUARY - 31 DECEMBER 2018

ANALYSE DER WESENTLICHEN NICHTFINANZIELLEN ASPEKTE DER DIEBOLD NIXDORF AG



Overarching goals

Diebold Nixdorf has the ambition to implement and achieve its ecological, economic and social goals accordingly. The following overview describes the current goals considering non-financial aspects. In addition to these overarching goals, each company and each location has its own local goals, the implementation of which is examined in the context of management systems in the form of internal and external audits.

Overarching goals

Aspect	Measure	Status Quo
Sustainability organization	Establishment of a global sustainability organization including functional descriptions	The first implementation of the new organization has taken place and will be finalized in the following years.
Work-and Healthprotection	Creation of instructional modules on various relevant topics using different media	Implementation is demand-oriented, taking into account legal framework conditions
Education	Implement training and qualification initiatives and employee development programs	Continuous implementation of the measure
Sustainable products	Use of recycled plastics where practicable in accordance with the legal requirements of Underwriters Laboratories (UL)	Due to legal requirements of the Underwriters Laboratories not completely feasible. Recovery as soon as recycled plastic meets the required specifications.
Stakeholder dialogue	Expand and deepen regular, topic-specific stakeholder dialogue	Stakeholder dialogue was expanded in the reporting period, in particular with colleges and universities.
Responsibility in the supply chain	Holistic supplier evaluation taking into account non-financial aspects	In the financial year 2018, a continuous implementation of the holistic supplier evaluation was continued.
Environmental management at the sites	Conducting regular energy audits at relevant locations and deriving measures	Relevant locations are audited regularly.
Sustainable Development Goals (SDG)	As part of a project work, it will be determined to what extent Diebold Nixdorf can make a contribution to the SDG.	Preparations for the project work are started. Project start is planned for 2019.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

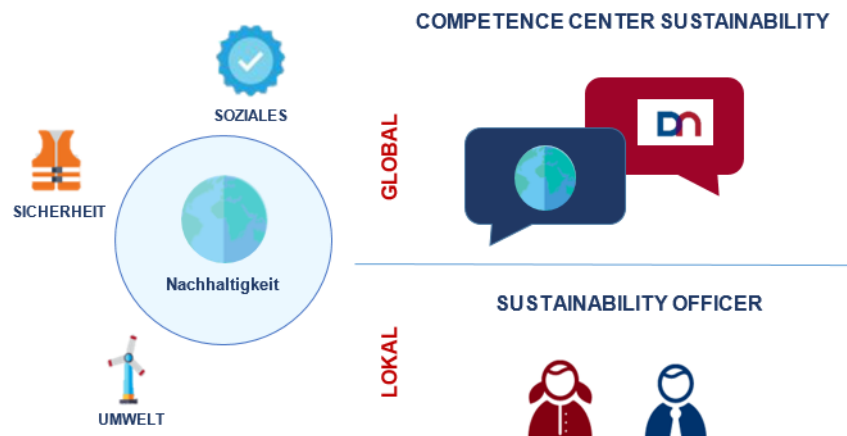
Sustainability organization

The sustainability organization has a two-tier structure and consists of the Sustainability Competence Center on a global level and the Sustainability Officers at the local level.

The Competence Center Sustainability acts as the central controlling body of the Group's sustainability organization. It addresses the challenges of sustainable development by assessing the impact of the Group on social and environmental aspects in its business processes. In addition, external impulses and ideas can play a central role. Diebold Nixdorf is in close contact with the Swiss Federal Institute of Technology in Zurich and the University of Paderborn for new projects. In addition, the Sustainability Competence Center is the central contact point within the Group with regard to environmental, social and occupational safety issues.

The Sustainability Officers are the interface between the local organizations and the Competence Center Sustainability. Furthermore, the officers support the respective local management both in the implementation of internal and legal requirements as well as in social, safety and environmental issues.

NACHHALTIGKEITSORGANISATION








Diebold Nixdorf is taking another step towards global sustainability development through the Sustainable Development Goals. These are evaluated as part of a project work. This endeavor is supported by the five sustainability principles (see figure) developed by the Competence Center Sustainability. In the future, they will be the basis for the sustainable alignment of the company.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR

1 JANUARY - 31 DECEMBER 2018

NACHHALTIGKEITSPRINZIPIEN

	Intragenerationale Gerechtigkeit	Zwischen Generationen hinsichtlich, Alter, Geschlecht, Rasse, Religion, Herkunft, sozialer Status, politische Gesinnung
	Partizipation & Verantwortung	Einbezug aller Betroffenen und Verantwortlichen
	Präventive Langzeitorientierung	Prävention und Vorbeugung statt Reaktion und Krisenbehebung; Beachtung langfristiger und dauerhafter Entwicklung statt kurzer, temporärer
	Glokalität	„Denke global, handle lokal“
	Ganzheitlichkeit & Integration	Vernetzung der ökonomischen, ökologischen und sozialer Anliegen

Central documents

The regulations, instructions and processes resulting from the requirements of the consideration of non-financial aspects and sustainability are integrated in the intragroup management system in the form of guidelines, process descriptions and work instructions as well as in the globally applicable business processes. In this way, the implementation of the corresponding measures is ensured at all levels of the company and in all processes.

Examples include the "Supplier Code of Conduct" and the "Code of Business Ethics", which are freely available on the website of Diebold Nixdorf.

1.3 Products, Suppliers & Customers

Products, suppliers and customers are a key factor in our company. Here, the aspects "products", "innovations", "supply chain" and "customer satisfaction" are of great importance and are described in more detail below.

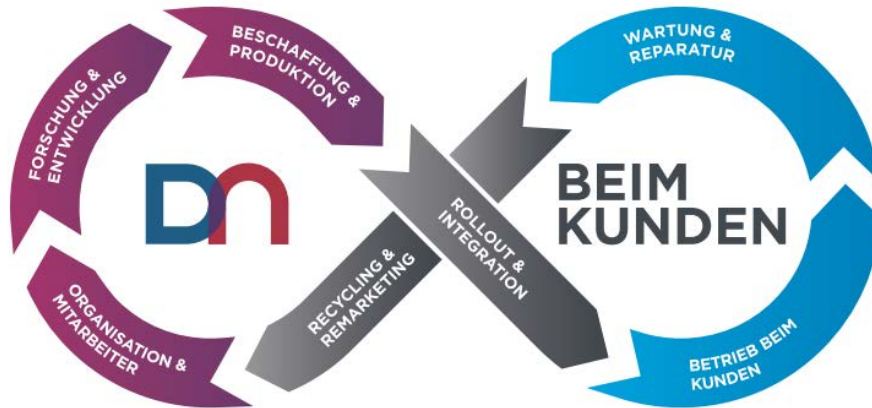
Products

Quality, product safety and reliability play a central role for Diebold Nixdorf. Therefore, in the development and production phase, emphasis is placed on the fact that products generally meet these requirements over their entire life cycle.

Over the entire supply chain and the subsequent use by the customer up to the disposal the concept of the "closed product cycle" is pursued.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

GESCHLOSSENER PRODUKTKREISLAUF



The basic technical characteristics of a product are determined already in the early conception phase. Building on this, ecologically relevant framework conditions, such as material selection, energy efficiency, longevity of the components, recyclability and ease of disposal, will be decided upon in the subsequent development phases. The process instruction "Environmentally friendly and recyclable product development" as well as the associated checklist are binding standards for this and at the same time best practice collection.

Based on international legal requirements such as REACH (European Chemicals Regulation for the Registration, Evaluation, Authorization and Restriction of Chemicals) and RoHS (Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment) has put together Diebold Nixdorf substance lists for the reduction and prevention of certain substances that are part of the relevant supplier agreement. Each supplier must observe and comply with these specifications. In doing so, Diebold Nixdorf complies with its product responsibility beyond what is required by law, since these lists of substances also limit the use of substances that are not legally prohibited but are of concern, such as so-called substances of very high concern.

This consistent avoidance of hazardous substances in the products not only avoids environmental burdens, it also reduces the risk of potential health risks to employees and increases the recyclability of the products.

Finally, the customer receives an innovative, durable product, which at the end of its service life can be broken down into its individual components and recycled or re-used (see Remarketing concept). Thus, the Group not only lives up to its responsibility to the environment, but also contributes to an environmentally conscious customer benefit.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

Product safety is the top priority for the entire portfolio. All necessary procedures are established within the framework of product liability in an integrated management system. Here it is specified how the requirements for product safety prescribed by laws or own standards are met. The aim of these guidelines is to ensure that the products fulfill their intended use and pose no danger to persons, objects and the environment. A prerequisite for this is coordinated and optimized business processes for the quality and safety of the products, which are developed, manufactured and distributed by Diebold Nixdorf.

In the entire process chain - from the development of the first product concept through service to disposal or recycling - the effects on health and safety are always monitored and examined with regard to possible risks and potential for improvement. For this purpose, experts from internal approval bodies and quality assurance staff as well as external accredited testing institutes are available.

The processes defined and documented in the management system ensure a uniform information flow with regard to product safety. Findings of a technical nature, standards, experience and shortcomings are regularly evaluated by the approval authorities and necessary improvement measures are initiated. By documenting responsibilities, the Group can immediately record all potential claims, analyze their causes and effects, and rapidly implement all necessary corrective actions. At the same time, this can avoid possible recurrence cases. All relevant data are finally documented and archived by the approval authorities according to the legal requirements. At the same time, the function of the management system is checked by the internal audit department.

During the reporting period, all statutory information requirements for products and services have been fulfilled.

Innovation

Innovations and further developments play a decisive role in the competition. Various teams within the company are continuously involved in innovations and advancements of existing products. In the "Innovation Lab", the sustainability of the Group is made visible. Here the ideas are transformed from the abstract level into reality and thereby made tangible. In addition to innovations, further developments of existing products are crucial for Diebold Nixdorf.

In order to be less dependent on the world market and the negative development of crude oil prices, the development and the subsequent use of a recycled plastic are a fundamental requirement of the Group. The big advantage of using recycled plastics is that a significant amount of energy can be saved from crude oil compared to conventional virgin manufacturing. This leads to a reduction of CO2 emissions. In addition, the waste rate is minimized because the processed plastic can go through further life cycles. Thus, scarcely any raw materials are needed for a new production and resources are sensibly saved. A

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

mandatory prerequisite for the use of a recycled plastic is the fulfillment of the requirements of Underwriters Laboratories (UL), which defines the necessary standards as a global organization.

An example of the consistent further development of Diebold Nixdorf systems towards greater energy efficiency is the modular POS system of the BEETLE / M POS line. In the past ten years, electricity consumption has been reduced by two-thirds. At the same time, the performance of individual systems has multiplied. This has been achieved through a clear focus on the use of advanced and energy-efficient technologies, such as energy-efficient processors.

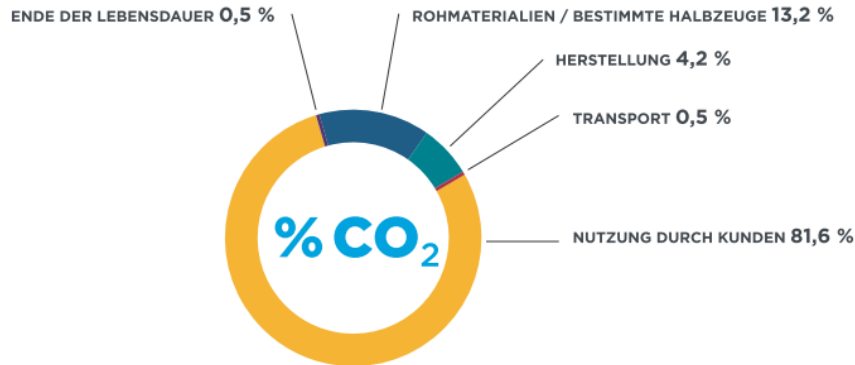
Modern LED lighting technology is used in all current Diebold Nixdorf products - be it as LED backlight in the display, as directional LED spot lighting in control panels or as an LED edge light in logo lighting. Such LED lighting brings great benefits in practice. Thus, the power consumption of the lighting is significantly reduced while at the same time extending the service life from 30,000 to 100,000 hours. The conversion of the backlighting of fluorescent tubes to modern LED technology, for example, brings the customer an energy saving of about 30%. In addition to energy, raw materials are also saved. The extended service life also reduces the failure rate and thus the use of service technicians. This not only benefits customers, but also the environment.

Diebold Nixdorf takes responsibility for the environmental impact of its products and is not only aware of its role as a consumer of energy and resources, but also actively helps to achieve the requirements of climate agreements. Therefore, Diebold Nixdorf aims to identify the carbon footprint of its product portfolio and derive measures from it. To analyze this, the environmental impact of selected products throughout their life cycle (production, use phase and disposal) is considered and presented in the form of CO₂ emissions. From the results it is possible to draw very precise conclusions about the extent to which a product should be changed in order to optimize it ecologically. These findings are also incorporated into the development of new products. Diebold Nixdorf is convinced that the identification, evaluation and consideration of these relationships leads to improved products. For example, the new generation of ATM product line will be equipped with higher cartridge capacity. The higher availability of banknotes means that lorries can be reduced by filling companies to fill the machines. This measure is expected to result in a reduced carbon footprint and lower overall cash management costs.

For the product group of the transaction terminals, the carbon footprint of a "CINEO T2000" was determined over the entire life cycle. This analysis has shown that about 82% of the total CO₂ emissions in the life cycle phase are "use by the customer". Based on these results, the results of this lifecycle phase were analyzed and critically analyzed in detail. It could be shown that 55% of the greenhouse gases are caused by the electricity consumption at the customer. Likewise, the use of thermal paper is associated with high CO₂ emissions. Negligible are the low emissions caused by the installation of spare parts and by technician missions.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

CO₂-AUSSTOSS BEIM CINEO T2000



On the basis of these results, savings potentials for reducing the carbon footprint are determined and possibilities for using these potentials are considered. The fact that the demand for such innovative adaptation options is becoming increasingly important has been demonstrated by the customer inquiries on eco-balancing. Building on the ongoing dialogue with customers and the common pursuit of efficient products, Diebold Nixdorf has carried out further analyzes for point-of-sale and deposit-taking systems. Aspects of ecological product design make it possible to keep an eye on design and environmental protection alike.

Supply chain

Diebold Nixdorf's customers operate worldwide and therefore want to reliably rely on products and services of consistently high quality all over the world. The supplier network is geared accordingly internationally. Worldwide, we buy in over 70 countries.

The task of Global Direct Procurement is to constantly expand and develop the supplier network. Along with this comes the responsibility of working with suppliers who meet the Group-wide social, ethical and ecological requirements. This is described in the Code of Conduct, the "Supplier Code of Conduct - ScoC".

The global supplier management is divided into three main areas:

- Careful selection of suppliers,
- Category management and
- Supplier quality management.

Each of these focuses on business opportunities and assesses potential risks. Diebold Nixdorf's claim is also a continuous improvement of the processes, which are therefore subject to a regular review.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

An important component of quality management is auditing suppliers. Among other things, the production processes, quality management and handling of compliance issues such as occupational safety are examined. Violations of suppliers against the Code of Conduct have not yet occurred. A responsible and well-founded selection of suppliers, long-term business relationships as well as a fair and transparent exchange of information have contributed to this.

Before entering into new business relationships with suppliers, they must undergo an audit of their compliance, finances and quality and environmental management systems (for example, ISO 9001, 14001, etc.). Suppliers are legally bound to take responsibility for comply with the principles of our Code of Conduct, the requirements of certified management systems (quality and environment) and the environmental agreement concluded with Diebold Nixdorf.

Quality management already starts with the supplier during the product development process. This ensures that error potentials are avoided in downstream mass production. In this context, the quality engineers conduct technical coordination talks with the suppliers prior to placing the order, which can further improve the delivery quality of the products.

The suppliers are evaluated continuously. The results are considered in the development of the product group strategy and in risk management.

Customers

One of the most important stakeholder groups are Diebold Nixdorf's customers. In order to determine how satisfied customers are with Diebold Nixdorf's services, the Group regularly conducts a survey of existing customers. These global surveys are aimed at the most important banking and retail customers. The surveyed customers rate their individual perception of different KPIs and performance areas. The power ranges are measured at defined measuring points. These so-called "customer touch points" are points on which customers come into contact with the Group's services. The measurement allows for a very accurate and differentiated view of customer satisfaction at all levels of collaboration. The aim of the survey is to have the services provided directly assessed by the customer and to derive concrete and measurable improvement measures from the results.

The question "How likely is it that you would recommend our company to colleagues or business partners?" Lays the foundation for determining the Net Promoter Score (NPS). This provides information about the proportion of customers willing to recommend and has meanwhile been established throughout the company as a measure of customer loyalty. Through a differentiated evaluation between the "Banking" and "Retail" areas as well as by regions and areas, weak points in the organization can be identified and targeted. During the reporting period, the NPS improved slightly compared to the previous year.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

KUNDENZUFRIEDENHEIT



In addition to the actual results, the derived and appropriate measures are particularly important. Specifically, it is always about not only recognizing potential for improvement, but also to use and implement targeted. The results and the measures adopted are anchored in the account plans and regularly reviewed. The following example shows how such a concrete measure can look like: A customer expresses his dissatisfaction with the usability of an ATM in the course of the survey. The account manager picks up this feedback and identifies the actual problem in direct exchange with the customer, which consisted in the inadequate provision of instructions with regard to specific problems, in this case the removal of a banknote jam. By equipping the output devices with appropriate step-by-step instructions in the form of stickers, a quick and easy problem-solving was created. Through surveys such as these, Diebold Nixdorf ensures that potential problems and risks are identified with foresight and eliminated through targeted measures. The chosen path has an effect: in critical regions, targeted measures, e.g. in services, improving customer satisfaction.

1.4 Compliance & Safety

Compliance with laws and regulations

Compliance with regulations, as well as orientation towards values such as integrity and fair competition, are an integral part of the global enterprise. Diebold Nixdorf is committed to a high level of compliance and anti-corruption standards and promotes its integrity through, for example, the Group's "DN Now" strategy, which is valid and binding for all companies and locations. The Ethics & Compliance Program ensures that all business operations worldwide comply with applicable laws and regulations. In particular, all financial controls and systems established under this strategy provide for background

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

checks to be carried out on potential distributors and as "high risk" qualified suppliers ("third parties"). In principle, all new suppliers must complete a questionnaire before commissioning.

To protect the company from unlawful behavior, the Code of Business Ethics and the Anti-Corruption Policy have been introduced to combat corruption and fraud. The Code of Business Ethics is the basic document and requires all employees to comply with the requirements of this Policy, to comply with regulations and instructions, to avoid conflicts of interest, and to report violations.

The Anti-Corruption Policy prohibits employees or third parties from making or accepting improper payments or gifts of value in Diebold Nixdorf's name. The goal of this anti-corruption strategy is to ensure that employees and third parties, regardless of their location and for which companies they operate, comply with all relevant anti-corruption and anti-fraud laws, such as the United States Foreign Corrupt Practices Act ("FCPA") or the United Kingdom Bribery Act ("UKBA").

Diebold Nixdorf is committed to building business relationships and working with clients, suppliers, employees, institutions and organizations to ensure the compliance of its global business. In return, all of its suppliers and their suppliers are required to comply with the Supplier Code of Conduct.

The Supplier Code of Conduct states that Diebold Nixdorf expects all its suppliers to comply with applicable laws, including global anti-corruption laws, promote local accountability, comply with occupational health and safety standards and human rights standards, and promote sustainable development support transparent supply chain and apply management systems and necessary processes.

All Diebold Nixdorf employees are required to abide by applicable law.

Infringements, but also fraud allegations can sustain the business by e.g. Punishment and damage to our reputation damage.

Regular compliance training by the Diebold Nixdorf workforce helps minimize these risks. The company-wide compliance training program consists of classroom training as well as web-based training. In addition to general training, the individual business units hold special training courses with topics and examples from their special fields. This ensures that the training takes into account topics of global relevance as well as the subject-specific topics.

The Compliance Organization is headed by the Chief Ethics and Compliance Officer (CECO), who reports directly to the Diebold Nixdorf Chief Legal Officer and to the Audit Committee of the Diebold Nixdorf, Inc. Board of Directors. The CECO is responsible for the development and implementation of the Group-wide Ethics Principles and the Global Compliance Program.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

The CECO receives support from the company-wide compliance organization. With a global presence of qualified compliance managers, Diebold Nixdorf ensures that the compliance program is consistently implemented in all companies and at all locations.

The Ethics & Compliance organization is responsible for establishing clear and consistent compliance policies and procedures throughout the organization, training employees to do so, conducting required investigations, ensuring effective financial controls, and advising on compliance-related issues.

Respect for human rights

Diebold Nixdorf is committed to a high degree of ethical and social principles, in particular to identify and avoid human rights abuses in the business and supply chain.

Diebold Nixdorf's definition of modern slavery involves recruiting, harboring, advancing, providing or procuring persons for work or services through the use of force, deceit or coercion for the purpose of involuntary subjugation, bondage, serfdom, bondage or slavery.

Employees are encouraged and, where required by law, are required to report any violations of the Group-wide Modern Slavery Policy. Various internal reporting channels are available to employees. In addition to a third-party confidential whistleblower hotline, all employees of the Ethics & Compliance Team, the Legal Department, Human Resources, and any manager or supervisor can be contacted.

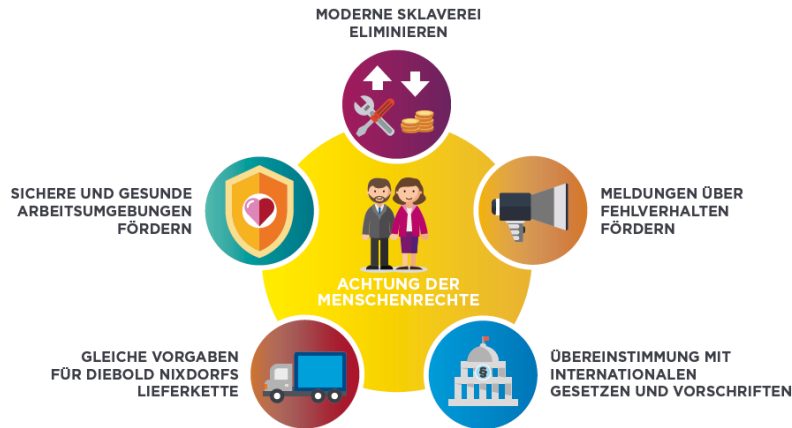
The "Whistleblower Non-Retaliation Policy" protects all employees who entrust themselves to these internal offices.

In addition, Diebold Nixdorf requires its suppliers to commit themselves to these guidelines. Diebold Nixdorf's suppliers are committed to adhering to the Group-wide Supplier Code of Conduct, which prohibits them from participating in human trafficking, slavery, child labor or any other form of forced labor.

Last year, steps were taken to improve the Modern Slavery Program. A steering committee was set up to implement the improvements later in the year. Some of the improvements included the introduction of the modern-slavery policy and the addition of modern slavery issues in the third-party screening process to address this issue in the supply chain and identify risks. Diebold Nixdorf continuously identifies the need for training to prevent trafficking and modern slavery for its employees and management who are directly responsible for the supply chain. The prevention of human rights abuses is a team effort and Diebold Nixdorf is dedicated to this goal within its own sphere of influence.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

ACHTUNG DER MENSCHENRECHTE



Diebold Nixdorf is aware of its social obligations set out in international standards with respect to all employees in the countries in which the Group is represented. The "Code of Business Ethics" contains numerous behavioral requirements derived from widely recognized human rights. These include, inter alia, the prohibition of child and forced labor and the maintenance of decent working conditions.

No violations became known in the reporting period.

Information and data security

Data and information are another important corporate value in addition to traditional corporate values. With the ever-growing volume of communication and networking, it is becoming increasingly important to protect these values from loss and unauthorized access. Diebold Nixdorf has concepts with rules and guidelines for information security that help employees to implement the required high security standards in their daily work. Information Security creates "virtual security fences" for various business processes. In order to prevent any risks, appropriate information security goals have to be defined for all business activities - from product development to service. This applies in particular to the handling of customer data and information.

Documents and electronic data carriers are kept under lock and / or stored securely. This applies to a large extent to sensitive data concerning customers, employees or trade secrets. It is not allowed - except for operational purposes - to make transcripts or copies of data. No employee has the right to access information that does not relate to their own activities. The postal and telecommunications secrecy is also respected.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

The information security management system is ISO 27001 certified at major sites and ensures that the confidentiality, availability, integrity and authenticity of data and information is ensured in compliance with legal requirements. These include, for example:

- to protect data and information, in particular customer and employee data against risks and threats,
- protect business processes and ensure continuous business operations
- limit risks to a tolerable level
- avert material and immaterial damages from the company.

All measures are intended to either avert known or suspected risks or to reduce their probability of occurrence in order to prevent damage to Diebold Nixdorf.

The concept described above and its consistent implementation have meant that no substantiated complaints regarding the violation of customer privacy and the loss of customer data were reported during the reporting period.

1.5 Environment

Diebold Nixdorf is a global company and sees it as its entrepreneurial responsibility to efficiently use resources and energy at all locations worldwide and to avoid environmental risks.

This succeeds by combining economic principles with ecological action. This not only makes a contribution to environmental protection, but also creates measurable added value for the Group. The Group is subject to a variety of national, regional and industry laws, regulations and policies that must be adhered to. In some areas, the company's internal regulations go beyond the legally required minimum standards.

In order to anchor internal and external demands in the company and to constantly improve the status quo, all sites worldwide with production, development and data centers are certified according to the ISO 14001 environmental management system. The environmental management system ensures that the need for action and the risks of the environmental aspects at the company and product level are identified, measures are derived and processes are designed to be safe and environmentally friendly. With regard to possible emergency situations, the company has a civil protection organization including appropriate emergency plans.

The following non-financial environmental aspects have been identified as relevant for the Group and the resulting risks have been assessed and measures have been derived. It goes without saying that the entire supply chain is included in all environmentally relevant considerations. An environmentally

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

friendly, resource-efficient working method is required for all suppliers. This is described in the "Supplier Code of Conduct - SCoC" Code of Conduct, which is an integral part of the contract with the suppliers.

During the period under review, there were no violations of environmentally relevant laws within the scope of the Group that were punished by a fine. The following describes the environmental aspects relevant to Diebold Nixdorf. Environmental aspects that have little or no relevance are not considered. This applies, for example, to the environmental aspect of biodiversity.

Energy & Emissions

In the reporting period, Diebold Nixdorf was represented in more than 30 countries with its own subsidiaries. In these countries, offices and production facilities are operated. Irrespective of whether it is a separate or rented building, the Group strives to conserve resources and to use state-of-the-art technology. This is achieved via a global building concept. The focus here is on the building stock and the selection of new rental properties. The influence on the choice of energy sources, implementation of remedial measures or waste disposal is limited as a tenant. Therefore, Diebold Nixdorf attaches great importance to selecting the best energy standard when choosing a new potential rental property. This is achieved through a group-wide uniform concept for the identification of buildings to the highest energy standards. For example, any certificates that prove energy efficiency or the type of energy supply are checked.

In addition to the rented locations, Diebold Nixdorf owns the locations Paderborn and Ilmenau. Here, the building concept is even more comprehensible, as there is a direct influence on environmentally relevant decisions. Buildings and facilities as well as the associated processes are subject to constant optimization. The implementation of these measures is carried out by the local management as well as Diebold Nixdorf Facility Services GmbH, Paderborn and the Competence Center Sustainability.

Priority of the own buildings is the preservation of the building substance by constant modernization. Investments are secured and calculated by a digital code-based system. For example, in 2017, two new evaporative cooling systems were built at the Paderborn location on the "C" building. The investment decision is based on experience with existing evaporative cooling systems, in connection with the current state of the art as well as the partly changed use of buildings. This approach ensures that economic as well as ecological aspects are taken into account.

To ensure the energy supply at the production site in Paderborn and to minimize the risk of an external power failure, a modern combined heat and power plant (hereinafter "cogeneration plant") supplies the entire site with electricity, heat and cooling using combined heat and power. The CHP plant is considered to be highly efficient (according to Directive 2012/27 / EU) and generates a high share of the annually required electricity. The heat generated as part of the power generation process is used for heating and absorption cooling systems for cooling and air conditioning of buildings.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

Diebold Nixdorf regularly checks the gaseous emissions of the cogeneration unit by external service providers in accordance with legal requirements, so that the safe operation of the system is guaranteed. The measurement results will be made available to the competent authority.

The production site in Ilmenau uses district heating. This form of energy is particularly environmentally friendly, as it is generated by combined heat and power and partly by the use of renewable energy. In addition, the energy efficiency is increased by the use of underfloor heating systems in the production halls, because a floor heating compared to conventional radiators requires only relatively low temperatures to achieve a desired indoor climate. Thus, less energy is required for heat supply.

With regard to energy-efficient lighting, the lighting of the production sites and office space will gradually be converted to modern and energy-efficient LED lighting. This process will be continued, especially in the context of renovation and renovation work, to further contribute to the reduction of electricity consumption.

Energy consumption	in TJ	
	01.01. - 31.12.18	01.10. - 31.12.17
Gas CHP Paderborn	166	43
Electricity	116	26
Warmth	9	5
Fuels	275	68
Total	565	142

Emissions ^[1]	in t	
	01.01. - 31.12.18	01.10. - 31.12.17
CO ₂	52.683	14.108
No _x ^[2]	17	4

^[1] The conversion is carried out using the conversion factors of the IEA of the factors from 2011.
Source: <https://ecometrica.com/assets/Electricity-specific-emission-factors-for-grid-electricity.pdf>

^[2] The NO_x emissions refer only to the location Paderborn.

Dangerous & non dangerous waste

The concept of the consistent separation of waste fractions has been a practice at Diebold Nixdorf for years - starting with the production and production areas right up to the office areas. Diebold Nixdorf acts according to the following principle:

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR

1 JANUARY - 31 DECEMBER 2018

ABFALLMANAGEMENT



Waste management works with qualified companies. In Germany, the qualification "Entsorgungsfachbetrieb" according to the German Waste Management Ordinance is a qualification demanded by Diebold Nixdorf for the contracted waste disposal companies. Regular contact with the disposal companies ensures that changing prerequisites, such as changes in the legal situation or new types of waste to be disposed of, are anticipated and legally implemented. Abfallexporte to other countries do not take place at Diebold Nixdorf.

Waste	in t	
	01.01. - 31.12.18	01.10. - 31.12.17
Hazardous waste for recycling	49	14
Hazardous waste for disposal	410	49
Non-hazardous waste for recycling	5.382	1.085
Non-hazardous waste for disposal	30	15
Total	5.871	1.163

Remarketing concept

A best practice example of the reusability of used products is Diebold Nixdorf's three-stage remarketing concept for reprocessing and distributing used systems and for obtaining spare parts. The concept is divided into remarketing / re-use / recycling.

Remarketing: The first stage of the concept is the repurchase, processing and marketing of used products from the business customer sector.

Re-Use: At this stage, the reuse of spare parts and components effectively avoids waste. Further advantages include the significantly extended availability of spare parts and components as well as the cost savings for the customer compared to a downstream and often more expensive new production of spare parts and components of older design.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR

1 JANUARY - 31 DECEMBER 2018

Recycling: The third stage involves the decomposition of systems and subsequent separation into more than 50 different substance fractions. In this way, the amount of waste that can not be recycled can be reduced below 1%. This is how Diebold Nixdorf complies with its manufacturer responsibility and ensures proper and high-quality recycling.

Remarketing Concept

	01.01. - 31.12.18	01.10. - 31.12.17
Spare parts modules (piece)	8.428	4.172
Re-marketed systems (pieces)	292	62
Old equipment (recycled cumulated tonnage, in tonnes)	2.451	326

Water sewage

Water consumption is of key importance at the production site in Paderborn, as this resource is part of the production process. In order to save valuable drinking water, for example, groundwater is used as process water for the production process of the products at the Paderborn location. Process waters are used multiple times, which also makes itself felt in the reduction of water consumption.

The use of water causes wastewater. At the production site in Paderborn, for example, not only sanitary wastewater is generated, but also cooling and industrial wastewater is generated. These wastewaters are internally cleaned before being introduced into public networks or sewage treatment plants. In addition to in-house self-monitoring, which is documented in company diaries, these wastewaters are regularly examined by independent accredited laboratories, in addition to statutory requirements. Thus, Diebold Nixdorf ensures that discharged industrial wastewater before it is handed over to public networks meets the specific requirements and does not entail any undue burden. Findings are regularly communicated to the relevant regulatory authorities with whom we have an open, ongoing exchange.

At all other sites of the company, water consumption and waste water play a minor role, since water is only used there for sanitary purposes.

Water sewage

	in 1.000 m³	
	01.01. - 31.12.18	01.10. - 31.12.17
Drinking water	77	19
Groundwater	75	12
Sewage direct discharge	29	3
Waste water indirect discharge	85	20

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

1.6 Employees

Diebold Nixdorf assumes a leading role as a technology driver and pioneer in connected commerce. This is only possible with a team that works together and keeps them together. With people who are motivated and committed to pursue the goals of the company and with employees who identify with their company and are proud of their cooperation.

Corporate culture

Diebold Nixdorf has focused its corporate culture on promoting and challenging. Through the transfer of personal responsibility, through qualification for the tasks of tomorrow and opportunities for personal and professional development. Diebold Nixdorf calls for willingness to change and achieve ambitious goals. The corporate culture is based on open and honest communication and a structure in which each individual can contribute their knowledge and skills. Diebold Nixdorf relies on initiative, creativity and co-creation by responsible employees. They are given the freedom to think and act independently and entrepreneurially.

Through fair and fair working conditions, up-to-date health management and a corporate culture characterized by openness, fairness and respect, the Group aims to make a significant contribution to maintaining or strengthening the work ability, qualification and commitment of its employees throughout their entire working lives.

Education

Diebold Nixdorf's goal is to ensure that its employees have a highly qualified and motivated workforce in line with their business strategy. As a basis for lasting corporate success, the Group wants to attract and attract the best young talent. This is achieved through attractive entry opportunities for school and university graduates, tailor-made vocational training and a variety of development and qualification opportunities.

A strategic HR development strengthens the identification with the company's goals and helps to become an even more attractive employer for highly qualified employees. One focus is to support employees in particular and to make a significant contribution to the success and future security of the company through their targeted further development. All company levels are included in the personnel development initiatives.

In the financial year 2018, further work was done on the steady development and promotion of the workforce.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

Comprehensive structural and process changes in the company require a high level of flexibility and the ability to constructively shape change. Our leaders and employees are being helped with new training to build these skills.

Diversity & equal opportunity

Diebold Nixdorf is internationally active. His clients and partners are located all over the world and belong to different cultures and nationalities. In order to be successful in the various markets, the Group also relies on diversity among its employees. The diversity of employees is therefore seen as an asset. The diverse talents and experience of the workforce create an environment in which ideas for innovative business processes and software solutions can emerge.

In Germany Diebold Nixdorf employs 44 people of different nationalities. With this diversity, the Group is well positioned to pursue a sustainable corporate strategy with the foundations of stability, productivity and innovation. The strategy is based on the conviction that teams with employees from different cultures and different backgrounds bring valuable knowledge into the company. An international company thrives on the diversity of its employees, because only in this way can innovation and creativity be conceivable in all its products and markets.

The internationality is also reflected in global management. The majority of executives in Diebold Nixdorf's subsidiaries worldwide have emerged from local organizations. 90% of the top managers in the countries (general manager within an area or country organization) comes from the respective country organization. Amongst these senior executives, more than 26 different nationalities were represented in the year under review.

All employees are treated equally throughout the Group. In the case of appointments, the decision for a candidate is made on the basis of suitability and regardless of gender. Through global descriptions of functions, the remuneration of employees worldwide is based purely on the function assumed, so that there is no differentiation in the remuneration between women and men. Currently, 20% of the global workforce is women. Further information on the composition of the Supervisory Board can be found in the Corporate Governance Report of Diebold Nixdorf AG.

Total workforce by gender

	31.12.2018	31.12.2017
Employees by gender	8.786	8.401
male	80%	81%
female	20%	19%

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

Anti-discrimination

In line with its understanding of values, the company expects every employee to align their behavior, both internally and externally, with the interests of the company. In particular, each employee is expected to have a friendly, knowledgeable and fair dealings with colleagues, colleagues and third parties.

Neither discrimination nor harassment of employees, such as sexual harassment or bullying are tolerated. Diebold Nixdorf is committed to ensuring that no one is disadvantaged, privileged, harassed or marginalized because of gender, descent, ethnic origin, sexual orientation, skin color, belief, disability or age. The dignity of each employee, his personal rights and privacy must not be violated.

The fair and respectful interaction with each other is regulated in the "Code of Business Ethics". The Code is binding for every employee of Diebold Nixdorf worldwide (see chapter Compliance & Security).

In Germany, the General Equal Treatment Act protects against discrimination, especially in the workplace. Any violations can be reported to the works council, the personnel department or the Federal Anti-Discrimination Agency. Complaints are documented and reviewed within a clearly regulated procedure. In the case of inadmissible disadvantages, we take appropriate measures which, in extreme cases, can lead to the dismissal of the discriminating employee.

During the reporting period, Diebold Nixdorf was not aware of any cases of discrimination and accordingly no action was taken.

Attractive employment conditions

Diebold Nixdorf is in the global competition for the best employees in the industry. Therefore, employees are offered attractive monetary and non-monetary employment conditions. In addition, flexible working time systems and part-time solutions make it possible to combine company and private interests in the best possible way.

Employees are offered a balance between work and private life. At the same time, it is important to be able to react to downturns, sales fluctuations and cost pressure with effective flexibilisation instruments. An important element of flexibilization is formed in the area of the location and distribution of working hours.

In Germany, trust working time models outweigh the management of working time accounts and the control of working hours. In addition there are flexitime working time models, during which employees can establish or reduce a working time account in the course of a year. To a varying extent, both models offer scope for responding to fluctuations in capacity requirements and for better reconciling business

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

and private interests. Part-time work, which is currently mainly used by women, is possible in various forms; Added to this is partial retirement for older employees. The respective solutions take the company's needs and the personal interests of the individual equally into consideration and are open to both women and men.

Company management and employee representatives of the Group and its subsidiaries maintain a trusting relationship with each other in order to successfully master the challenges ahead, even in times of structural change. In addition, the workforce in Germany uses the industry-leading idea management system to actively contribute to the continuous improvement of their work environment.

Remuneration and benefits

Global functional descriptions, which are linked to collective compensation systems in parts of the Group, ensure a fair and consistent differentiation of income depending on the function assigned to the employee. The remuneration is based on local, industry or country-specific circumstances, which is checked by participating in compensation comparisons of renowned providers.

Diebold Nixdorf pursues the goal of rewarding employees in a justifiable economic framework at all times in a fair and equitable manner. In the respective national companies, any legal or other mandatory provisions on minimum wages as well as additional collective regulations such. B. Collective agreements or company agreements. The compensation system is designed in such a way that both the performance of the individual and of the workforce as a whole is fairly rewarded. The assessment of individual performance is made by (local) assessment systems based on function-oriented requirements. Another component is participation in the success of the company through variable remuneration components.

A consistent system of targets and key figures, implemented according to uniform principles, ensures that employees and executives all over the world, including the management board, are measured according to the same logic in the business success of the company and participate in the results together. The amount and share of variable income in total compensation also depend on function and responsibility. In addition to the compensation components, the employment conditions also include other monetary benefits such as company cars, insurance or retirement benefits.

Work safety

The basis for occupational health and safety at Diebold Nixdorf is "Safety first!".

Risks and risks arising from business activities are avoided or reduced to a minimum. All business activities and production processes are evaluated for their endangerment. The highest priority is the

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

substitution, i. the elimination of the danger. If this is not possible, technical measures will be implemented to protect employees. The third stage is organizational measures, such as spatial or temporal separations. If necessary, the measures described above are complemented by personal measures such as the wearing of personal protective equipment (PPE).

Safe working environments and safe working require high levels of vigilance and commitment from all employees at all times. That's why we work with our employees to continually raise awareness of dangerous situations. For example, we have achieved this through the action "Think of SAFETY", which was initiated for German locations. All employees were called upon to submit proposals for unsafe situations and actions. The best three proposals will be awarded.

Despite all preventive measures, accidents can not be completely avoided. In these cases, an accident analysis is carried out with the aim of identifying the cause and eliminate, so that a repetition of this incident is possible excluded.

Accidents at work

	01.01. - 31.12.18	01.10. - 31.12.17
Occupational accidents > 1 day of absence (Lost Time Injury)	56	17
Accident failure rate (Lost Time Injury Frequency Rate) ^[1]	3,6	4,6
Severity (Severity Rate)	29,2	5,9

^[1] Calculation of the LTIFR:

Employment injuries / (number of employees * hours worked) * 1.000.000

Health

With effective health management, Diebold Nixdorf wants to maintain or improve the health and motivation of its employees in the long term. Diebold Nixdorf considers the analysis of incapacity for work and - in compliance with data protection regulations - as very important, as well as the discussion and, if necessary, the definition of preventive measures. If necessary, health circles are formed for this purpose, in which, as a rule, contact persons of health insurance companies are also involved.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

In order to fulfill the requirement for a holistic care of employees, Diebold Nixdorf offers in cooperation with the Caritasverband Paderborn e.V. in Germany a company social counseling. Social counseling has its own premises at the Paderborn location, so that the employees there have access to advice directly at their workplace. For the following topics the social counseling supports the employees:

- reintegration after illness
- in case of long and severe illness
- difficulties in the private sphere
- debt
- addiction and disease
- mental and psychosomatic diseases

Absolute confidentiality is guaranteed in any case. In many cases, non-bureaucratic help is made possible - partly also with recourse to a social fund of the company.

1.7 Social Responsibility

Regional development

Diebold Nixdorf is internationally active as an employer, contractor and taxpayer and thus firmly anchored in the economy and society. At the same time, the company takes social responsibility for the local people very seriously.

In her role as employer and client, Diebold Nixdorf is involved in the regions in which the Group operates, contributing to competitiveness as well as addressing social, environmental and educational challenges. This commitment takes into account both the expectations of the stakeholders in the business environment and the specific challenges and structures of a region.

Social commitment

Social commitment must be lived - both by the management and the employees. People with ideas and a sense of responsibility are in demand when it comes to supporting social institutions and actions. At Diebold Nixdorf, on the one hand, employees approach projects to the company management, on the other hand, the company management provides appropriate food for thought.

Local leaders decide independently about the commitment in countries in which Diebold Nixdorf is represented with its own subsidiaries. The principle here is to strengthen integration into the local community.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

A good example of taking on social responsibility is the "Diebold Nixdorf in the Community" initiative in the United Kingdom. The UK site supports their employees' volunteer work with paid leave for one business day per business year. The prerequisite for this is that the employee undertakes a charitable activity in the local community with at least two other Diebold Nixdorf colleagues.

The commitment in the UK, however, is not an isolated case. Diebold Nixdorf companies and their employees are involved in local communities worldwide. The type of engagement and the supported projects depend on the local conditions.

NON-FINANCIAL REPORT OF FOR THE FINANCIAL YEAR 1 JANUARY - 31 DECEMBER 2018

Disclaimer:

Great care has been taken in collecting the data contained in this report. Insofar as statements of future developments are included, they are based on the information and forecasts available at the time of publication. Even though the latter have been worked out very carefully, various factors that could not be foreseen at the time of publication can lead to deviations. All report contents were examined in detail by the responsible employees and found to be correct.