



ESG

Report 2021

Environmental
Social
Governance

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About This Report

This report describes Diebold Nixdorf's initiatives, management systems and performance related to our Environmental, Social, and Governance (ESG) program.

ESG data in this report, which is not audited or externally assured, is based on calendar year 2021 unless otherwise stated. Data and information are collected and managed through Diebold Nixdorf's management systems including various internal reporting protocols and a cloud-based resource management platform.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards Framework, as described in the Appendix. Diebold Nixdorf also considered reporting guidance from the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD) to further inform reporting, as described in the Appendix. Our goal in publishing this report is to share broadly with the public and with our stakeholders, including shareholders, customers, partners and teammates around the world, our organization's firm commitment to outstanding corporate citizenship. ESG risks and opportunities are dynamic, and we continually assess our program to ensure its responsiveness to our changing world and its expression of our values. For questions regarding this report, please contact Sustainability@dieboldnixdorf.com.

Investor Information

The Company uses its [Investor Relations website](#) as a channel for routine distribution of important information, including stock information, news releases, investor presentations and financial information. The Company posts filings as soon as reasonably practicable after they are electronically filed with or furnished to the SEC, including its annual, quarterly, and current reports on Forms 10-K, 10-Q and 8-K; its proxy statements; registration statements; and any amendments to those reports or statements. All such postings and filings are available on the Company's Investor Relations website free of charge. In addition, this website allows investors and other interested persons to sign up to automatically receive email alerts when the Company posts news releases and financial information on its website.



Letter From the CEO

Valued member of the Diebold Nixdorf community,

When working with our global customers, we frequently talk about how Diebold Nixdorf transforms the way the world banks and shops. A key component of our mission is to do this work as a caring and kind corporate citizen, one that recognizes all of the ways that an organization touches and impacts the world around us. In this spirit, our ESG program has the following components:

- Connecting commerce for our customers and global consumers in ways that protect, care for and minimize harm to the **environment**;
- Ensuring responsible **global citizenship** through fair, diverse, inclusive and safe workplaces and by giving back to the communities where we live and work;
- Maintaining best practices in **governance** on behalf of all our stakeholders, while **growing our business in sustainable ways** through our commitment to our values and ethics.

In 2021, our company continued to focus on these components. From an **Environmental** perspective, we reduced key emissions (Scope 1 and 2) with the goal to move responsibly toward “net zero” emissions in the future. We implemented sustainability projects at our facilities around the world — such as installing solar panels to help power our European hub in Paderborn, Germany and an enhanced and coordinated recycling program at company locations around the globe.

In the **Social** sphere, we are building upon our employee-focused initiatives, including our CARE council and employee resource groups. Our corporate giving philosophy includes donations and partnerships with charities that promote and protect human rights and diversity, equality and inclusion initiatives, while continuing to provide needed support within the communities where we operate.

In our **Governance**, we continue to focus on best practices throughout our organization, in our Board of Directors, across our leadership team and throughout the company. The foundational values of our corporate governance practices are openness, equity, integrity and accountability. Our Board of Directors receives regular updates and provides input and feedback regarding the company’s ESG initiatives. Our Board also engages in continual Board refreshment to ensure diversity of background, perspectives and experience at the highest levels of our organization.

These are only some of the strides we made in our ESG efforts in 2021. We are very proud of our continued progress into 2022, especially against the backdrop of a global pandemic, supply chain constraints experienced by all industries including ours and geopolitical unrest. Even in the face of these challenges, we continue to do our work the right way, according to our highest values, and with great care for our people, our partners, our stakeholders and the world around us. We hope you find our ESG report informative, and we look forward to interacting with you in our efforts together around the world. Thank you for your interest in our company and in joining with us to make our world a better place.



Octavio Marquez

President and Chief Executive Officer
Diebold Nixdorf, Incorporated



About Diebold Nixdorf: Our ESG Program

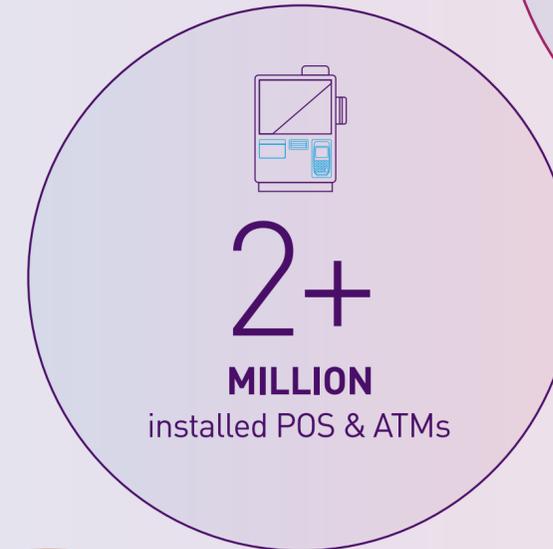
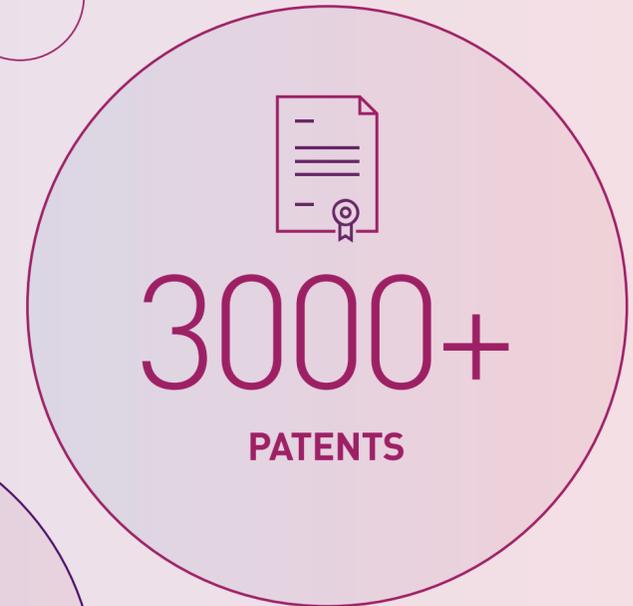
In 2021, Diebold Nixdorf continued to enhance our company's ESG program, engaging our employees, partners and customers around the world across each of the ESG vectors, and continuing to invigorate our business and our culture through caring, sustainable practices.

We worked to reduce our use of energy and other resources, we managed paper consumption, we diverted waste streams that previously had gone into landfills, and we reminded each other to make choices in our lives and our work that make a difference for our planet. We also worked to reduce our carbon footprint, promoted recycling, and focused on using environmentally sustainable materials in our products and solutions. Diebold Nixdorf is committed to continuous improvement in our ESG program.

As an innovation partner for most of the world's top 100 financial institutions and a majority of the top 25 global retailers, Diebold Nixdorf delivers unparalleled services and technology that power the daily operations and consumer experiences of banks and retailers around the world. Diebold Nixdorf has a presence in more than 100 countries with approximately 22,000 employees worldwide.

Diebold Nixdorf offers a broad portfolio of solutions designed to automate, digitize and transform the way people bank and shop. As a result, our operating structure is focused on two customer segments – Banking and Retail. Leveraging a broad portfolio of solutions, Diebold Nixdorf offers customers the flexibility to purchase the combination of services, software and products that drive the most value to their business.

OUR LEADERSHIP, EXPERTISE AND GLOBAL REACH

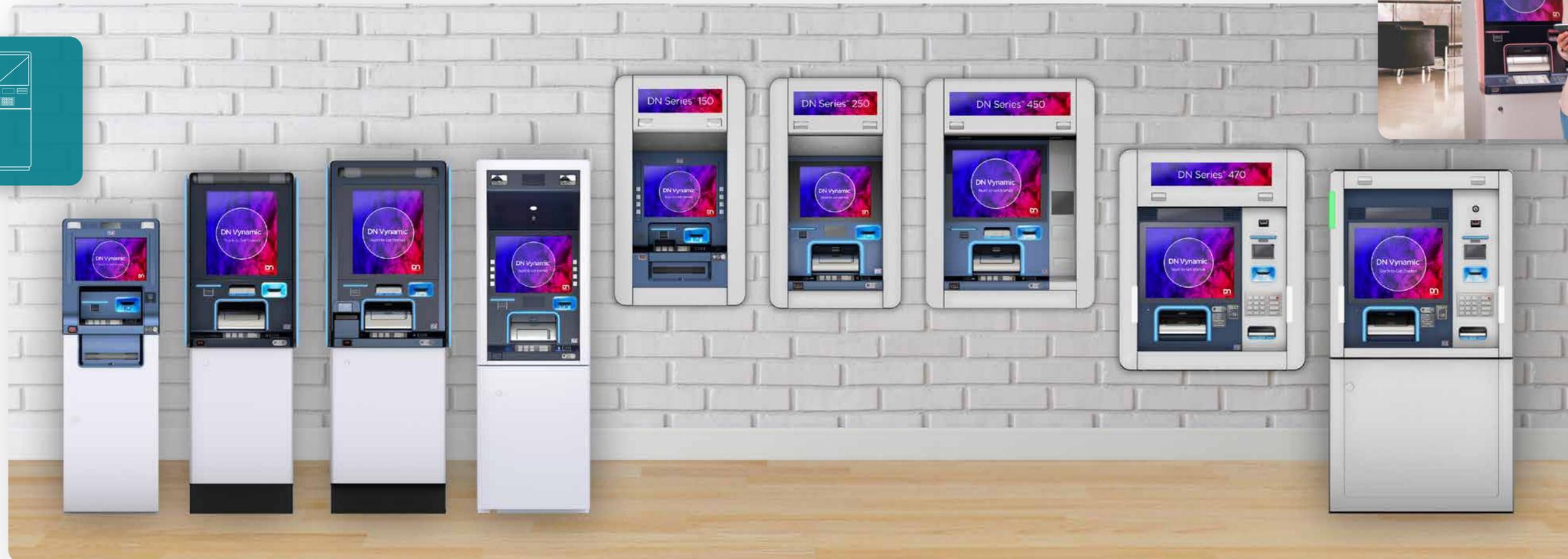
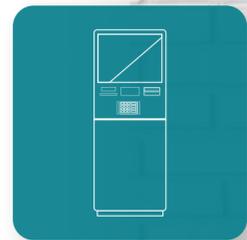


BANKING

We provide integrated solutions for financial institutions of all sizes designed to help drive operational efficiencies, differentiate the consumer experience, grow revenue and manage risk. In 2020, we released our whitepaper, [Sustainable Banking: A Guide to Taking Action](#), which outlines opportunities for financial institutions to drive positive environmental and social impacts through green operations and financial inclusion.

- Services represents the largest operational component of our company and includes product-related services, implementation services and managed services. Product-related services manages incidents through remote service capabilities or an on-site visit. Our integrated business solutions include self-service fleet management, branch life-cycle management and automated teller machine (ATM) as-a-service capabilities.
- The Banking product portfolio consists of ATMs, cash recyclers and dispensers, intelligent deposit terminals, teller automation, and kiosk technologies. The sustainable features and production of the company's DN Series™ family of self-service solutions will significantly reduce power consumption and carbon dioxide (CO₂) emissions.

- Diebold Nixdorf's software encompasses front-end applications for consumer connection points, digital solutions that enhance consumer-facing offerings, and back-end platforms that manage channel transactions, operations and channel integration. These hardware-agnostic software applications facilitate millions of transactions via ATMs, kiosks and other self-service devices, as well as via online and mobile digital channels.



RETAIL

Diebold Nixdorf's comprehensive portfolio of retail solutions, software and services improves the checkout process for retailers while enhancing shopping experiences for consumers. In 2020, we released our whitepaper, [Sustainable Retail: The Sustainability Playbook](#), which outlines opportunities for retailers to be more sustainable and drive positive environmental impacts through green operations.

- Diebold Nixdorf AllConnect ServicesSM for retailers include maintenance and availability services to continuously optimize the performance and total cost of ownership of retail touchpoints such as checkout, self-service and mobile devices, as well as critical store infrastructure. As a single point of contact, service personnel plan and supervise store openings, renewals and transformation projects, with attention to local details and customers' global information technology (IT) infrastructure.

In 2021, Diebold Nixdorf announced it entered the electric vehicle charging (EVC) station services business, a promising and rapidly growing market. Our global services capability, including our technicians, our skills in global spare parts logistics management and multi-lingual help desks, have initially resonated with market participants who own public charging stations.

- The Retail product portfolio includes modular and integrated "all-in-one" point of sale (POS) and self-service terminals that meet changing consumer shopping journeys, as well as retailers' and store staffs automation requirements. Diebold Nixdorf's self-checkout (SCO) products and ordering kiosks facilitate a seamless and efficient transaction experience.
- The DN Vynamic[®] software suite for retailers provides a comprehensive, modular and open solution ranging from the in-store check-out to solutions across multiple channels that improve end-to-end store processes and facilitate continuous consumer engagements in support of a digital ecosystem.



OUR ONGOING HISTORY OF INNOVATION



First long-edge, anti-skimming, secure card reader



First to introduce drive-up banking



First electronic POS network system introduced in Europe



First stateless, FIT Client ATM



First kiosk in quick-service restaurant



First green, flexibly powered ATM



First iris recognition ATM



First ATM integrated with mobile



First self-service pilot in Europe



First to develop tear gas defense



First circular vault door to protect against prying



First voice recognition ATM

GLOBAL OPERATIONS

As the world leader in connected commerce, our organization has the breadth, scale and expertise to deliver the right solutions, at the right times, in the right place.

As of December 31, 2021, Diebold Nixdorf’s global real estate footprint was approximately 1,558,000 square feet — a significant reduction from approximately 2,100,000 square feet in 2020. Since 2018, we have reduced our operating real estate footprint by nearly 50 percent. Included in the real estate footprint reduction is the transition of Diebold

Nixdorf’s corporate operations from North Canton, Ohio, to a leased facility in Hudson, Ohio, a smaller, flexible workspace with multiple private meeting areas.

We have significant operations in 55 countries, the specific addresses for which can be found [on our website](#).



OUR VISION FOR ESG — PLANET, PEOPLE AND PERFORMANCE

As a global company, we are committed to protecting the environment, caring for our people and the communities in which we live and work, and continually enhancing our governance to ensure best practices in all we do as an organization.

We strive to advance solutions and practices that are sustainable, equitable and best-in-class as a corporate citizen. As our company has grown over its long history, we have thought about security in many different ways, such as physical security, information security, environmental safety and care, and the security of our employees and customers. Our ESG — Planet, People and Performance program is devoted to caring for our most treasured assets, including our environment, the communities where we operate and our employees around the world. Our ESG initiatives are among our company’s highest priorities.

Our ESG initiatives include the following categories:



Planet

Planet (Environmental) topics include climate change, sustainable products, sustainable field operations, materials used, waste produced and resource management.



People

People (Social) topics include diversity, equity and inclusion, responding to COVID-19, global citizenship, financial inclusion, human rights, health and safety, and human capital management.



Performance

Performance (Governance) topics include best practices in board and corporate governance, our code of business ethics, enterprise risk management, cybersecurity and data privacy.



Our actions reflect our corporate culture — a culture based on trust, transparency, reliability and fairness in our interactions with employees, customers, investors, suppliers and the communities in which we operate.



EMPLOYEES

Our 22,000 team members share the responsibility to care for the environment as our global ambassadors. By taking steps to reduce the resources we use, reuse materials whenever possible and recycle our consumables, we are helping to protect and preserve the environment for future generations.



CUSTOMERS

We contribute to the environmental stewardship of some of the world's most trusted banking and retail brands. As a key partner for our customers, our products and services are environmentally sound and made by an organization that is dedicated to high environmental performance.



INVESTORS

Diebold Nixdorf is committed to operating our business in a way that will minimize environmental impacts, manage energy consumption and embrace sustainability practices. Diebold Nixdorf's sustainability efforts contribute significantly to the environmental "triple bottom line" concept: planet, people and performance. Our sustainability efforts are aligned with our business goals. As we're reducing, reusing, recycling and reclaiming, we're also reducing costs while becoming leaner and more agile.



SUPPLIERS

Our suppliers are a key part of our supply chain, and we depend on them to help us meet our sustainability objectives. We expect our providers to fully embrace environmental responsibility, operate in an ethical manner, respect human rights, and comply with all applicable laws and regulations. Enhanced engagement with our suppliers enables us to ensure that our raw materials are responsibly sourced. In turn, we are willing to work with suppliers to help them meet their own sustainability goals. These mutually beneficial relationships help us all succeed.



COMMUNITIES

It has always been our practice to act responsibly — and with consistency. Diebold Nixdorf will continue to support local organizations and causes through our charitable arm, the Diebold Nixdorf Foundation. Our passionate and caring employees look forward to volunteering and working alongside your community leaders on projects of importance to you. We will respect our environment, make the best use of resources, repurpose materials when possible and support our local communities.

Our Global Commitments

We are committed to achieving the standards set forth by the global community and supporting our customers to achieve their sustainability goals.

Our commitment is based upon the fundamental framework and standards recognized globally by a majority of businesses and governments as set forth in the United Nations (UN) Framework Convention on Climate Change, the UN 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs), and the UN Global Compact. We put this responsibility into practice every day.

We are committed to making a difference for the environment and the global community. Our strategic roadmap and performance metrics focus on the commitment to 10 of the SDGs that will drive programmatic initiatives to create a positive impact throughout our company.



SDG 1 (NO POVERTY)

Beginning in 2017, we began a partnership with Operation HOPE, a 501(c)3 non-profit, which supports expanding economic opportunity to underserved populations throughout the U.S. and in South Africa through financial education and empowerment. We continue to support Operation Hope's mission through multi-year donations from the Diebold Nixdorf Foundation. In addition, as our customers continue to expand into new markets, our products and services help to provide financial inclusion and accessibility to the unbanked and underbanked populations of the world by providing access to cash and financial institutions in globally underserved markets.



SDG 4 (QUALITY EDUCATION)

In 2021, Diebold Nixdorf donated 195 tablets, 24 laptops, 4 science labs, 6 computer labs, 100 printers and 10 desktops for numerous Mobile IT Labs to schools in rural areas of South Africa. The labs offer teachers and students the opportunity to use technology as a tool to enable them to learn, collaborate and advance in their education.



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

We've implemented a global cloud-based tracking and monitoring platform for energy and resource consumption in our operations to identify opportunities to reduce carbon emissions and utility consumption. This resource reduction effort allows us to urgently respond to the climate crisis. Implementing life cycle management and energy saving solutions into our products lowers the environmental impact and total cost of ownership. We are also actively implementing clean energy sourcing strategies for our facilities around the world.



SDG 2 & 3 (ZERO HUNGER; GOOD HEALTH & WELL-BEING)

Diebold Nixdorf and our employees are actively involved in our communities. The nature of this commitment and the projects supported depend on local needs. For example, Diebold Nixdorf employees all over the world organize fundraiser campaigns and volunteer projects. By interacting and supporting our local communities, we are promoting well-being for people of all ages and positively influencing the social side of climate action.



SDG 5 & 10 (GENDER EQUALITY; REDUCED INEQUALITIES)

We are dedicated to ensuring that no one is disadvantaged, privileged, harassed or marginalized because of gender, descent, ethnic origin, sexual orientation, skin color, belief, disability or age. The dignity of each employee and their personal rights and privacy must not be violated. This is supported by the DN Considerate, Aware, Responsible and Empathetic (CARE) Council's vision to ensure all employees are appreciated, involved, heard, connected and supported, and have an equal opportunity to thrive.



SDG 16 (PEACE, JUSTICE & STRONG INSTITUTIONS)

By anchoring integrity and compliance throughout our company, we support fair competition and secure the long-term success of our company. Diebold Nixdorf is dedicated to implementing the requirements of international standards and all other relevant climate agreements and regulations into our company, supply chain, and collaborations with external organizations and institutions.

SUSTAINABILITY MANAGEMENT

Our sustainability efforts and culture start with our Board of Directors and Executive Leadership Team (ELT). As stated in our Global Sustainability Policy, we strive to be a leader and driver of positive change in society.

The Global Sustainability Policy applies to all directors, officers and employees of Diebold Nixdorf, along with subsidiary companies, partners, vendors, suppliers and contractors. The policy describes our approach, emphasizes our sustainability principles and defines the roles of different groups within Diebold Nixdorf:

- We established an executive team that is responsible for driving forward our sustainability progress: the Diebold Nixdorf Global Sustainability Council. This council is comprised of cross-functional leaders who function as “Sustainability Liaisons” across Diebold Nixdorf. The Global Sustainability Council participates in and provides input on our sustainability and ESG strategies, policies and programs. The ELT is provided with progress updates regularly on key performance indicators (KPIs) and other developments.
- Our ELT provides frequent updates to the Governance Committee of the Board of Directors, which is the board committee responsible for the oversight of sustainability at Diebold Nixdorf.
- With guidance and resources provided by leadership, our managers and supervisors are responsible for implementing our ESG procedures, providing training to employees on sustainability and ESG initiatives, soliciting feedback on our ESG program, and leading by example.

We believe a structured, collaborative management approach to sustainability is key to a successful ESG program. But we do not stop there. Continuous evaluation and evolution are core features of our approach to proactive ESG management. Diebold Nixdorf’s Corporate Sustainability Leader collaborates with Sustainability Liaisons in countries where Diebold Nixdorf’s operations and employees reside. Our Liaisons provide the link between the local organization and the Corporate Sustainability Program. The sustainability authority across the organization is delegated accordingly:



Diebold Nixdorf leadership champions the sustainability culture for achieving ESG and sustainability goals and provides adequate resources to support sustainability and ESG initiatives, requirements and goals.



Diebold Nixdorf managers and supervisors implement sustainability and ESG procedures to maintain compliance with company policies and legal requirements, while also providing training to ensure employees are aware of sustainability and ESG requirements.



The Sustainability, EHS and Legal department is continuously refining and communicating sustainability and ESG policies and guidelines, facilitating reviews of the sustainability and ESG status for Diebold Nixdorf operations, establishing internal sustainability goals, and developing guidelines with a focus on minimizing Diebold Nixdorf’s environmental impact and CO₂ emissions.



Sustainability Liaisons collect local data using Diebold Nixdorf’s Guideline for Reporting Sustainability KPIs, while also supporting the area or local staff in all sustainability and environmental, health, and safety (EHS) aspects.



All employees, contractors and visitors are expected to comply with all applicable EHS, sustainability and ESG policies, procedures and guidelines and collaborate with stakeholders in projects that advance sustainable practices at Diebold Nixdorf.

Planet (Environmental)

Diebold Nixdorf enhances our communities and conserves natural resources through a responsible supply chain and socially aware workplace. We are taking concrete steps every day to reduce our global energy consumption. These include targeted improvements in building efficiency, personal practices and responsibilities, and reducing the total square footage of our facilities and offices around the world without significantly reducing output.

Our Code of Business Ethics (COBE), the Supplier Code of Conduct (SCOC), the Global Sustainability Policy, the EHS Policy, the Responsible Chemical Management Policy, the Physical and Environmental Security Policy and the Waste Management Policy inform our companywide environmental program that covers carbon emissions, water consumption, energy usage, recycling efforts, supply chain management, and sustainable products and solutions. Together, our programs and policies allow us as an organization to create value in a sustainable way for our stakeholders.



Diebold Nixdorf is committed to sustainable practices and adheres to the following principles:



We apply our creativity and innovation to solve sustainable development challenges by fostering a dynamic and well-functioning business sector, while respecting labor rights and environmental and health standards in accordance with relevant international standards and agreements and other ongoing initiatives.



We comply with all applicable EHS-related regulations.



We conduct company operations in ways that protect the environment by reducing waste, preventing pollution, promoting recycling and conserving resources.



We communicate openly about our activities and maintain a constructive dialogue with stakeholders.



We strive to be good citizens by contributing to the environmental well-being of the communities where we work.



We respect employees, customers, suppliers, investors, and those living and working in the communities we serve.



We apply these principles across our operations, pursuing both global and regional goals.

Carbon Footprint

ENERGY

Diebold Nixdorf has made efforts to structure both our operations and products to conserve resources. The use of new, energy-saving technologies in our production facilities and our products deliver both economic and environmental benefits for our customers.

Our Global Sustainability Policy outlines our approach to prevent and minimize pollution. In analyzing our environmental footprint, our most meaningful opportunity for impact is in resource reduction of electricity, gas, water, waste, and reducing greenhouse gasses (GHGs). We integrate energy and resource efficiency practices into our operations and lower the total cost of ownership for our products by including energy reduction technologies.

In 2021, Diebold Nixdorf continued efforts to capture a higher percentage of energy and utility data from our global operations where available. We utilize a leading cloud-based data management software platform that allows us to measure and manage energy and sustainability initiatives across Diebold Nixdorf’s operations. The software platform provides the foundation for Diebold Nixdorf’s GHG Inventory Management System. This tool supports our approach for data integrity and includes validation tests that identify inaccurate or incomplete data. It also includes an auditing feature that documents all changes.

When data sources, such as utility invoices, are unable to be collected, specified Sustainability Liaisons receive alerts to drive participation and assist with enhancing collaboration with Operations and Facility personnel. The system provides our teams with the ability to run various types of reports such as commodity forecasts, energy cost and usage summaries, or carbon, water or waste summaries, which allows Diebold Nixdorf’s Sustainability team to perform analytical reviews of the data and information.

This approach allows us to maintain our focus on reducing our largest drivers of energy use, while continuing to make incremental improvements throughout our operational footprint. We work closely with our third-party service provider to monitor, measure and analyze resource consumption (electricity, gas, water and waste) data, which helps us to improve efficiency and operate more sustainably.

DIEBOLD NIXDORF GLOBAL ENERGY CONSUMPTION*	2020 (BASELINE)	2021
Electricity (TJ) ¹	239.4	218.4
Natural Gas (TJ)	286.9	279.2
TOTAL ENERGY CONSUMPTION (TJ)	526.3	497.7
Energy Intensity ²	0.000000134	0.000000127
REDUCTION OF ENERGY CONSUMPTION FROM BASELINE (TJ)	28.6	

* In the interest of completeness and transparency, the Company has been working to capture its global energy consumption from Operations. The Company continues to improve the identification and collection of data within its organizational and operational boundaries. Because of the size and complexity of Diebold Nixdorf, it is not always possible to obtain all of the necessary information to complete all segments of the energy inventory. When information cannot be obtained in a timely manner, Diebold Nixdorf uses extrapolations to provide the most complete inventory possible. As data becomes available or when additional energy sources are identified, they will be incorporated into the inventory. Base year is 2020 and covers sites under operational control.

¹ Terajoules (TJ)

² Energy Intensity represents energy consumed within Diebold Nixdorf. Our calculation utilizes total energy consumption (numerator) divided by Diebold Nixdorf’s revenue in 2021 (denominator).



EMISSIONS

Diebold Nixdorf works to reduce environmental impacts across our operations and supply chain and through the goods and services we provide to our customers. Annually, we report how we manage and assess climate-related risks and opportunities through the Carbon Disclosure Project (CDP) to increase transparency for our customers, investors and stakeholders. The CDP is an international non-profit organization that helps companies and cities disclose their environmental impact. Diebold Nixdorf strongly supports the CDP and has used the platform to increase our transparency pertaining to our ESG initiatives since 2008. Our most recent CDP score for reporting year 2020 is “B- Management.”



“By disclosing, Diebold Nixdorf has underscored their commitment to transparency on their environmental impact, risks and opportunities. This step is critical not just for their goals, but also for their investors, customers and employees. CDP greatly values Diebold Nixdorf’s contribution to a more sustainable future.”

- Ateli Iyalla, Managing Director, CDP North America.

We conduct regular energy reviews at Diebold Nixdorf facilities and implement measures to optimize energy efficiency and reduce GHG emissions, with plans to set global reduction targets. Our owned and leased offices and production facilities strive to conserve resources and use state-of-the-art technology, such as LED lighting and highly efficient HVAC systems. Annually, we collect and publish our GHG emissions data as part of Diebold Nixdorf’s Sustainability Program to measure and manage environmental impacts and our reporting for the CDP and other disclosure platforms. Our cloud-based resource management system empowers our Sustainability Liaisons to aggregate and visualize cross-enterprise energy and sustainability information to improve performance, increase efficiency, financial savings and corporate transparency. We have access to valuable facility-level data in a single platform where it is organized and quality-checked. The long-term goal

is to reduce our global energy consumption and GHG emissions. In 2021, we reduced our Scope 1 and Scope 2 carbon emissions by more than 6%.

We have codified our emissions accounting approach in our Carbon Accounting Manual. Diebold Nixdorf’s methodology for calculating the GHG emissions inventory is based on the Greenhouse Gas Protocol’s Corporate Accounting and Reporting Standard (GHG Protocol) for Scope 1 and 2 emissions reporting. In 2021, we started working with our internal and external partners to begin the collection of Scope 3 emissions data and are planning to establish a Scope 3 emissions baseline in 2022. We are utilizing the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard as the foundation for our emission data collection efforts.

Beginning in 2020, we re-established our GHG emissions baseline with analytical software and implemented formalized processes to collect energy consumption data. After continued development of the cloud-based data management software platform to track GHG emissions, Diebold Nixdorf’s emissions may appear to fluctuate over the next five years due to more accurate emissions monitoring and tracking. These tools have not and cannot be implemented in every global facility. Facilities not within Diebold Nixdorf’s operational control are not reflected in the data that is provided.

DIEBOLD NIXDORF GLOBAL GHG EMISSIONS*	2020 (BASELINE)	2021
Scope 1 Emissions ¹ (metric tons CO ₂ e)	86,671.9	81,180.4
Scope 2 Emissions ² (metric tons CO ₂ e)	31,360.2	28,640.9
TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS (METRIC TONS CO₂E)	118,032.1	109,821.4
GHG Emission Intensity ³	0.0000302	0.0000281
REDUCTION OF GHG EMISSIONS FROM BASELINE (METRIC TONS CO₂E)	8,210.7	

* In the interest of completeness and transparency, the Company has been working to capture its GHG emissions from operations and service fleet vehicles. The Company continues to improve the identification and collection of data within its organizational and operational boundaries. Because of the size and complexity of the Company, it is not always possible to obtain all of the necessary information to complete all segments of GHG inventory. When information cannot be obtained in a timely manner, Diebold Nixdorf uses extrapolations to provide the most complete inventory possible. As data becomes available or when additional sources of emissions are identified, they will be incorporated into the inventory. Covers sites under operational control. Base year is 2020 and emissions figures calculated using the GHG Protocol.

¹ Represents location-based Scope 1 emissions

² Represents location-based Scope 2 emissions

³ GHG Emission Intensity represents energy consumed within Diebold Nixdorf. Our calculation utilizes total scope 1 and scope 2 emissions (numerator) divided by Diebold Nixdorf’s revenue in 2021 (denominator).

SERVICE FLEET VEHICLE TELEMATICS

In the U.S., where Diebold Nixdorf has one of its largest concentrations of service technicians, as well as in certain other countries, our Service Fleet vehicles are outfitted with vehicle telematics that monitor and control fuel consumption, improve routing and manage speeding and idling time.

The Service Fleet team receives driving reports and driver training tools to develop fuel efficient driving behaviors for service technicians. For example, due to smarter driving decisions and behaviors, our U.S. service fleet was able to reduce carbon emissions by 1,449 metric tons of carbon dioxide equivalent (CO₂e) in 2021. Diebold Nixdorf is expanding its use of vehicle telematics across the Global Service Fleet.

Effective fuel management is crucial to reducing fuel consumption, and in turn, GHG emissions. Fuel efficiency reports use fuel consumption data to make comparisons between drivers and/or vehicles to target improvement areas. Furthermore, side-by-side fuel data allows Diebold Nixdorf fleet managers to monitor any driving behavior that is linked to increased fuel costs. Ultimately, effective route planning reduces fuel consumption because of less time idling and miles driven, contributing to greater operational efficiency.





DATA CENTER AND CO-LOCATION MANAGEMENT

Our “cloud first” principle is the foundation of our cloud computing strategy, which relies on our ability to establish strong governance standards and processes that align with our development efforts. We launched our Cloud Governance processes, cloud computing strategy and the current standards that will enable our strategy and non-functional core requirements for implementing new products. Diebold Nixdorf continues to focus on digital transformation, fueled in part by a push to place more functions inside our products.

The data center industry has been a force for positive change on climate action over the past decade, with cloud computing platforms pioneering advances in sustainable operations and corporate adoption of renewable energy. This impact will be amplified in coming years as more businesses abandon carbon-heavy on-premises data centers and migrate to greener infrastructure operated by cloud platforms and co-location facilities. We work directly with our IT and co-location data center vendors to drive energy efficiency through our data center operations. Many of our co-location data center vendors have strong commitments to source 100% of their energy from renewable energy sources. By working with external vendors who share our commitment for sustainability, we are able to make further progress on our goal to reduce energy consumption and GHG emissions.

SUSTAINABILITY PROJECTS IN MANUFACTURING

As we focus on collecting environmental data throughout our organization, we are also committing and investing in our employees and their work environment. In 2021, Diebold Nixdorf extended this commitment for sustainability at the Paderborn manufacturing facility with three additional projects:

- **Green Roof:** More than 750 square meters of the building’s roof surface now includes a “green roof.” The benefits of a green roof include decreased water retention, energy cost savings and a longer roof life. The green roof will absorb approximately 600 kg of CO₂ per year, which is equivalent to roughly 4,800 kilometers of car travel.
- **Renewable Energy:** For the first time in Diebold Nixdorf’s history, we have installed a roof-mounted solar photovoltaic energy system, consisting of 266 solar panels, at the Paderborn facility. The panels will reduce the amount of electricity we previously purchased for the building by 8% and prevent 42 metric tons of carbon emissions from entering the Earth’s atmosphere each year. We have also executed a contract with our Paderborn facility’s utility supplier to provide us with 100% renewable energy for the facility for 2022 and 2023.
- **Electric Charging Stations:** We installed 36 EVC stations to encourage employee use of electric vehicles (EVs) and e-bikes, which reduce emissions and promote a more sustainable lifestyle.

These sustainability upgrades will significantly improve the resiliency and sustainable future of our Paderborn location. Diebold Nixdorf is constantly working on programs that drive sustainable practices with a goal to have no adverse effects on public health or the communities where we operate. Paderborn’s upgrades are an example of our plans for other locations around the world.





Green Products and Solutions

DN SERIES™ BANKING SYSTEMS

Diebold Nixdorf is committed to responsibly using resources and acknowledges the opportunities of lifecycle management as highly beneficial for businesses, the environment and society.

Across our product lines, we have established a clear commitment to sustainability with an overarching care for the environment. While having established global strategic initiatives for the design and the end-of-life phases of our products and operations, we use technologies and innovative business practices to take part in the cradle-to-grave analysis. In 2021, Diebold Nixdorf's Sustainability, Research and Development (R&D), Systems, and Procurement departments initiated a long-term project to perform product life cycle assessments, which will help us build sustainability into our products and systems at the early development stage.

Our DN Series™ ATMs are a shining example of continuous development of our banking systems toward greater energy efficiency and represent a sustainable standard in our industry.

Higher energy efficiency and lower emissions reduce the overall environmental impact of our products. For example, our DN Series™ product lines are:



More Available

Customer satisfaction will be ensured across an organization's network with smart devices and connected services that integrate big data, machine learning and advanced analytics. This informs and orchestrates the actions of our remote and field service capabilities. Our DN Series™ product line uses recyclable materials and enables a more efficient maintenance process.



More Efficient

DN Series™ was designed to reduce the systems' environmental impact, both during its manufacturing phase and throughout its useful life. With these banking systems, it is easier to maximize efficiencies through a self-service channel with scalable, tailored solutions to address branch transformation strategies. In the past 10 years, electricity consumption in individual systems has been reduced by two-thirds while the performance of these same systems has multiplied. This has been achieved through a clear focus on the use of advanced and energy-efficient technologies, such as energy-efficient processors. The DN Series™ 200 model is made of recycled and recyclable materials and is 25% lighter than most traditional ATMs. This reduces CO₂ emissions, both in the manufacturing processing and transportation of components and terminals.



More Future-Ready

Consumer demands and changing business needs can be accommodated faster than ever before with DN Series™. Agile, field-upgradeable modules and user interface components enable organizations to evolve as fast as their consumers. The physical and digital are merged to deliver a seamless, secure touchpoint. The DN Series™ 200 ATM uses state-of-the-art LED technology in all its lighting systems and highly efficient electrical systems, which enables savings of 25% in electricity consumption compared to traditional ATMs, a figure that rises to 50% if it is equipped with energy-saving mode.



DN SERIES™ RETAIL SYSTEMS

DN Series™ EASY retail solutions also provide multiple ways our customers can enhance their sustainability efforts across their value chain. With six objectives in mind, we aim to support a low-carbon future for the next generation.



AVAILABILITY

Availability in our systems includes high reliability with minimized downtime. This design for 24/7 operations allows the availability of our products in extended environmental conditions at any time of day. These products have an extended life cycle of up to 12 years. We also encourage the reuse of legacy parts, modules and products through our Global Product Stewardship Program.



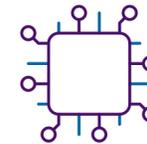
SERVICEABILITY AND MANAGEABILITY

Our products and solutions provide customers with intelligent, real-time and remote management tools and predictive maintenance. We replace physical interventions with remote resolutions. This, along with our global and local delivery models and total implementation services, contributes to the goal of reducing the environmental footprint of our service fleet vehicles. We also provide more eco-friendly digital user and service manuals.



MODULARITY AND SCALABILITY

Scalable hardware, software and services allow for highly adaptable and tailor-made solutions with easy upgradability and retrofitting capabilities. This reduces CO₂ emissions, both in the manufacturing processing and transportation of components and terminals.



OPEN RETAILING

Diebold Nixdorf is constantly coming up with new innovations like the rapid integration of image recognition technologies and open application programming interfaces for any third-party software. Our systems are open to more than 75 different POS applications from around the world.



POWER CONSUMPTION

We use energy-saving technologies like solid state drives, 80 Plus/EPS 2.0 power supplies, system-powered interfaces for peripherals and power-saving mobile processors in our products. This allows for highly efficient and intelligent power management capabilities.



DESIGN AND MATERIALS

We design our products with sustainability in mind. A main piece of this involves reducing the waste and product weight while increasing eco-friendly and recycled materials/components (>90%) according to Waste from Electrical and Electronic Equipment (WEEE) compliance. We also actively monitor the potential use of conflict materials and hazardous substances and recapture our products at the end of their service. Lastly, our packaging uses minimum plastic and environmentally friendly and recycled paper (>90%).

DN ALLCONNECTSM DATA ENGINE ANALYTICS SERVICE

In 2020, Diebold Nixdorf launched the AllConnectSM Data Engine (ACDE), which enables a more data-driven and predictive approach to services.

Our ACDE real-time analytics solution allows us to accomplish this in a sustainable, swift and cost-efficient manner. ACDE aggregates and analyzes detailed, technical data using cloud computing. This allows us to have a precise understanding of individual devices, but also aggregate data to analyze patterns, trends and leading indicators amongst Diebold Nixdorf products. As a result, we can use this data to identify a potential impending failure, which triggers a proactive service call to avoid a future outage. Additionally, when an incident is reported, ACDE analyzes data to identify the root cause. It then prescribes the required fix, technician skill level, spare parts and expected duration of the repair. These efforts allow us to reduce the number of trips our service technicians make to a customer location and plan our trips using the most fuel-efficient route. As a result, we've seen reduced fuel consumption, reduced emissions, increased efficiency and improved customer service.

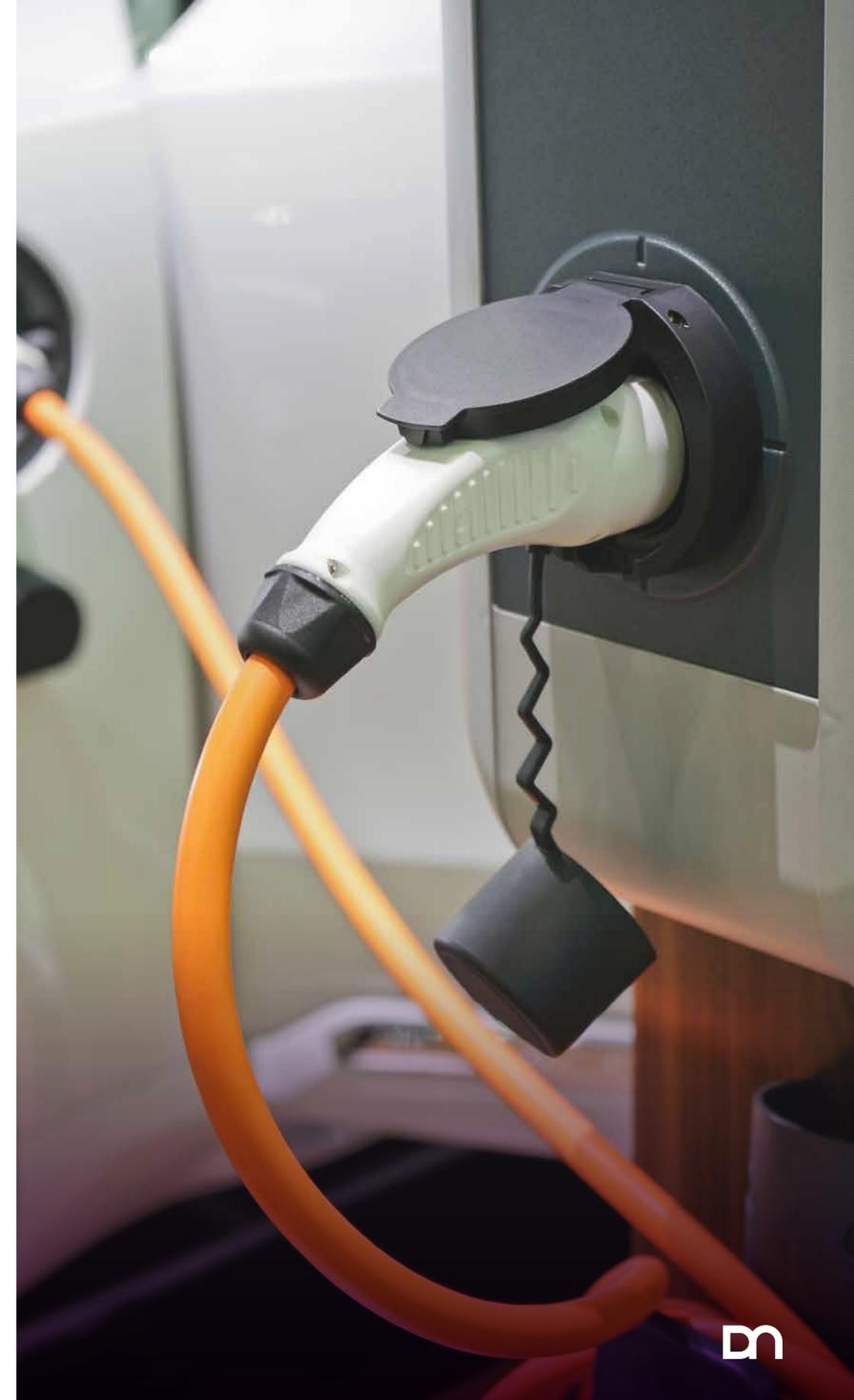
As of December 31, 2021, more than 150,000 ATMs were connected to ACDE. As the number of connected devices increases, Diebold Nixdorf expects to benefit from more environmentally friendly, efficient and cost-effective operations. With our focus on incident resolution or proactive maintenance services, Diebold Nixdorf strives to provide these services in an efficient fashion while ensuring a quality banking experience to consumers who rely on our products. The insights provided by our ACDE software are invaluable in enabling us to proactively identify potential issues, increasing the reliability of our products and improving customer experiences.

DN ALLCONNECT SERVICESSM: EV CHARGING SERVICES

The EV market has grown rapidly with European sales alone reaching 3.2 million vehicles in 2020. To power these vehicles, EVC station deployments have surged with approximately 200,000 public charge points deployed across Europe at the end of 2019, and an additional 1 million are expected by 2025, creating high demand for installation and maintenance services for these devices.

EV charging services comes with a unique set of consumer-facing technologies and equipment and must be proactively managed end-to-end by a professional team, just like the rest of the IT ecosystem. The DN AllConnect ServicesSM team offers EVC services to help install, manage and deliver global deployment plans while maintaining the highest uptime at the lowest total cost of ownership. Our experienced, global service network puts us in a strong position to monitor and maintain EVCs, and our recently announced partnerships with Europe-based Alfen, Alpitronic, Compleo, WallBe and other EVC operators provide further examples of our successful entry into this new horizontal and natural fit for our Services business. Our growth within the EV industry does not end with Europe but is a global endeavor, including a pilot project to service more than 7,000 chargers in the United States.

Connecting Diebold Nixdorf capabilities like installation and field service to EVC is just the beginning — **Diebold Nixdorf's service analytics, loyalty programs and payment solutions are also on the horizon for this market.**



Sustainable Supply Chain

SUPPLIER AND THIRD-PARTY EXPECTATIONS

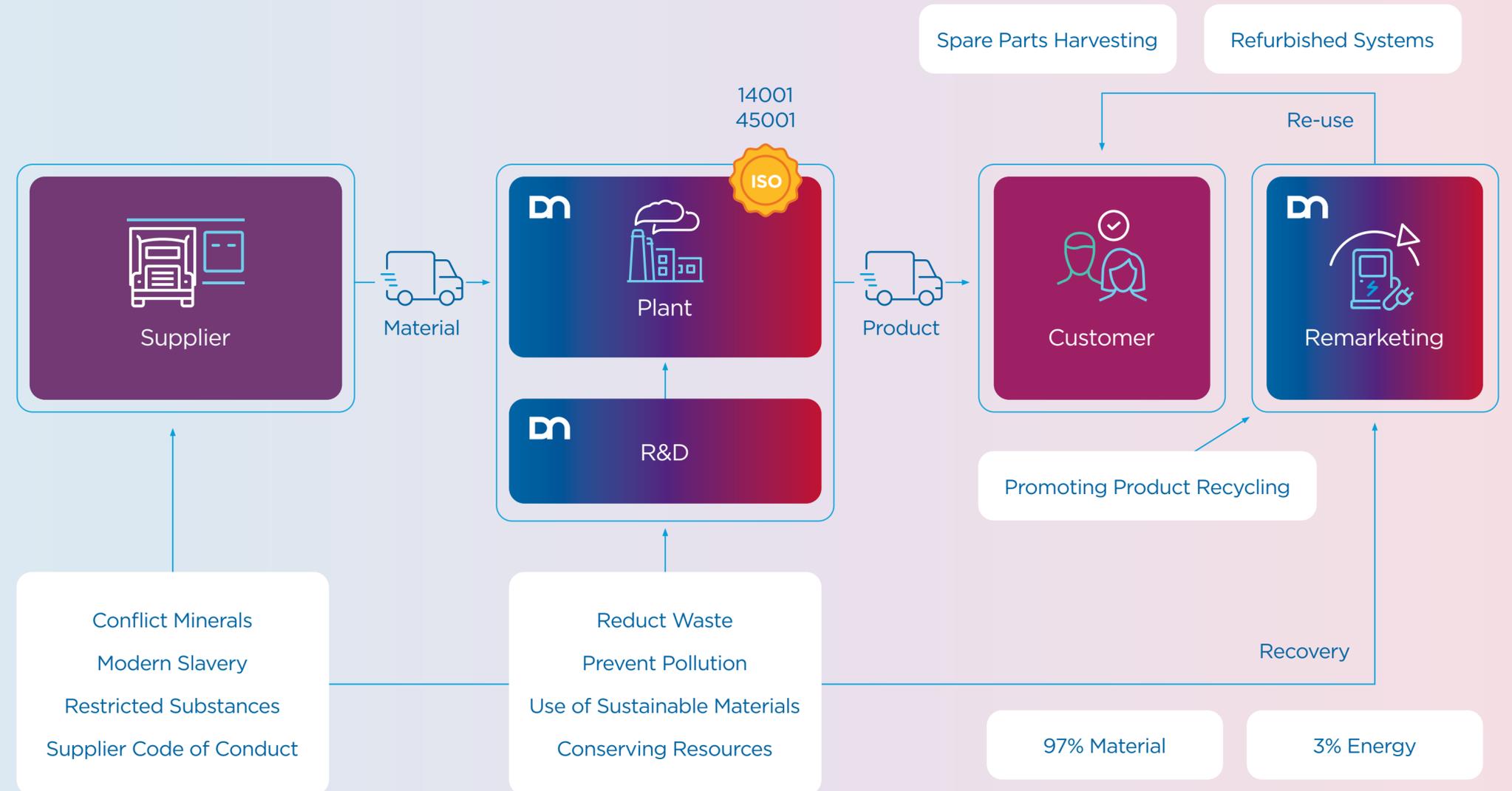
Diebold Nixdorf's Supplier Code of Conduct (SCOC), which requires our suppliers to adhere to high ethical standards, support sustainable business practices and respect human rights. In our supply chain, we focus on using environmentally sustainable materials, which have a positive impact on our operational efficiency while benefiting our customers. We value collaboration and engage in proper transactions with business partners around the world.

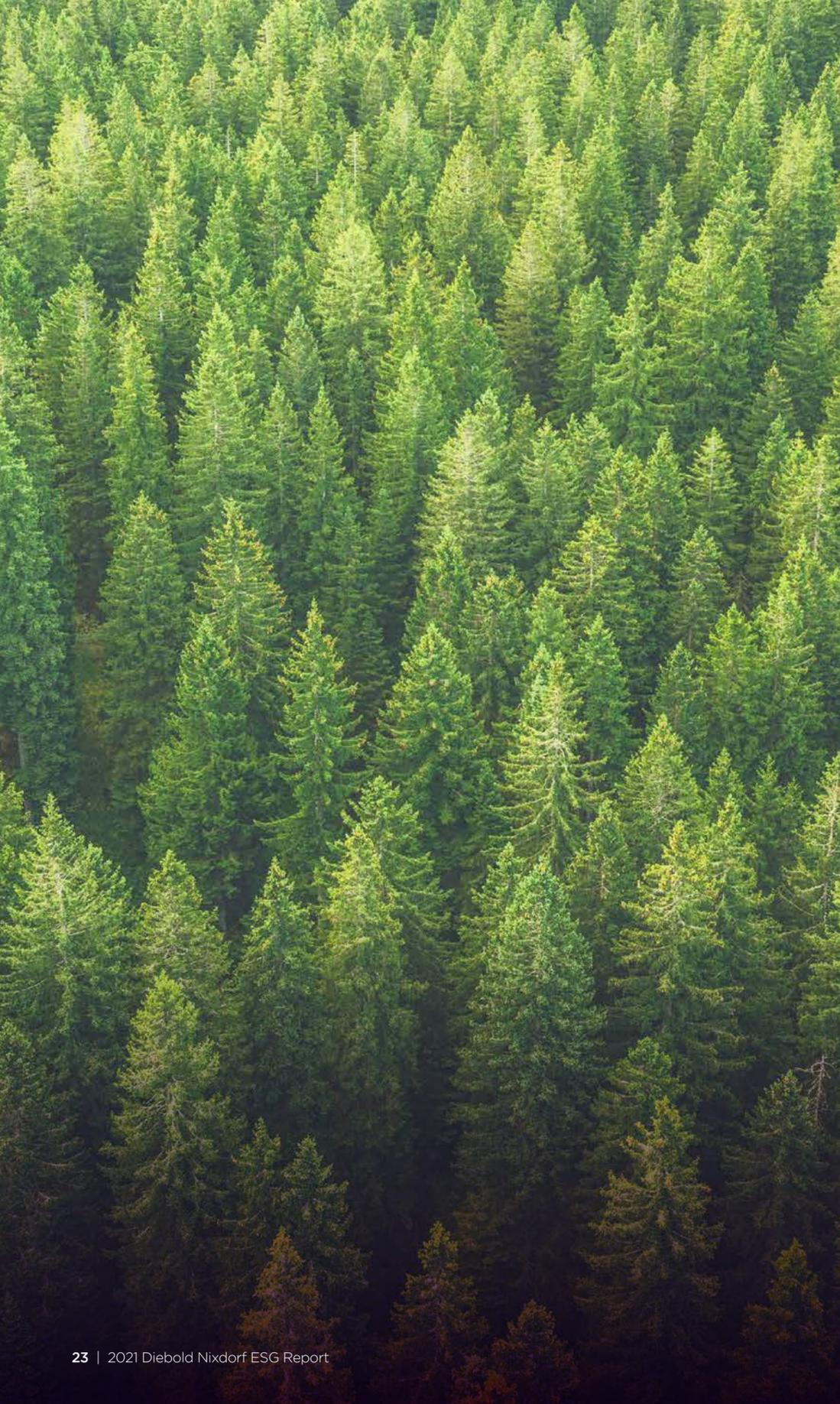
Managing the social, ethical, environmental and human rights impacts in our supply chain is part of our value chain approach to embedding sustainability throughout our business. Diebold Nixdorf suppliers are required to confirm that they apply our SCOC during the mandatory onboarding process based on our internal supplier compliance screening tool. Diebold Nixdorf's Terms and Conditions, which are referenced in each purchase order, also link to the SCOC.

In addition, all third parties acting on our behalf to sell or market our products or interact with government entities on our behalf must act in line with our Diebold Nixdorf Code of Business Ethics and all relevant policies and procedures. These third parties are screened and monitored to ensure compliance with all applicable laws and regulations.

MATERIALS

Environmentally sustainable materials are a top focus when it comes to our supply chain. These materials have a positive impact on our operational efficiency and benefit our customers. Direct material suppliers participate in our due diligence processes, perform similar due diligence on their own supply chains, and provide complete and accurate information when requested. Additionally, every contract we sign with our direct suppliers includes a mandate to adhere to our Supplier Code of Conduct with an objective of reducing waste, preventing pollution, promoting recycling and conserving resources.





Our expectations in relation to environmental standards are an integral part of our Supplier Code of Conduct. In addition, we expect our direct material suppliers to have a certified environmental management system to International Standards Organization (ISO) 14001 or equivalent standard; we monitor compliance with environmental standards through periodic audits of our suppliers.

Furthermore, Diebold Nixdorf strives to limit and reduce the hazardous substances that are used in our global operations. We also work directly with suppliers who share this commitment. Through our Restricted Substances and Prohibited Substances Program, we proactively work to avoid the use of known hazardous chemicals in the products we provide to our customers.

At Diebold Nixdorf, we also bear responsibility for ensuring that our products are compatible with environmental requirements. The principal raw materials used in our manufacturing operations are steel, plastics, electronic parts and components, and spare parts, which are purchased from various major suppliers. One major aspect of our responsibility is to reduce the volume of critical substances in our products. Numerous legal provisions such as Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), Restriction of Hazardous Substances Directive (RoHS), the Toxic Substances Control Act, and California Proposition 65 underline our responsibilities. Based on legal stipulations and our own requirements, we have compiled lists of restricted substances that form an integral part of our arrangements with our respective suppliers. All suppliers must observe and comply fully with these substance lists.

RESTRICTED SUBSTANCES LISTS

REACH CANDIDATE LIST

The European Union (EU) REACH directive (EU Directive 1907/2006, including its updates) obliges product manufacturers to inform their customers about particularly hazardous substances, including substances of very high concern, used in the manufacture of their products. Our approach is to avoid using substances that appear on the Candidate List in any Diebold Nixdorf products worldwide. We impose an obligation on our suppliers globally to avoid using substances on the Candidate List in a concentration above 0.1% weight by weight (w/w) in any of the materials they supply to us.

PROHIBITED SUBSTANCES LIST

The list of prohibited substances contains a range of substances/substance groups whose use or circulation in our products and related resources is prohibited or restricted by current legislation. We impose an obligation on our suppliers all over the world to comply with laws prohibiting and restricting the use of prohibited substances.

SUPPLIER DIVERSITY

Aligned with our ESG and diversity, equity and inclusion (D&I) programs, Diebold Nixdorf's Supplier Diversity and Inclusion Excellence Program encourages our team members to seek out meaningful business opportunities with suppliers who share the same commitment to diversity. We are committed to growing our supply chain and working with diverse suppliers.

In 2021, Diebold Nixdorf's Supplier Diversity team launched an effort to significantly increase the diversity of our supply chain. The most notable increase was our minority spend in two areas from 2020 to 2021. We are committed to proactively pursuing certified diverse suppliers that have the ability to provide competitive, high-quality goods and services in accordance with our policies and our customers' requirements. Diebold Nixdorf's Procurement and Sourcing departments will be reviewing existing suppliers and will be increasing their efforts to attract a diverse supplier base.

Diebold Nixdorf has established specific goals regarding supplier diversity and other key partnerships. Specifically, we have set a three-year goal to increase our spend with diverse suppliers, and as part of that investment, we will be supporting new opportunities for small and certified diverse suppliers. Diebold Nixdorf's primary focus in the next three years is to grow its Tier 1 diverse supplier spend. Simultaneously, Diebold Nixdorf will develop a more robust Tier 2 diverse supplier spending program. This will include elements such as Tier 1 suppliers reporting on diverse spending information relating to Tier 2 suppliers, requiring Diebold Nixdorf contracts with Tier 1 suppliers to use diverse Tier 2 suppliers, and instituting a review of such information through an audit process. This will enable us to accurately track Tier 2 diverse spending and engage Tier 1 suppliers to meet spending goals with Tier 2 diverse suppliers.

We are also regularly engaging with our customers' supplier diversity teams to share best practices and benchmarks. For example, in 2021 our Supplier Diversity team achieved recognition from one of the largest banks in the U.S. — a key customer who has named Diebold Nixdorf as one of its Gold Suppliers, a designation for preferred suppliers who are distinguishing themselves through excellent performance, integrity and partnerships to serve the needs of its business and customers.



Waste and Recycling Management

We have published an enterprise-wide Sustainability Policy that includes our guiding sustainability principles and provides our methodology to address resource consumption and waste at our production plants and offices. We actively pursue methods to reduce our impact on the environment, preserve natural resources and contribute to a long-term, ecological balance. This includes recycling electrical equipment and ATMs every year, reusing packaging and pallets, carpooling, telecommuting, consolidating offices, installing energy efficiency lighting, saving water and more.

In addition, the Diebold Nixdorf Waste Management Policy is intended to provide operational requirements for the safe, responsible and ecologically sound management of the different types of waste generated at Diebold Nixdorf facilities or projects. We actively embed waste conservation and recycling practices throughout our production and office locations with plans to set global reduction targets. Where possible, we follow the “ARRR” principle: Avoidance before Reducing before Reusing before Recycling, and only then disposing of materials that are considered as specially regulated waste.

The management of significant waste-related impacts is delegated accordingly so every level and aspect of the business is covered.

- Department and business unit leaders are responsible for reviewing operations to determine where waste can be reduced at its sources of generation; acquiring items that are durable, have minimal packaging, or are readily recyclable when discarded; and making every attempt to purchase items only when needed and in amounts that are not excessive.
- Diebold Nixdorf employees, contractors and vendors are responsible for all applicable materials or equipment brought into a Diebold Nixdorf facility, separating defined waste types and placing identified waste materials in the appropriate containers.
- Diebold Nixdorf Procurement is responsible for prioritizing goods and services that have a less negative effect on human health and the environment, promoting the purchase of durable and environmentally preferable products, and prioritizing these purchases over single-use or disposable products.
- Diebold Nixdorf Operations is responsible for establishing procedures for the management of waste sources that includes: specific recycling targets, managing waste and recycling collection areas for the drop-off of various waste sources in each building, maintaining up-to-date procedures for reuse and recycle requirements, and keeping records of all waste reduction, management and recycling activities.
- The Global Sustainability team and the EHS department are responsible for developing and communicating waste and recycling policies and guidelines, facilitating an analysis of Diebold Nixdorf-owned operations' waste and recycling program status, developing guidelines with a focus on minimizing the environmental impact and CO₂ emissions, regularly updating senior leadership regarding performance and compliance, and regularly reviewing documents for applicability and amendment.



In 2021, Diebold Nixdorf began analyzing our waste stream data — materials we either reuse, recycle or dispose.

We have defined material groups that we recycle at our offices, production facilities or through our Global Product Stewardship program. We track recycling data that includes electronics waste (e-waste), steel, aluminum, mixed metals, universal waste, mixed wood and paper, mixed plastics, and finally a miscellaneous category. Diebold Nixdorf meets all reporting, recording and notification requirements in all of our global operations.

The table below represents a U.S.-based example of the materials we recycle and how much we recycled in tons in each category from 2012-2020. We intend to broaden our waste and recycling data collection efforts globally.

DIEBOLD NIXDORF MATERIAL GROUPS	RECYCLING VOLUME FROM 2012 THROUGH 2020 (TONS)*
Mixed Wood and Paper	506.4
Steel	20,838.56
Aluminum	43.05
Mixed Metals ¹	306.84
E-Waste	545.03
Universal Waste ²	253.01
Mixed Plastics	137.85
Miscellaneous ³	62.49
TOTAL MATERIALS RECYCLED	22,693.23 tons

* In 2021, we started working with our internal and external partners to begin the collection of the disposal and treatment of non-hazardous waste generated in Diebold Nixdorf's facilities. The total non-hazardous waste activity across Diebold Nixdorf will be reported in the 2022 annual ESG Report.

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

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

³ Our miscellaneous category includes all waste materials that did not quite fit in the other categories described above. For example, concrete shells, glass doors and foam pallets.

1

MIXED WOOD AND PAPER

One ton of uncoated virgin printing and office paper uses 24 trees. So, by recycling 506.4 tons of mixed paper and wood between 2012-2020, we have saved more than 12,000 trees by recycling our various wood, paper and cardboard products.

2

STEEL

Steel is the U.S.' most recycled material, and recycled steel saves 60% production energy. We recycled over 40 million pounds of steel over a nine-year period in the U.S. alone, equating to 34,973.19 metric tons of carbon emissions avoided.

3

ALUMINUM

One ton of recycled aluminum saves 14,000 kilowatt hours (kWh) of energy. Through our aluminum recycling efforts, we assisted in saving more than 600,000 kWhs of energy.

4

MIXED METALS

Mining virgin metal is extremely taxing on the environment, harming the environment itself by digging into grounds with rich biodiversity while using a significant amount of energy in the process. We are taking every effort to ensure we are collecting and separating metals to be recycled downstream.

5

E-WASTE

Recycling e-waste has several benefits, with the largest being the reduction of toxic substances and heavy metals (like mercury, lead and cadmium) getting into landfills and eventually the surrounding environment.

6

UNIVERSAL WASTE

Recycling universal waste conserves our natural resources, reduces waste in landfills, reduces harm to the environment and protects human health. It is important to Diebold Nixdorf that we properly recycle or dispose of all hazardous waste to ensure we are not harming the environment through this process.

7

MIXED PLASTICS

Mixed plastics range from fans and connectors to clean plastics. Recycling mixed plastics reduces waste and GHG emissions, reduces pollution and promotes our commitment to divert waste from entering landfills.

8

MISCELLANEOUS

From 2012-2020, we have kept an estimated 180.59 metric tons of CO₂e emissions from being released into the atmosphere from the miscellaneous items we diverted from the landfill by recycling. For all the recycling in this nine-year period, we diverted more than 22,000 tons of waste from entering landfills across the U.S., which represents a significant reduction in carbon emissions from our U.S. recycling initiatives.



GLOBAL PRODUCT STEWARDSHIP PROGRAM

Our Global Product Stewardship Program (Recycling — Take Back) aims to minimize the environmental impact of our products at their end of life and ensure that they are handled according to high environmental standards. Diebold Nixdorf has maintained this program to recycle out-of-use ATMs and other electronic hardware for over a decade to ensure they do not go to landfills, including active recycling programs in the Americas and throughout Europe.

This program is available to all our Banking and Retail customers around the world. All our selected recyclers are, at a minimum, third-party audited in accordance with ISO standards such as ISO 14001 and ISO 45001, but also in accordance with specific recycling standards such as the Responsible Recycling certification.

We are guided by the WEEE EU rules on treating waste electrical and electronic equipment. The directive requires the separate collection and proper treatment of WEEE and sets targets for their collection, recovery and recycling. Diebold Nixdorf is committed to meeting WEEE standards and is proud of the progress we have made.

It is estimated that more than 12 million tons of plastic enters the world's oceans every year, putting all forms of marine life at risk. We are evaluating all our products to ensure we are offering a recycled alternative through our Diebold Nixdorf Global Product Stewardship Program whenever possible. We offer complete end-of-life disposal services for ATMs and other products to ensure all components are discarded in an environmentally sound way.

We are focused on recycling our ATMs and other retail hardware, and we are also focused on extending our product lifecycles. When a product is returned at the end of its life, we can re-use certain components, which allows us to reduce the volume of waste from the old product and reduce the number of materials needed to build the new product. We have also expanded how we source repairable parts from around the world to include materials gathered via harvesting.

The harvesting process involves collaborating with Sales to identify where customers want to trade their existing installed base for new units. Our Sales colleagues provide model and configuration information so we can determine if there is an opportunity to harvest modules or any other components from the units they are replacing. We run harvested materials through our repair process to ensure they meet our high-quality standards before making them available to our field technicians. This sustainable approach allows us to redeploy high quality parts while reducing our impact on the environment.



Water Consumption and Conservation

At Diebold Nixdorf, we are committed to preserving natural resources by reducing our consumption of water and avoiding polluting waterways.

We utilize ground water for our manufacturing operations, office and warehouse locations in order to reduce our consumption of valuable drinking water. While the water consumption footprint of a light-manufacturing and technology services company like Diebold Nixdorf presents a limited opportunity to enact significant reductions of water consumption, we strive to improve our water use efficiency through proactive monitoring at our primary locations around the world. We believe that sound water stewardship makes our operations more resilient while reducing any potential impacts on the communities in which we operate.

We believe that access to water and sanitation is a human right. All our employees have access to clean drinking water, and we work with our community members to donate water supplies in regions that are considered “water stressed.” For example, we rose to the occasion when Beaufort West, a small town in Western Cape, South Africa, reached a water crisis due to a severe drought. A local charity, the Gift of the Givers Foundation, has since begun a drought intervention project to assist this area. In collaboration with the foundation, Diebold Nixdorf South Africa donated drinking water for 37,000 residents in the area.

We remain diligent in gathering data where possible and applying it to drive reductions in water consumption worldwide. We regularly analyze the wastewater generated by our company to ensure it complies with all legal requirements and does not include any prohibited pollutants. We make the results of these analyses available to the supervisory authorities and engage in open, transparent dialogue.

In 2020, we had several global locations missing water consumption data in our cloud-based resource management tool, reflecting a lower total of water withdrawal and discharges. During the reporting 2021 period, we increased our internal efforts to capture a higher percentage of water consumption data from our global operations. The table below represents the progress we have made in capturing missing data from some locations in 2021, thus showing a more accurate representation of Diebold Nixdorf’s water consumption total. We are making every effort to collect this information across our manufacturing, offices and warehouses to establish a water consumption baseline and implement plans for reducing water consumption in 2022 and beyond.

DIEBOLD NIXDORF GLOBAL WATER CONSUMPTION*	2020	2021
Total Withdrawals (ML) ¹	16.52	59.36
Total Discharges (ML)	13.49	54.5
Total Water Consumption (ML)²	3.03	4.86
ADJUSTMENT OF WATER CONSUMPTION BETWEEN 2020 AND 2021 (ML)		(1.83)³

* In the interest of completeness and transparency, the Company has been working to capture its global water consumption from Operations. The Company continues to improve the identification and collection of data within its organizational and operational boundaries. Because of the size and complexity of Diebold Nixdorf, it is not always possible to obtain all of the necessary information to complete all segments of the water inventory. When information cannot be obtained in a timely manner, Diebold Nixdorf uses extrapolations to provide the most complete inventory possible. As data becomes available or when additional water sources are identified, they will be incorporated into the inventory. The total water consumption baseline across Diebold Nixdorf’s manufacturing, offices, and warehouse locations, will be reported in the 2022 annual ESG Report.

¹ Megaliters (ML)

² For reporting years, 2020 and 2021, the reported data for total water consumption in megaliters per year, reflects Diebold Nixdorf offices in the U.S., and manufacturing facilities in the U.S., Brazil, and Germany.

³ In 2021, Diebold Nixdorf was successful in capturing water consumption data that was previously missing in 2020. Therefore, our total water consumption increased by 1.83 ML.

Diebold Nixdorf’s Global Sustainability team plans on utilizing a climate-related scenario analysis, the World Resources Institute Aqueduct Water Risks Atlas, and the World Wildlife Fund Water Risk Filter to inform Diebold Nixdorf’s water conservation strategy within the next two years. Water stress increases risk for communities and businesses alike. At Diebold Nixdorf, we strive to have little negative and increasingly positive impact on the world around us.





People (Social)

The health and safety of our people remained our highest commitment.

We implemented a comprehensive Pandemic Response Plan (PRP) to ensure the continuity of our operations to deliver products and services to our customers while protecting the health and safety of our people. In addition to implementing robust safety protocols around the world, we created an employee crisis reserve fund, offered incremental bonuses for front line technicians and worked to avoid COVID-19 related employee reductions.

We are committed to ensuring our employees have a safe workplace with a goal of zero injury, incident and health impact. Therefore, proactive management of issues relating to Environmental, Health & Safety (EHS) factors is a core component of our company strategy and corporate culture. We are also aware of our place in the global community and have an increased awareness on responsible resource consumption, which has a positive impact on waste generation and potential climate and environmental impacts and is a core component of our sustainability strategy.

EMPLOYMENT

Our employees are our most valuable assets. Diebold Nixdorf is improving the employee experience by leveraging best practices and investing in the tools necessary to develop and reward talent across our organization. We govern our actions by our shared values:



Additionally, we have a CARE Council—making an explicit commitment to CARE-ing for each other by focusing on being Considerate, Aware, Responsible and Empathetic—four behaviors that we encourage all employees to remember and consciously think about. The CARE Council is an internal, cross-functional team that works to define and deliver clearly stated, measurable goals and implement them into our operating plan.

Together, our values and CARE Council help employees feel appreciated, involved, connected and supported, with an equal opportunity to succeed. We continue to drive our cultural evolution through our diversity and inclusion (D&I) programs, employee resource groups (ERGs), robust internal communications and performance management process.

We have invested in our internal communications resources to better engage our employees. We have an intranet, called The Exchange, to keep employees informed about key changes to our business, new product launches and progress on strategic initiatives. To maintain a competitive workforce, we are evolving and enhancing how we train, identify and promote key talent. Diebold Nixdorf has continually improved and standardized our employee review process — encouraging regular performance reviews and feedback that will set clear expectations, motivate employees, and reinforce the connection between pay and performance. We expanded our global talent review program for talent development and succession planning to go deeper into our organization below senior leadership roles. Diebold Nixdorf is committed to providing skills training and economic opportunity for our employees and in the communities where we operate.

In addition, Diebold Nixdorf launched a Leadership Ally Program to help us advocate for and support women at DN. We invited a group of high-performing women to apply to be partnered with an ELT member for a six-month program to:

- Build mutually respectful relationships
- Understand the others' world
- Uncover the journey of female employees at DN
- Give or gain development support



Diversity, Equity and Inclusion

As a global company, we support diverse customers in diverse markets with diverse needs. Diversity within our own company — whether cultural, gender, racial or other — means we value the many different and varying perspectives and solutions that our people bring to the table.

We believe that a diverse workforce fosters innovation and growth. Respect for and sensitivity toward each employee's individuality is central to our culture of diversity and inclusion so that we are a desirable workplace for everyone.

Diebold Nixdorf has and continues to implement non-discriminatory policies and provides equitable healthcare and other benefits that are inclusive for all our employees. In 2021, we also launched four ERGs, which are voluntary, self-sustaining employee-led groups based on shared characteristics, social identity or life experiences. The relationships developed across these groups are mutually beneficial for our employees and for Diebold Nixdorf. ERGs serve as a resource for members and organizations by fostering a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices and objectives.

The ERGs include:



Pride @ DN

Represents the interests of LGBTQ+ employees.



Multicultural Connections

Provides a voice to employees who are parts of underrepresented ethnic and cultural groups.



Veterans @ DN

Recognizes the sacrifices of all Diebold Nixdorf veterans and the families of veterans.



Women @ DN

Aims to build a positive and supportive community for women to promote their professional and personal growth.

We are continuing to enhance our diversity and inclusion initiatives, in conjunction with our CARE Council, to recruit, retain and promote a diverse workforce. These efforts will not only promote innovation and growth but will also strengthen our relationships with customers spanning more than 100 countries with diverse cultural, gender, racial and other profiles. We believe that our diversity commitment delivers a benefit for society and Diebold Nixdorf because the talents and experience of our multicultural teams, comprising members from different backgrounds, contribute to an environment in which ideas for innovative business processes and software solutions can arise.

Diebold Nixdorf also earned strong marks in the Human Rights Campaign (HRC) Foundation's 2022 Annual Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. As a result of our diversity and inclusion efforts, we received a score of 90 out of 100 on the CEI. Our score outpaces the average score of all Fortune 500 companies evaluated by the HRC.



Labor, Health and Safety

OPERATIONS MANAGEMENT SYSTEM

Our Operations Management System is aimed at creating benefits for our customers while ensuring and improving the occupational health and safety of our employees, protecting the environment, and defining clear rules and instructions for managers and employees. It is based on the requirements and recommendations of the internationally recognized and successful standards ISO 9001:2015 (ISO 9001), ISO 14001:2015 (ISO 14001), ISO 45001:2018 (ISO 45001) and ISO/ International Electrotechnical Commission (IEC) 20000-1:2018 (ISO 20000). As a global company, we are obligated to comply with international standards, and we conduct regular audits to ensure compliance.

Depending on the certification, specific standard aspects are described for individual certified organizations within the company. The entire scope of the Operations Management System covers the following:

 **Quality Management**
Research, development, manufacturing, and supply of products and solutions for financial and retail industries, including provision of facility management services and maintenance of manufacturing machinery as well as provision and operation of security services.

 **Environmental Management**
Research, development, manufacturing, and supply of products and solutions for financial and retail industries, including provision of facility management services and maintenance of manufacturing machinery as well as generation of electrical and thermal energy for manufacturing.

 **Occupational Health and Safety Management**
Manufacturing and supply of products and solutions for financial and retail industries.

 **Service Management**
Development, provision and operation of services for financial and retail industries, including outsourcing, IT infrastructure services and solutions as well as application services.

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

The Global Sustainability team and the EHS department are responsible for supporting sustainable development and ensuring Diebold Nixdorf's compliance with all applicable EHS-related regulations. This responsibility is a team effort, delivered collectively through the management activities of our workforce around the globe. We are focused on the proactive management of issues relating to climate change and ensuring employees are provided with information on how they can support our sustainability goals.





OCCUPATIONAL HEALTH AND SAFETY HAZARDS, RISKS AND INCIDENTS

On a global basis, Diebold Nixdorf has a Global Incident Reporting tool that allows employees to individually and anonymously report any incident, concern and/or unsafe condition. Reports are distributed to managers and functional leaders within the Legal and Risk department for review and action as necessary.

On the basis of the risk assessment, actions to avert danger are initiated and the effectiveness of these actions is evaluated. The result of the risk assessments, the defined actions and the result of their evaluation are documented in various function-based and local electronic databases. The risk assessments are regularly updated, especially after legal or operational changes.

For identified emerging situations, preparations are made by reacting to incidents, including first aid cases. Relevant responsible parties are included in the investigation and development of planned responses based on the identified nonconformity. These responses would then be routed back into the risk assessment process and updates made to the management system as needed, thus realizing a continuous improvement cycle.

All employees also can report perceived misconduct to any supervisor or manager, any Human Resources representative, any member of the internal Ethics and Compliance Team, or the Diebold Nixdorf anonymous EthicsPoint hotline using global phone numbers or an internet portal. Finally, all employees are protected from reprisals when reporting incidents, hazards, risks and opportunities. All employees can also remove themselves from work situations that pose an imminent and serious danger to their life or health.

OCCUPATIONAL HEALTH SERVICES

Guidance and direction on the safety and health of our employees, as well as protection of the environment and implementation of sustainability initiatives, is completed under the primary global direction of the Legal and Risk department. Globally, our Senior Manager for Environmental, Safety and Health, who is a Certified Safety Professional, has several country-level direct staff and maintains relationships with all designated points of contact.

Our Global Sustainability Leader similarly has country-level liaisons and contacts to assist in the collection of data and the implementation of global or local improvements. Professional staff are assigned responsibility for management system component support, either actual completion and documentation, or direction to various business segments for the same. Additionally, further support is provided in some countries by shared resources in other departments or retaining local consultants. All such resources are responsible for systems management support including documentation, training and investigation. All collected data is kept in the strictest confidence and meets all global data privacy requirements.

The Global Environmental Health and Workplace Safety Policy helps to ensure Diebold Nixdorf employees enjoy a safe workplace with a goal of zero injury, incident and health impact and supports our objective to provide customers with products and services that have minimal impact on the environment and no adverse effects on public health or the communities where we operate. This Global Environmental Health and Safety Policy applies to all directors, officers, contractors and employees worldwide of Diebold Nixdorf and its subsidiaries.

Diebold Nixdorf conducts business globally in a responsible and sustainable manner, which includes protecting the environment and the health and safety of our employees, associates, customers and the communities in which we operate. The goal of this policy is zero environmental, health or safety incidents. All Diebold Nixdorf employees must:

 Promptly alert a supervisor and appropriate Safety employee of any environmental, health or safety hazards, incidents or concerns through incident reporting procedures established and communicated by Diebold Nixdorf.

 Be aware of and comply with all applicable laws, regulations, applicable standards and Diebold Nixdorf policies, procedures, guidelines and other requirements for environmental, health and workplace safety.

 Minimize waste and pollution, promote reuse and recycling, and conserve resources.

 Remain committed to continuous improvement and EHS risk reduction.

 Maintain a safe workplace.

 Conduct operations and activities in a way that avoids unacceptable risk to health, safety and the environment.

 Promptly contact a supervisor or responsible safety employee regarding any question.

EMPLOYEE TRAINING AND PARTICIPATION

Our Global Environmental Health and Safety Policy is the overriding policy governing our actions in the EHS space. Particularly regarding employee participation, consultation and communication, as previously reported, all of our employees are expected to:

- Comply with all applicable EHS policies, procedures and legal regulations;
- Promptly report to supervision all occupational injuries, illnesses, environmental and near-miss incidents to supervision; and
- Report any unsafe acts or conditions.

Where required, country-level, formalized safety and health committees have been established that meet regulatory requirements; all employee groups are represented. At other locations, functional leadership teams are in place to ensure compliance, and Diebold Nixdorf-required processes are put into place. Employees at all appropriate levels and functions, including employee representatives where available and necessary, are consulted and involved in development, planning, implementation, performance evaluation and improvement activities.

Occupational safety and health training around the globe is based on hazard evaluations and risk assessments, in addition to mandatory regulatory training. Training includes both new hire onboarding and periodic training (as required or identified as necessary). Training is always provided in a native language, or if circumstances dictate, a language well understood by the audience. Training varies by location and business segment or as required by local regulation: computer-based training (CBT), face-to-face and on-the-job are utilized. Training is provided free of charge and during working hours or possibly after hours with extra pay. The evaluation of training effectiveness will also vary, with CBT in-line quizzes and exams or after-topic face-to-face exams. For CBT, Diebold Nixdorf utilizes a global provider that provides content in 16 languages/dialects.

PROMOTION OF EMPLOYEE HEALTH AND WELLNESS

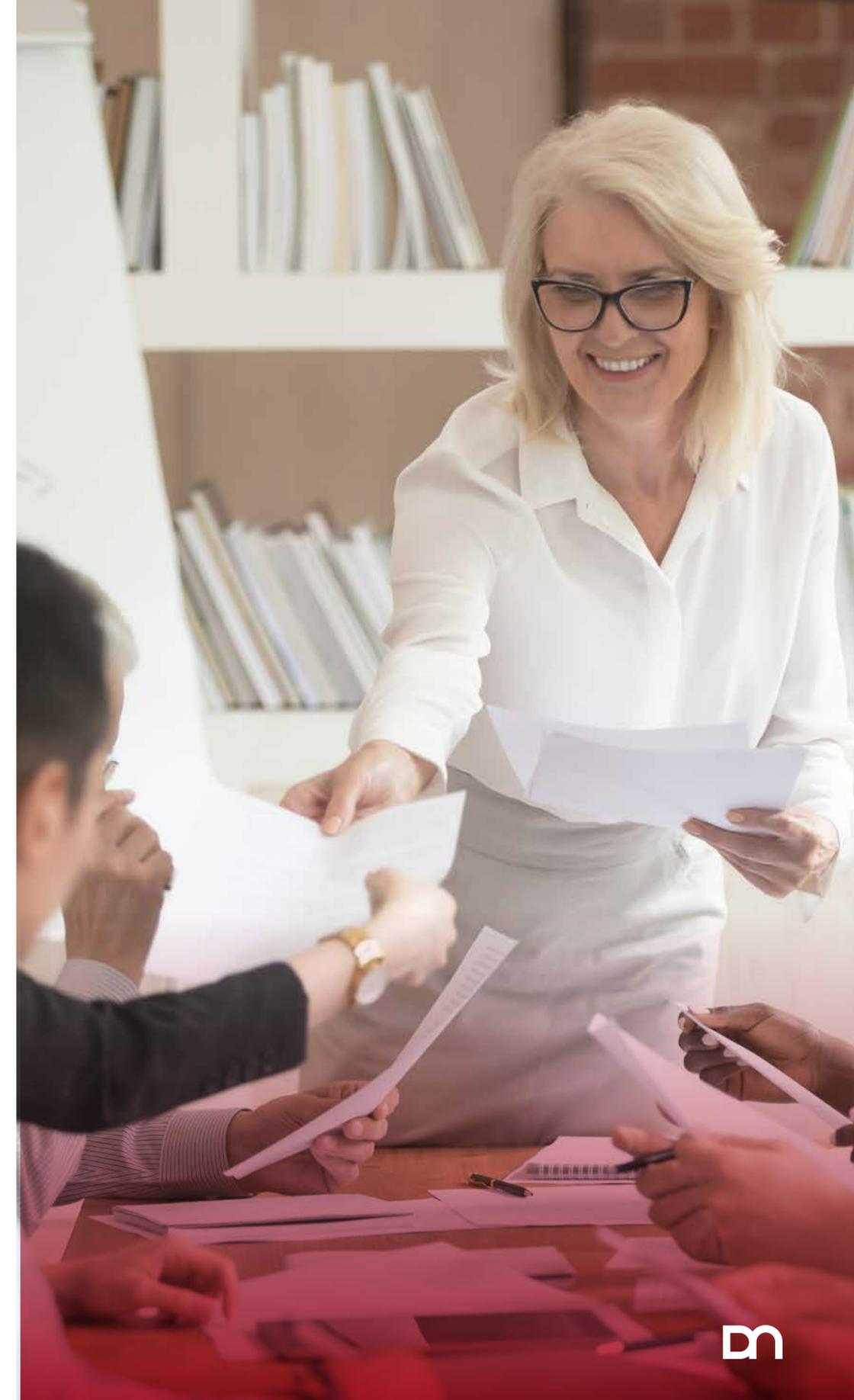
Diebold Nixdorf benefits, a significant part of our compensation plan, are available so our employees and their families can live healthier, happier lives. As a global company, Diebold Nixdorf has a wide range of plans, providers and options. Access is provided during onboarding as well as through our intranet site, the Exchange. We offer different benefits options to fit our employees' lifestyles and remind employees to make their health and wellness a priority.

Employee Assistance Programs are available around the world to help our employees deal with daily struggles or concerns. Confidentiality is maintained by using contracted third-party administrator services as well as designated internal resources within our Human Resources department. As dictated by law or contract, these benefits are also available to our contracted labor.

Employees also have access to wellness facilities and opportunities. For example, at Diebold Nixdorf's office in Hudson, Ohio, we have a fitness gym for our employees to use before or after work or during their lunch break.

Diebold Nixdorf believes that employee benefits comprise an integral part of the company's total reward strategy and each employee's remuneration package. Diebold Nixdorf places heavy emphasis on the thoughtful planning, implementation and communication of its employee benefits programs. The design of employee benefit programs include, where applicable, the following:

- Health Plans: Medical, Dental, Vision
- Family Care Benefits
- Prescription Drug
- Retirement Benefits (DC/DB)
- Employee Assistance Program (EAP)
- Disability
- Holistic Wellness Programs and Support
- Life Insurance/Assurance
- Consumer Transparency Education/Tool
- Business Travel Accident
- Fitness Incentive
- Voluntary Benefits
- Telemedicine
- Parental Leave
- Paid and Unpaid Leave (vacation/sick)
- Health Savings Account
- Relevant Allowances
- Flexible Benefit Options



WORK RELATED INJURIES

Diebold Nixdorf meets all EHS reporting, recording and notification requirements in all our global operations. Reporting metrics and KPIs vary by country or state but include Lost Time Case Rate (LTCR), Days Away and Restricted Duty case rate, and total recordable case rate.

Diebold Nixdorf began capturing health and safety metrics on a global basis in 2021. As of December 31, 2021, lost time metrics are captured and cover four global manufacturing locations and 21 field service operations (country level). Diebold Nixdorf has developed a three-year strategy to improve this data collection, with the long-term goal of capturing injuries to the recordable injury level by year three. Other considerations are for near-miss reporting and mining data from first aid cases. Our metric collection has been designed to include all contract and leased employees for whom we exercise day-to-day control. Diebold Nixdorf is aware of three work-related fatalities in the past three years, all related to motorcycle incidents in India. An improvement plan is underway specific to transportation conditions in India, as well as several Latin America countries.

Global Diebold Nixdorf Safety Performance Metrics for 2021

OPERATIONS	MVA / RTI INCIDENTS ¹	LOST TIME INJURIES ²	TOTAL DAYS LOST	TOTAL HRS WORKED	LOST TIME CASE RATE ³
MANUFACTURING	0	24	350	3,113,554	1.54
FIELD SERVICE	402	89	2,395	18,358,835	0.97

¹ MVA / RTI = Motor Vehicle Accident, Road Traffic Incident, with or without injuries unless otherwise noted, not including commuting incidents nor incidents involving acts of nature, collision with animal or debris, cosmetic, fire, vandalism, vehicle failure, or windshield/window glass damage from the same.

² The definition of "lost time case" varies by country, some use 1 day or more off, others 3 days, etc. For the purposes of this data, the Lost Time Injuries listed involved at least 1 day off work after the day of the incident. Also, all injuries were reviewed and classified in accordance with the US standard of care.

³ Lost Time Case Rate (LTCR) is calculated using the formula: # cases x 200,000 / Total Hours Worked. The # of lost days does not affect the LTCR. Cases/100 employees/year.

All reported cases are reviewed by our Senior Manager, Global Environmental, Health and Safety. Cases are reviewed for detail and appropriate inquiry are directed back to the reporting person to ensure an appropriate investigation is completed to unveil proximate causes and associated corrective and preventative actions; this would be inclusive of the hierarchy of controls.

While Diebold Nixdorf would collect work-related illness cases and record them in accordance with governmental requirements, all cases are grouped together in any reported metric or KPI. Work-related illnesses would represent a very small percentage of the total cases but would include ergonomic-related cases. Diebold Nixdorf's operations are such that occupational disease cases related to chemical or toxic compound exposure would be unlikely.

CUSTOMER HEALTH AND SAFETY

We assure our products are safe by using external agencies to certify our products. The international standard we comply to is the International Electrotechnical Commission (IEC) standard for IEC 62368.

Product safety is the top priority throughout our portfolio. We have established an integrated management system covering the full range of product safety procedures. This system specifies how we ensure compliance with the product safety requirements set out in legislation and our own standards. These rules are intended to make sure that our products operate according to their intended purpose and do not pose a risk to life, property or the environment. We have put in place optimized and coordinated business processes to control the quality and safety of all the products that we develop, manufacture and sell.

Over the entire process chain, from drawing up an initial product concept through to disposal or recycling, we monitor the effects of each device on health and safety and look for potential improvements. These tasks are performed by experts from a dedicated department within our manufacturing organization together with employees from Quality Assurance and independent inspection and certification bodies.

Responsibilities for all product safety tasks are clearly defined and documented — from management level all the way down to individual tests. After completion, each task is signed off by the corresponding employee and their manager.

PRODUCT SAFETY PROVISIONS

Each process is defined and documented in the management system to ensure that all product safety information follows the correct channels. All standards, lessons learned, faults and findings of a technical nature are regularly evaluated by the Approvals department.

Remedial measures are initiated where necessary. By documenting individual responsibilities, we can log all cases of potential damage very rapidly, analyze their causes and effects, and quickly implement remedial measures. At the same time, this helps to avoid any recurrence. Finally, all the relevant data is documented and filed by the Approvals department as prescribed by law. As part of our internal audit and reporting procedures, the system is regularly checked to ensure that it remains efficient and to identify any scope for ongoing improvements. Diebold Nixdorf is focused on ensuring not only our employees' good health and well-being, but also anyone who interacts with our products, including our customers, supply chain partners and third-party contractors.



Human Rights

Diebold Nixdorf is committed to enhancing human rights and adhering to all global regulations regarding human rights. Our Code of Business Ethics (COBE), which is applicable to Diebold Nixdorf employees and contracted staff, provides a framework for how we operate ethically around the world. We have global recruitment processes to ensure that all hiring is in line with our commitment to labor and human rights standards. Our processes are set out in our Global Talent Acquisition Policy and all hiring and terms and conditions offered to future employees are overseen by a Diebold Nixdorf Talent Acquisition partner. Likewise, all compensation and benefits offered to Diebold Nixdorf employees are overseen by our Compensation and Benefits professionals.

Our Modern Slavery and Global Human Rights policies formalize Diebold Nixdorf's well-established efforts and continuing commitment to support the human rights of all people, consistent with the UN Guiding Principles on Business and Human Rights (UN Guiding Principles). These policies are only part of Diebold Nixdorf's responsible and sustainable business practices in our own operations and throughout our supply chain and value chain.

Our commitment is based upon the fundamental rights and standards of treatment recognized by the majority of businesses, governments and individuals in the world as set forth in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the OECD Guidelines for Multinational Enterprises, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. In addition, the UN Guiding Principles sets forth, among other things, a company's responsibility to respect human rights and a company's joint responsibility with governments to correct and remedy adverse human rights impacts when they occur. In accordance with UN Guiding Principles, Diebold Nixdorf is establishing these frameworks, which are appropriate to the company's size, business, operational impacts and circumstances.

Diebold Nixdorf identifies and addresses any actual or potential adverse impacts with which we may be involved either directly or indirectly through our activities or business relationships. For example, Diebold Nixdorf suppliers play a critical role in sourcing responsibly and sustainably. Diebold Nixdorf will partner with our suppliers to drive toward the adoption of these human rights standards. Diebold Nixdorf currently directs our suppliers to abide by company policies that seek to protect human rights, such as our policies on COBE, SCOC, and use of Conflict Minerals and Modern Slavery.

We will also aid our suppliers in complying with human rights directives. In reviewing and remediating human rights impacts, Diebold Nixdorf will follow certain processes, including:



VERIFICATION

Performing due diligence on operations and suppliers' operations to confirm compliance with this policy and related policies. When on-boarding new suppliers or entering new business partnerships and when operating in countries where there is a higher risk of human rights abuses, Diebold Nixdorf aims to perform additional due diligence to assess risks and address those risks.



TRAINING

Providing appropriate training to employees and suppliers regarding this policy and other policies related to human rights.



AUDITING

Conducting periodic audits of our suppliers to evaluate compliance with this policy and related human rights policies.



TRACKING

In the future, tracking and reporting our audit findings to our stakeholders, including how impacts or negative audit findings will be addressed.



COMMUNICATING

Proactively communicating with our employees, suppliers, contractors and external stakeholders affected by Diebold Nixdorf activities or operations regarding human rights issues.

If Diebold Nixdorf determines a supplier is not compliant with this policy or a related human rights policy, Diebold Nixdorf will engage with the supplier about remedying the non-compliance. If after a reasonable period, the supplier is unable or unwilling to be compliant with Diebold Nixdorf's policies, we will discuss with the relevant stakeholders whether to end our relationship with the supplier.

At Diebold Nixdorf, we recognize everyone's dignity and equality wherever they are in the world. We strive to respect and promote human rights in accordance with local and international standards, including the UN Guiding Principles. Our goal is to help increase the enjoyment of human rights within the communities in which we operate. We provide fair working conditions and expect our suppliers and business partners to do the same. No form of modern slavery is acceptable within Diebold Nixdorf or within companies that work with or for us.

All our employees and contingent workers are required to complete online COBE training upon joining the company and annually thereafter. This includes signing and agreeing to comply with our COBE Policy. In 2021, we included a module on modern slavery as part of our COBE training. We also intend to introduce more focused training on modern slavery to our Procurement and Supply Chain teams to help them spot the signs of forced labor and identify where to go to report concerns. Our aim is to share practical case studies and demonstrate the day-to-day steps to take to prevent modern slavery in our business and supply chain.

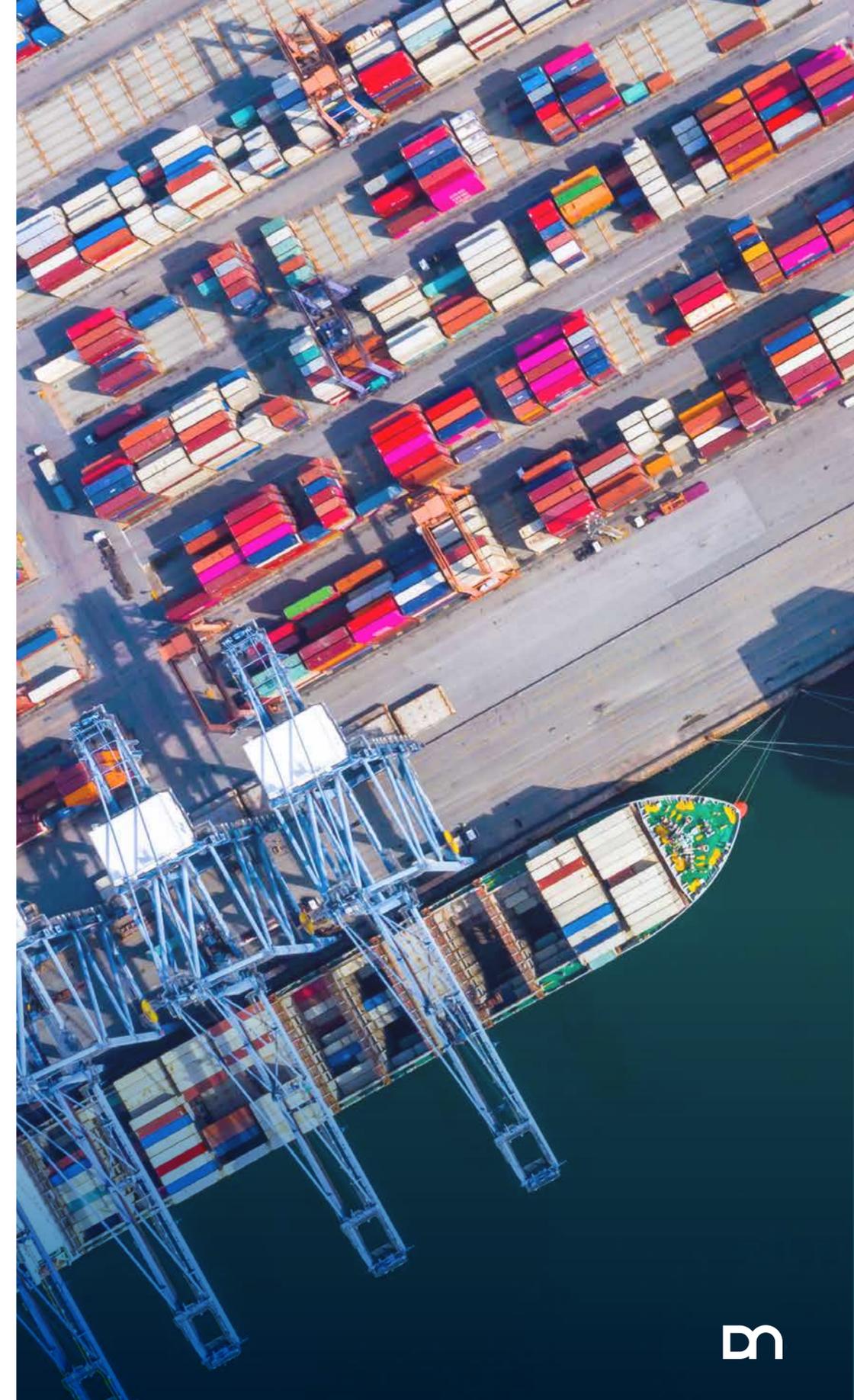
USE OF CONFLICT MINERALS

Annually, we conduct due diligence on our supply chain to enhance transparency and identify the country and smelter or refiner of origin of the conflict minerals that may be used in our products.

Conflict minerals are defined as columbite-tantalite (tantalum ore), cassiterite (tin ore), gold, wolframite (tungsten ore) or their derivatives (tantalum, tin, tungsten and gold). Suppliers must participate in Diebold Nixdorf's due diligence processes, provide complete and accurate information when requested, and perform similar due diligence on their own supply chains.

Diebold Nixdorf's due diligence process was designed to conform, in all material respects, with the framework in the Organization for Economic Co-operation and Development (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 for gold, as it relates to Diebold Nixdorf's position in the supply chain as a "downstream" purchaser.

Diebold Nixdorf's objective is to eliminate conflict minerals from its 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 the DRC and adjoining countries, our suppliers are expected to share these objectives. Diebold Nixdorf identified the potential use of certain necessary minerals (i.e., gold, columbite-tantalite (coltan), cassiterite, wolframite and their derivatives, which are limited to tantalum, tin and tungsten) in the production of Diebold Nixdorf-manufactured or contracted-to-manufacture products. Therefore, for the reporting period, a good faith, reasonable country of origin inquiry was undertaken to determine if any of the necessary Conflict Minerals contained in our products originated in the DRC, an adjoining country, or came from recycled or scrap sources. Our Conflict Minerals Report is filed annually with the SEC and can be accessed at our Investor Relations website, <http://investors.dieboldnixdorf.com>.





Giving Back to the Community

As a global company with a presence in more than 100 countries, we take our role as a community leader seriously. Our impact on local communities is very important to us.

OUR SOCIAL IMPACT

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

We are excited to share that starting in 2021, Diebold Nixdorf began offering a new employee benefit to encourage and support employees as they give back to their communities or favorite charities. Whether participating in a Diebold Nixdorf-sponsored event or contributing to a cause that is important to our local communities, all employees have 16 hours of volunteer paid time off per year. Volunteerism is core to our CARE Council and ESG program, and we believe there is no better way to show our commitment than by making it easier than ever for employees to give back.

In addition to supporting our employees and their ambitions to volunteer in their local communities, we have two charitable giving groups, The Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund. Our charitable giving philosophy requires that disbursements to nonprofit organizations meet the following criteria:

- The organization's mission aligns with our company values, as expressed on our website under [Who We Are](#) and in our COBE.
- The organization's work enhances the quality of life for people in need in the communities in which we operate and do business globally.
- The organization encourages and supports our employees' involvement.

The Diebold Nixdorf Foundation and the Diebold Nixdorf Employee Charitable Fund contributed a significant amount of funding to a number of nonprofit organizations in 2021. The Diebold Nixdorf Foundation partners with nonprofit organizations such as United Way, Habitat for Humanity, The Arbor Day Foundation and Doctors Without Borders on community and environmental projects. Diebold Nixdorf's giving groups provided nearly \$500,000 to more than 50 nonprofit organizations across the U.S. that desperately needed funding.

In addition, as part of our commitment to help promote financial inclusion and literacy for underserved communities around the world, the Diebold Nixdorf Foundation has committed over \$750,000 to expand financial literacy in underserved populations with Operation HOPE from 2017 through 2024. These efforts provide consumers who live in rural locations or regions without the structures of a modern economy with access to and training regarding financial products and services. Together with Operation HOPE, we are working to create a world where no one is excluded from the global financial system.

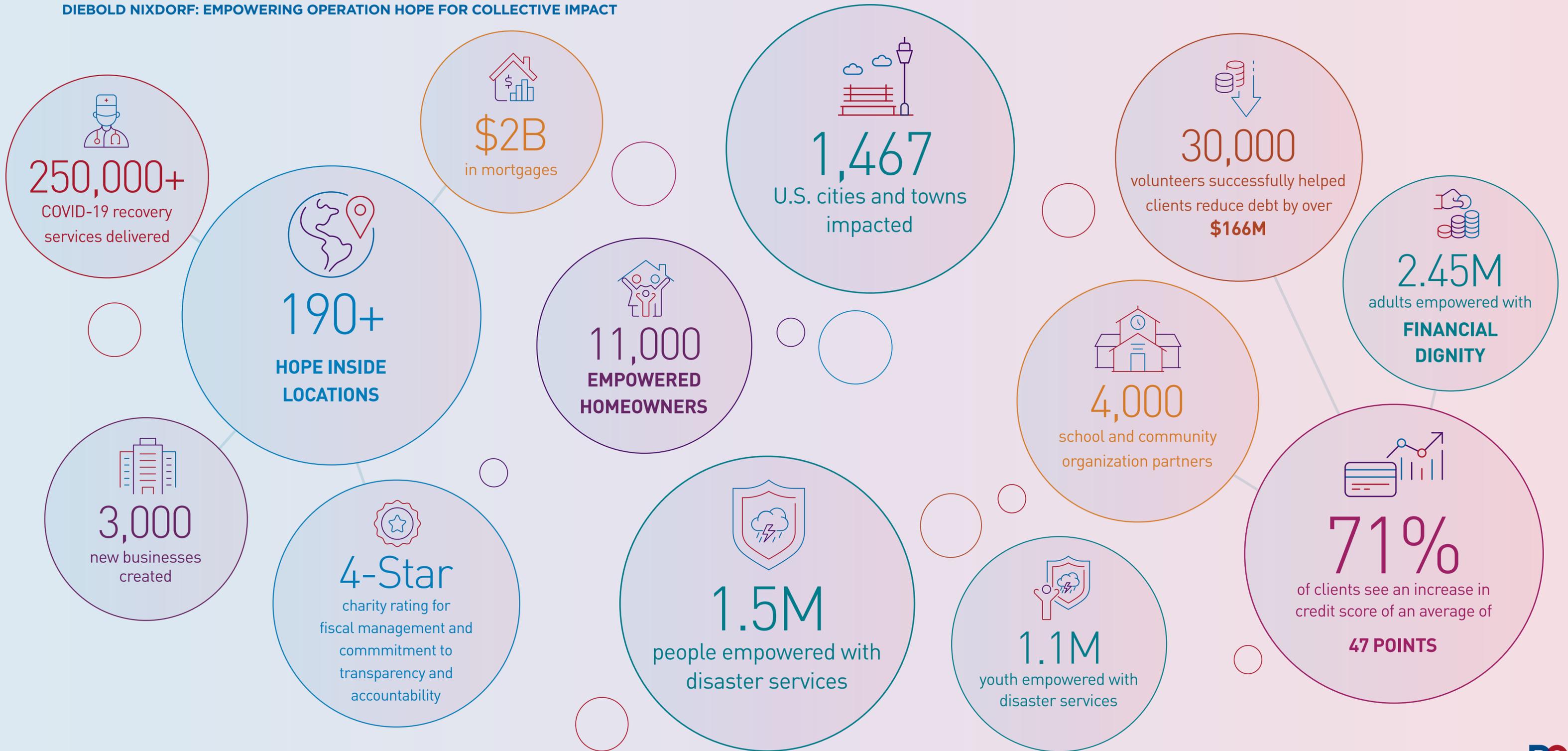
“Operation HOPE is grateful for our long-term partnership with Diebold Nixdorf. The support we have received since 2017 has been critical for HOPE to be able to scale our impact and to be nimble and responsive to the most vulnerable among our clients even when the world changes.”

- Jason Schraub, Senior Vice President, Operation HOPE.





DIEBOLD NIXDORF: EMPOWERING OPERATION HOPE FOR COLLECTIVE IMPACT



With water, clean air and a livable climate becoming increasingly compromised, We were pleased to announce that the Diebold Nixdorf Foundation donated \$15,000 to the Arbor Day Foundation at the end of 2021. This donation was not the first time we have supported tree-planting initiatives with the Arbor Day Foundation. With Telemark Diversified Graphics (TDG), a long-standing provider of thermal receipt paper for Diebold Nixdorf products and the Arbor Day Foundation, we plant one new tree for every 115 pounds of paper purchased through TDG. We've planted more than 6,500 trees through this partnership since 2020 to offset those used to produce the receipt paper. Combined with the most recent donation, we have planted more than 21,500 trees.

Diebold Nixdorf participates in numerous community, state, country and worldwide organizations. Below is a list of some of the more prominent industry associations we are a part of:

- We are proud to be a founding member of the Consumer Choice in Payment Coalition (CCPC) — a group of businesses and consumer groups that have come together to advocate for consumer choice and for preserving the fundamental right of all consumers, including those in vulnerable, disadvantaged communities, to use cash to pay for goods and services in the marketplace.
- We have been a Global Sponsor and Partner of the ATM Industry Association (ATMIA) for over 20 years. ATMIA is the leading non-profit trade association representing the entire global ATM industry. ATMIA serves more than 11,000 members from over 650 companies located in 70 countries spanning the entire ATM ecosphere, including financial institutions, independent ATM deployers, equipment manufacturers, processors and a plethora of ATM service and value-added solution providers.
- Diebold Nixdorf is also a strong supporter and member of several Retail Industry associations, such as: EHI Retail Institute, GS1 Trade Standardizations, the National Retail Federation, the National Association of Convenience Stores, the Conexus Organization for Fuel Retailers and RetailNOW.

COMMUNITY ENGAGEMENT

Supporting our local communities has always been an important part of how we uphold our company values. Throughout the long history of our company, our passionate employees have exemplified our culture and values as leaders in their communities — as seen in these 2021 examples of employees giving back.



R&D in our Canton, Ohio, facilities sponsored a food drive to support the Akron-Canton Regional Foodbank. They collected 248 pounds of food, which is an estimated 207 meals.



The employees at our North Canton, Ohio, location shopped for and delivered over 50 gifts and 20 bags of snacks, personal care and cleaning items to their local domestic violence shelter.



The employees at our Manaus, Brazil, location donated gifts to the children at Lar Batista Janell Doyle, a home for children and young adults who were in vulnerable and risky situations.



Diebold Nixdorf Brazil employees helped to rebuild a wall in the Palmeirenses countryside. This field and the wall protecting it is very important to the people of their community.

- Our South Africa team is constantly giving back to the community. One example is the yearly donation of tablets and science equipment to local schools and classrooms in need.
- In November 2021, our Pilsen, Czech Republic, team helped plant an apple tree line along a countryside road. They not only took part in this great tree planting initiative but also learned how to properly plant a tree, which will benefit them and their communities for years to come.
- Over 100 of our Polish colleagues collected 4,701 PLN in a charity fundraiser to support a local animal shelter in Warsaw. Eight volunteers then packed and delivered 395 kilograms of dog and cat food, 74 kilograms of cat litter, and dozens of towels and blankets to this very thankful shelter.
- In July 2021, heavy rainfall caused flooding in the valleys of Germany 200 km away from our Paderborn location. Due to these floods, many community members were left homeless and in dire need of help. Through Diebold Nixdorf's volunteer PTO incentive, a few of our colleagues assisted in cleaning up a home for the elderly and private homes. In addition, winter clothing and children's toys were collected in the Mechanical R&D team and made available to the victims.
- Several events were held in October for breast cancer awareness month to help teach women preventative care while giving a voice to those currently battling cancer as well as those who have beat the disease.
- Our colleagues in France received Diebold Nixdorf reusable water bottles to eliminate their single use cup usage.
- In the beginning of 2021, our Manaus, Brazil, location celebrated one year incident free. The health and safety of our employees take top priority, so we love to celebrate these types of achievements.



RESPONSE TO WAR IN UKRAINE

Diebold Nixdorf continues our efforts to care for the safety of team members and their families in Ukraine and stands resolutely with its global neighbors for a peaceful resolution to the crisis in the region. Since the beginning of the crisis, the company has suspended shipments and sales of any kind into Russia.

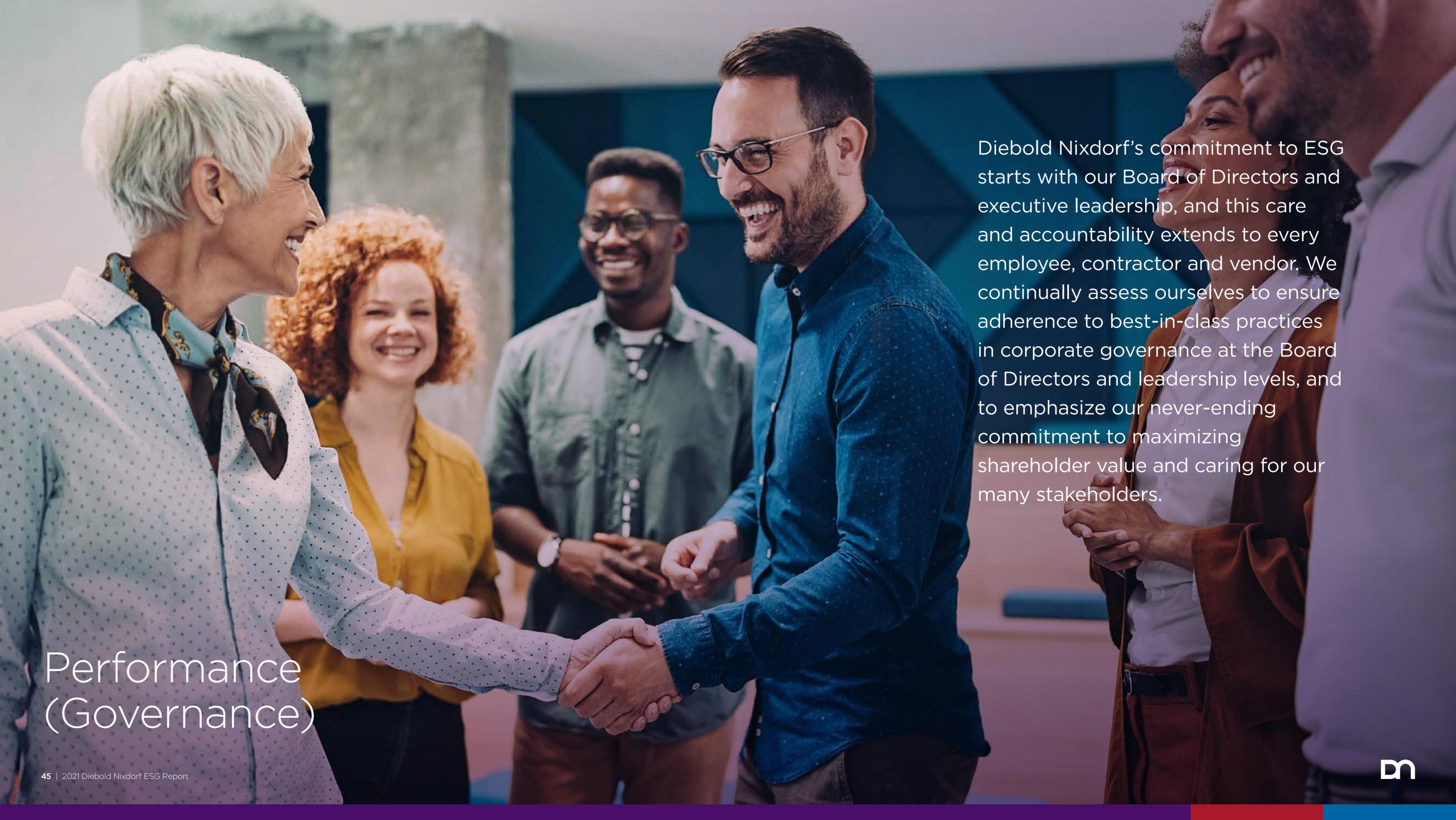
As a company headquartered in the U.S. with extensive business in the EU, Diebold Nixdorf is required to adhere to any economic sanctions, trade laws and other guidelines that have been set forth by the U.S. and EU governments. We have been communicating regularly with employees and customers impacted by the crisis across the region while adhering to all applicable requirements. Additionally, as previously announced, the Diebold Nixdorf Foundation is supporting Doctors Without Borders in support of international relief efforts.

The outpouring of support from Diebold Nixdorf employees around the world in relation to the crisis and in support of Ukrainian refugees has been beyond any expectations. One example of this is a project led by our Paderborn colleagues. Inspired by the commitment of the city of Paderborn to provide support for Ukrainian refugees in Przemysl, its partner city in Poland, a group of Diebold Nixdorf employees organized a fundraising campaign and gathered supplies for those fleeing the war-torn country.

More than 15 employees toured the Paderborn facility with an ATM savings box to

collect monetary donations that will directly support refugees in Przemysl, a town 10 km from the Ukrainian border. They also asked employees to bring in supplies to donate to hospitals in Ukraine. The result was overwhelming. More than €4,200 was donated that will go directly to refugee aid in Przemysl. Numerous sleeping bags, sleeping mats, medical supplies and diapers were also collected, which students from the University of Paderborn delivered to the Polish-Ukrainian border. This is just one example of the many efforts led by Diebold Nixdorf and our employees to support our Ukrainian colleagues and Ukraine as a whole, creating a huge sense of pride from Diebold Nixdorf employees around the world.





Diebold Nixdorf's commitment to ESG starts with our Board of Directors and executive leadership, and this care and accountability extends to every employee, contractor and vendor. We continually assess ourselves to ensure adherence to best-in-class practices in corporate governance at the Board of Directors and leadership levels, and to emphasize our never-ending commitment to maximizing shareholder value and caring for our many stakeholders.

Performance (Governance)

Our ESG program, as described in the previous pages above, includes regular monitoring and reporting mechanisms to set challenging metrics and targets, monitor our success against these targets, and evolve our initiatives the world continues to change. We discuss our ESG program at the Governance Committee of the Board of Directors and in regular reports to the full Board from our CEO.

In 2021, we introduced a Global Sustainability Council made up of senior leaders across functions, including EHS team, Ethics & Compliance, Human Resources, Procurement, Manufacturing and R&D, Real Estate and Operations, Finance; Sales Operations, Internal Audit, and Legal. At the executive level, our cross-functional Sustainability Council oversees our sustainability and ESG strategies, policies and programs. The Council also reports progress on KPIs and other developments directly to the ELT at these meetings. Jonathan Leiken, Diebold Nixdorf Executive Vice President and Chief Legal Officer, oversees our ESG efforts.

We have increased Board visibility into our efforts in ESG that have broadly been underway for years and are deepening our focus on diversity, equity and inclusion. Our CARE Council promotes inclusive values where we are Considerate, Aware, Responsible and Empathetic toward one another, and we are holding each other accountable to create a great working environment for our diverse and global workforce. In 2021, 60% of our senior management new hires were women, and we remain committed to hiring a diverse workforce at every level.

Our commitment to a culture of diversity, equity and inclusion extends to the boardroom as well. Our Board of Directors includes two women, Ms. Ellen Costello and Ms. Lauren States. In addition, four of our directors identify as racially or ethnically diverse, including Ms. States, Mr. Phillip Cox and Mr. William Borden, who identify as African American, and Mr. Octavio Marquez who identifies as Hispanic/Latino. The perspectives of these leaders, along with those of all our director, furthers our goal to maintain a

well-balanced Board that combines broad business and industry experience with comprehensive diversity characteristics and professional viewpoints.

As described above, at the Board level, we follow best practices in corporate governance through our annual review and refreshment process to ensure that our Board has the requisite diversity and experience to guide our corporation. Our Board of Directors conducts a rigorous self-evaluation process, including detailed analysis and discussion of ways to improve our Board activities to guide the corporation in the interests of shareholders and other stakeholders. Our Governance Committee receives updates from our ELT and provides feedback on all aspects of our governance work, including in the areas of enterprise risk management and sustainability. Our Board of Directors also regularly receives training and education in key areas of focus and risk, such as cybersecurity and shareholder rights.

Information on the Board of Directors, its committees, committee charters and committee composition can be found on our Investor Relations website and within Diebold Nixdorf's 2022 Proxy Statement.

Diebold Nixdorf's Corporate Governance Guidelines are also available on our Investor Relations website, <http://investors.dieboldnixdorf.com>, which provides information on the process for nominating new directors.

Proper governance structures and policies are crucial to the successful implementation of Diebold Nixdorf's sustainability program. The oversight, monitoring and reporting mechanisms we have in place allow us to not only set challenging metrics and targets, but also monitor our success against these targets and evolve our initiatives as our company continues to grow. Our governance structure enables us to track our performance and hold ourselves accountable.



STAKEHOLDER ENGAGEMENT

We engage throughout the year with our stakeholders to hear and understand different perspectives on our progress regarding the company's strategic initiatives and developments in ESG. We take these conversations and our stakeholders' commitment to ESG matters into account when designing our performance, talent retention and compensation plans for our employees.

Diebold Nixdorf's Board of Directors provides a process for shareholders to send communications to the Board. Shareholders and interested parties may communicate with our Audit, Board Governance, and People and Compensation Committee chairs by sending an email to our non-employee directors as a group at nonmanagementdirectors@dieboldnixdorf.com. Communications may also be directed in writing to such person or group at Diebold Nixdorf, Incorporated, Attention: Corporate Secretary, 50 Executive Parkway, PO Box 2520, Hudson, Ohio 44235-0020. The independent members of the Board have approved a process for handling communications we receive that are addressed to non-employee members of the Board. Under that process, the Corporate Secretary will review all such communications and determine whether communications require immediate attention. The Corporate Secretary will forward communications or a summary of communications to the appropriate director or directors.

AUDIT AND RISK OVERSIGHT

The Board and its committees actively engage in reviewing risk management, including potential substantive impacts to the business, to establish an appropriate risk tolerance. The Board oversees the risk strategy and effectiveness; however, management is responsible for identifying risks inherent in Diebold Nixdorf, as well as implementing and supervising day-to-day risk management.

Accordingly, the Board and the appropriate committees receive regular reports from senior management on areas of material risk to Diebold Nixdorf, including customer, operational, financial, strategic, compliance, cybersecurity, competitive, reputational, and legal and regulatory risks. The Board also meets with senior management as part of each Board meeting, and more frequently as needed, to discuss strategic planning, including the key risks inherent in our short and long-term strategies. Senior management then provides the Board with periodic updates throughout the year with respect to these strategic initiatives and the impact and management of these key risks. The Board and various levels of management participate in and thereafter discuss an annual survey of risks to provide guidance and input regarding the appropriate level of risk appetite for the various risks faced by the company. In addition, each Board committee is responsible for evaluating certain risks within its area of responsibility and overseeing the management of such risks. The entire Board is then informed about such risks and management's response to each risk through regular committee reports delivered by the committee chairs.

Our People and Compensation Committee performs an annual compensation risk assessment, and we believe that our compensation practices are not reasonably likely to have a material adverse effect on the company. We also have robust internal dialogue among our operations, information security, technology, finance, compliance, treasury, tax, legal and internal audit departments, among others, whenever a potential risk arises, and include such risks in our tracking of enterprise risks as part of the company's ERM program. These discussions are escalated to our President and Chief Executive Officer, Chief Financial Officer, Corporate Controller, Chief Legal Officer, Chief Ethics and Compliance Officer, Chief People Officer, and/or Chief Information Security Officer, Vice President of Internal Audit and other vice presidents of our various divisions and regions, as appropriate, with open lines of communication among them, the various committees of the Board and the entire Board.

We believe that the Board's approach and continued evaluation of its risk oversight, as described above, enhances its ability to assess the various risks, make informed cost-benefit decisions and approach emerging risks in a proactive manner for the company. We also believe that our Board leadership structure complements our risk management structure because it allows our independent directors to exercise effective oversight of the actions of management in identifying risks and implementing effective risk management policies and controls.



CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Global Sustainability Council and EHS Committee reviews issues, strategy and performance related to climate-related risks and opportunities.

The group is responsible for identifying and assessing climate-related risks and opportunities and reviews adherence to strategy, risk mitigation and business alignment in Diebold Nixdorf's operations, supply chain and customers. The identification and assessment of climate-related risks and opportunities are based on the impact they may present to Diebold Nixdorf operations and supply chain. This assessment includes climate-related physical, regulatory and reputational risk exposures and market access issues related to product material or energy efficiency standards and regulations in the ERM processes for risk identification and assessment. Through the ERM program, the risks and opportunities are monitored and assessed regularly. This strategy continues to build and improve the sustainability culture at Diebold Nixdorf.

Climate-related risks and opportunities are managed as part of our strategy for reducing GHG emissions and our environmental footprint. When considering Diebold Nixdorf operations, responsible resource consumption is a core component of our climate action strategy. The outcome of our climate-related analysis allows Diebold Nixdorf to prioritize projects throughout the organization consisting of the following climate focus areas.



Operations Management

Embracing energy conservation through technology improvements, including initiatives such as installing energy-efficient LED lighting, installing new high-efficiency HVAC systems, integrating building management systems, and identifying opportunities to provide employees with access to EVC and electric bicycle charging stations at office locations.



Resource Management

Enhancing our global cloud-based tracking and monitoring platform to identify opportunities to reduce carbon emissions and utility consumption, such as reviewing the renewable energy sourcing potential at Diebold Nixdorf locations.



Fleet Management

Deploying telematics technology into our service fleet vehicles to monitor and control fuel consumption, improve routing and manage speeding and idling.



Product Waste Management

Recycling parts through the product and material recycling and recovery process for critical components through Diebold Nixdorf's Product Stewardship Program.



Business travel Management

Supporting a flexible work environment with virtual workplaces and telepresence conference rooms, which reduces the global footprint of both employee commuting and business travel.

Code of Business Ethics

Making good and ethical decisions is the foundation of how we do business. At Diebold Nixdorf, we make sure to conduct our business and serve our customers as efficiently, creatively and professionally as possible, according to the highest standards of ethics and transparency.

Our Code of Business Ethics (COBE) applies to all our subsidiaries and affiliates, to all of Diebold Nixdorf's directors, officers, employees, agents, contingent workers and contractors, and to all our activities. The COBE requires compliance with all applicable laws. In addition, we expect our suppliers, distributors, customers and other business partners to act ethically and in a manner consistent with our COBE.

ETHICS AND INTEGRITY

All our directors, executive officers and employees are required to comply with certain policies and protocols concerning business ethics and conduct as provided in our COBE.

The COBE ties our core values to the ethical principles that must 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. The COBE applies to us and all our domestic and international affiliates and subsidiaries.

Diebold Nixdorf's focus areas within the COBE are more than words on a page. They are the foundation on which we continuously build our company's reputation for being ethical, trusted and accountable — both to ourselves and our customers. They provide a framework that enables operational excellence, encourages global consistency, empowers a keen focus on customers, protects our people and data, and helps our company maintain a healthy, safe environment where our employees can do their best work.

The areas of focus are:



Diebold Nixdorf Business Partners

We value collaboration and engage in proper transactions with business partners around the world.



Anti-Corruption

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



Global Trade, Import and Export

We diligently follow international trade laws.



Financial Data

We carefully prepare our business and financial results.



Data Privacy

We safeguard personal information.



Information and Cybersecurity

We protect our confidential information, electronic devices and systems.



Confidentiality

We protect confidential organization information.



Work Environment

We maintain a respectful work environment.



Human Rights

We recognize everyone's dignity and equality wherever they are in the world and actively work to ensure our supply chain is free from any forms of modern slavery.



Fair Competition

We vigorously compete for all business.



Conflicts of Interest

We avoid conflicts of interest.



Intellectual Property

We protect our ideas.



Diebold Nixdorf Property

Our property is only used for company purposes.



Customer Interactions

We treat customers fairly and with respect.



Sustainability

We are committed to sustainable development and protecting the environment.



Health and Safety

We are committed to a safe working environment.



Non-Retaliation and Reporting

We expect our employees and partners to report wrongdoing and never retaliate for good-faith reporting.



Investigations

We will fully investigate any suspected violations, and all employees are expected to cooperate and to provide complete and truthful information in connection with any investigation.



Having a strong Code of Business Ethics enables us to provide reliable and consistent services to our customers in a fair and transparent manner, enhancing business sustainability and resiliency. Our annual COBE training is a requirement for all our employees, leaders and business partners. The training reinforces our company message that we all have an obligation to act with integrity, follow our policies and ask for help if we are not sure what to do.

Diebold Nixdorf's adherence to the COBE demonstrates the importance of a corporate culture that expects all employees to behave ethically and to treat all people with respect — not only in business, but also in daily life. In the midst of the global pandemic, we were all asked to adapt to enormous change, and we demonstrated our inherent strength and

potential. Our approach to successfully navigating this crisis came from the strength, resilience and talent of our people — and our collective commitment to proactively addressing the health and economic consequences of this global crisis. Looking ahead, we will remain committed to doing the right thing. We will always have a duty to act sustainably and to do business in a responsible way. We will continue to learn and adapt our sustainability efforts, because exercising our social conscience is who we are and what we do.

Diebold Nixdorf has also been a member of the Business Ethics Leadership Alliance (BELA) community since August 2019. Founded by Ethisphere, a global leader in defining and advancing standards of ethical business practices, the BELA community of

companies has become a pivotal platform of connected leadership dedicated to progressing company standards and practices across global and regional business ecosystems.

Our customers rely on us to provide solutions that meet their needs in an ever-changing world. We do this work while holding ourselves to the highest of ethical standards. Together, these values, our world-class solutions and the unwavering commitment to doing business the right way define Diebold Nixdorf as a company. Learning and sharing opportunities with our fellow BELA members and colleagues at Ethisphere will serve to enhance and refresh our own global ethics and compliance program.

Cybersecurity and Data Privacy

Being recognized as a security-driven company is nothing new for Diebold Nixdorf. We started out making safes and physical security equipment, and security is intertwined in our roots as a security solutions provider for more than 160 years. A lot has changed in that time, however.

Threats are evolving much more quickly than in decades past, and in today's connected world, agility is the key to keeping people, processes and technology systems safe. Today, we are a strategic and highly collaborative end-to-end provider of services, software, hardware, and cybersecurity. Diebold Nixdorf takes cybersecurity and data privacy seriously. We understand that protecting the personal information of our customers and our employees is critical to our business. We firmly believe in a global approach to data privacy that covers all countries in which we operate. Our Global Privacy policies can be found on our website: <https://www.dieboldnixdorf.com/en-us/privacy-Policy/global-privacy-notice>.

Diebold Nixdorf knows that security is always top-of-mind for our customers, especially for some of the world's largest financial institutions and retailers. Our devices and software must be not only accurate and easy to use, but also protected from attempted malicious or fraudulent activity. Security and protecting our customers from threats are at the forefront of our focus. To keep up, our cybersecurity defenses must evolve just as quickly as attack vectors, and that is why we are continuously renewing our commitment to being the best possible security partner for our customers. We want to ensure that our customers have the insights, tools and solutions they need to secure assets, data and consumers' trust both today and tomorrow.

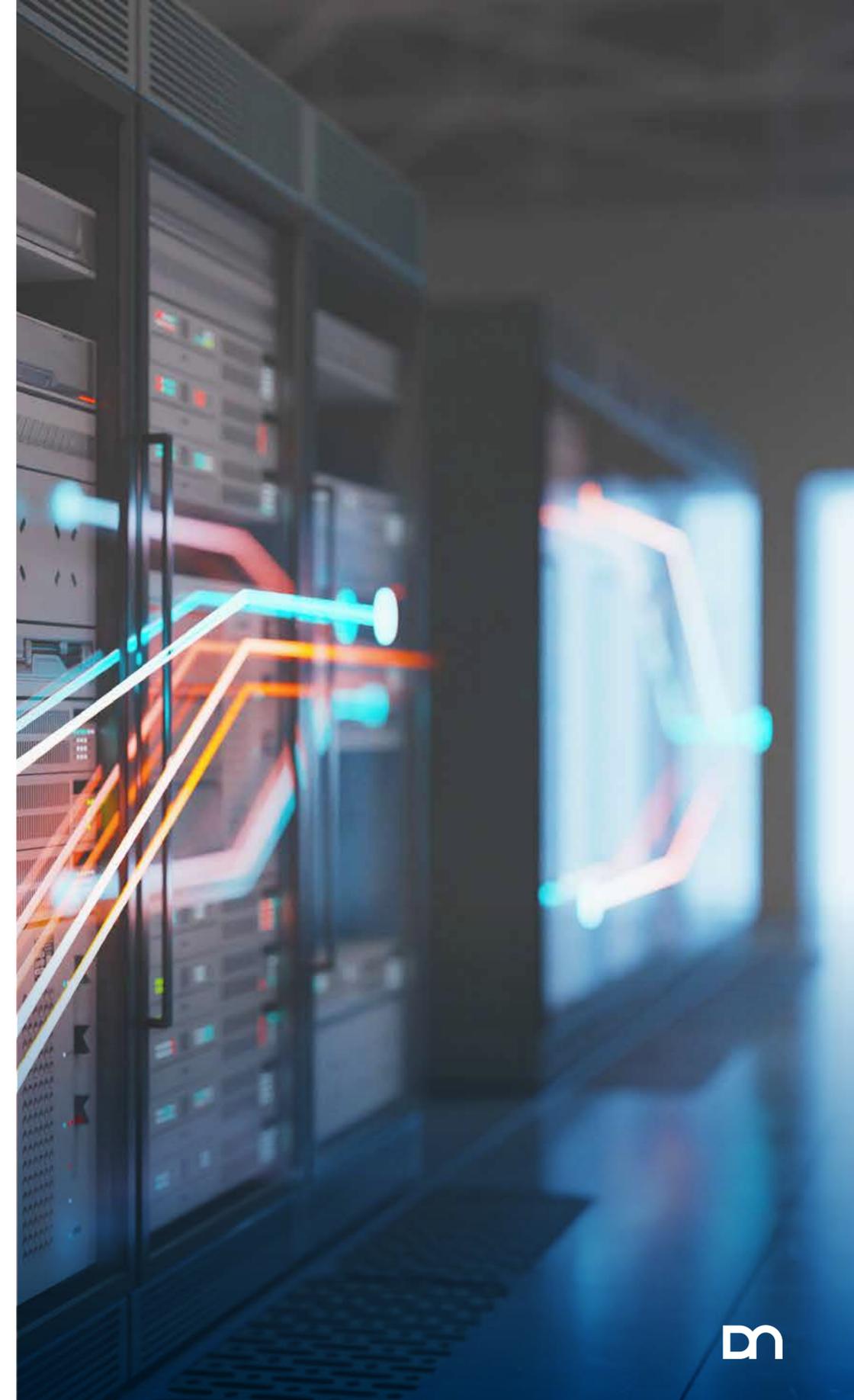
Diebold Nixdorf's Global Risk and Security Infrastructure Policy requires all employees to escalate all incidents that may lead to a data breach immediately to our Information Security department, which is equipped to arrange for further investigation, evaluate the facts, and provide the appropriate notification and response. In addition, for each new

supplier of software to Diebold Nixdorf, a mandatory Vendor Risk Assessment must be completed to identify and prevent potential risks from our upfront. All software deliverables retrieved from external sources and suppliers need to pass an inbound anti-malware scan to avoid propagation of malware to Diebold Nixdorf.

DIEBOLD NIXDORF'S SECURITY COMMITMENT

We will continue to redefine and develop technologies that address ever-evolving security threats against banking and retail systems, payment devices and equipment, and critical IT networks.

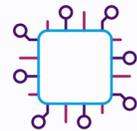
- We have more than 3,000 patents in the industry and are continually assessing our aggregate portfolio defense posture to ensure we deliver best-of-breed protection and monitoring technology across our self-service systems.
- Recent solutions — such as the ActivEdge® Secure Card Reader, the market-leading anti-skimming technology and the most secure payment and PIN-entry devices in the world developed by our cryptographic design manufacturing team — are negating historically troublesome attack vectors across the globe.
- We are deploying our tightly integrated, multi-vendor Vynamic® Security Software Suite worldwide to protect self-service terminals, POS devices, operating systems and customer data against complex threats, and we are offering Managed Security Services through which we personally ensure our customers' connected networks remain secure.



Diebold Nixdorf has always recommended a layered security approach as the most effective means to establish trust and deter security threats, and we are ensuring our customer's defensive measures work together seamlessly.



Our systems are designed using a Zero Trust model that limits access, enforces authentication and requires encryption as a standard to protect vital system data across the security architecture from the physical to the digital.



Our engineering methodology integrates assurance into every dimension, application and process. This trust begins in the product design process, is embedded in manufacturing and ultimately is founded in every system from the host to the user interface to the communications, software and hardware components.



Through a strategic alliance with a leading artificial intelligence company, we are harnessing the power of machine learning and big data analytics to thwart unknown threats, enhance our risk detection capabilities and strengthen our end-to-end security portfolio.

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

- We are working hand-in-hand with the Federal Criminal Police Office of Germany, U.S. Federal Bureau of Investigation, U.S. Secret Service and other security agencies across the globe to monitor global events and anticipate migration threats and trends.
- We are proud to have founded the ATM Security Industry Association and have been a loyal supporter for more than 20 years. Our engagement with the ATM Security Industry Association ensures the ongoing and perpetual examination of security threats and necessary standards. We are also spearheading critical industry initiatives with ATMIA and actively participate with the industry's standards bodies — Payment Card Industry (PCI), Europay, MasterCard and Visa (EMV), and the European Committee for Standardization (CEN) — to help guide future security standards, initiatives, and technologies.
- We provide customers and non-customers the ability to subscribe to near real-time security alerts that monitor the global landscape and provide recommendations on how to increase an organization's security posture against potential threats.

DN's Vynamic® Security suite offers industry-leading security against the widest variety of attack vectors. It uses a full-stack security model that provides unparalleled security, including protection against malicious insider for ATMs, POS and other self-service terminals. Vynamic® Security recognizes not only known threats, but also protects from zero-day threats. Our security researchers are constantly scanning the ever-evolving threat landscape and building new capabilities within our products to protect and make these self-service devices more resilient.

Finding software solutions to prevent these schemes in a dynamic environment is challenging but rewarding for our developers, who are creating innovative ways to defend ATMs and ensure they remain protected. Security is in Diebold Nixdorf's DNA. Our commitment to cybersecurity is just one of the many reasons Diebold Nixdorf remains an industry leader in ATM security — something our customers demand and consumers expect.

Collaboration with Suppliers

Diebold Nixdorf suppliers represent an extension of our company, and all Diebold Nixdorf suppliers must adhere to all applicable laws, regardless of jurisdiction.

We also expect suppliers to promote diversity and good corporate citizenship and respect human rights. Additionally, we ask that all suppliers meet and exceed environmental, health and safety standards and support a sustainable and transparent supply chain, including responsible mineral sourcing practices. Compliance with our Supplier Code of Conduct (SCOC) is incumbent on our suppliers. We have set socio-environmental expectations for our suppliers, including a ban on the use of forced or bonded labor and child labor in our Modern Slavery Policy. This issue is reflected in legislation, such as the United Kingdom (UK) Modern Slavery Act that passed into law in 2015.

As previously mentioned, we want to ensure modern slavery is not taking place either in our own business or in our supply chain. We consider the risk of modern slavery within our own operations to be low as most of our people are highly skilled, and we have standardized global recruitment policies that we monitor carefully. Diebold Nixdorf manufactures banking and retail hardware at our own facilities in the U.S., Germany and Brazil, and at our joint venture facilities in China. We use global supply chain resources to provide raw materials and components. In our own facilities, we adhere to labor standards, and we work with our joint venture partners to ensure they do the same.

We believe the risk of modern slavery in our supply chain is generally low. We use several factors to assess the modern slavery risk for our direct suppliers who contract with us. These include the country that our supplier is based in, the type of product or service supplied and the workers' skill levels. This enables us to focus our due diligence activities on the areas of higher risk.

PROCUREMENT PRACTICES IN SUPPLY CHAIN

Diebold Nixdorf's Procurement Department requests information about our suppliers' ethics programs and includes questions on data privacy, modern slavery and diversity, ensuring they sign an agreement to comply with our Code of Business Ethics and all relevant policies and procedures. We also carry out SCOC audits of relevant suppliers that we identify using a risk-based approach.

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

Diebold Nixdorf's suppliers are evaluated continuously. The results are considered in the development of departmental strategy and risk management. As part of supplier management, we foster the supplier-customer relationship globally and develop it further in accordance with our mission of ensuring high quality. Regular performance reviews with strategic suppliers help improve the supply process continuously in a spirit of partnership and with an eye to making it best-in-class. By embedding sustainability practices and principles throughout our supply chain, we are building a strong community within and outside our organization. This strong linkage between Diebold Nixdorf and our partners creates a chain reaction of sustainable action.

In direct procurement (suppliers that deliver components for our products to the manufacturing locations), we have further evaluations in place. For shortlisted suppliers that potentially will be selected, a specific supplier questionnaire must be completed, which contains questions related to environmental and social aspects. Due diligence related to modern slavery is conducted and selected suppliers receive a modern slavery and conflict minerals questionnaire. Also, nearly all Diebold Nixdorf direct suppliers have a signed Master Purchase Agreement in place.

The specific policies can also be found on the Diebold Nixdorf website for suppliers, along with our global terms and conditions, <https://www.dieboldnixdorf.com/en-us/support/supplier-information>.

CONTACT DIEBOLD NIXDORF

We'd like to thank all our stakeholders for reading this report and learning more about Diebold Nixdorf's ESG program. We strive for continuous engagement with our stakeholders and look forward to your suggestions and feedback. Please contact us at Sustainability@dieboldnixdorf.com. Investors, financial analysts and media may contact the following at the corporate address:

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Appendix

GRI STANDARDS		STATUS	PAGE / LINK
GRI 102 GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE	102-1	Name of the organization	● Front Cover
	102-2	Activities, brands, products, and services	● About Diebold Nixdorf
	102-3	Location of headquarters	● Back Cover
	102-4	Location of operations	● About Diebold Nixdorf (Global Operations)
	102-5	Ownership and legal form	● About This Report, Investor Information
	102-6	Markets served	● About Diebold Nixdorf (Global Operations)
	102-7	Scale of the organization	● About Diebold Nixdorf
	102-8	Information on employees and other workers	● People (Social)
	102-9	Supply chain	● Sustainable Supply Chain
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	102-11	Precautionary Principle or approach	● Planet (Environmental)
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	102-43	Approach to stakeholder engagement	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)
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	102-47	List of material topics	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)	
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	102-49	Changes in reporting	● About Diebold Nixdorf (Our Vision for ESG – Planet, People, Performance)	
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SUPPLIER ENVIRONMENTAL ASSESSMENT	308	Management approach	● Sustainable Supply Chain (Supplier and Third-Party Expectations)
	308-1	New suppliers that were screened using environmental criteria	● Sustainable Supply Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	● Sustainable Supply Chain
GRI 400 SOCIAL STANDARDS SERIES			
EMPLOYMENT	401	Management approach	● People (Social) (Employment)
	401-1	New employee hires and employee turnover	○
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	● People (Social) (Promotion of Employee Health and Wellness)
	401-3	Parental leave	● People (Social) (Promotion of Employee Health and Wellness)
LABOR/MANAGEMENT RELATIONS	402	Management approach	● Labor Health and Safety
	402-1	Minimum notice periods regarding operational changes	○
OCCUPATIONAL HEALTH AND SAFETY	403	Management approach	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)
	403-1	Occupational health and safety management system	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)
	403-2	Hazard identification, risk assessment, and incident investigation	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)
	403-3	Occupational health services	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)

GRI STANDARDS		STATUS	PAGE / LINK	
GRI 400 SOCIAL STANDARDS SERIES				
OCCUPATIONAL HEALTH AND SAFETY	403-4	Worker participation, consultation, and communication on occupational health and safety	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-5	Worker training on occupational health and safety	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-6	Promotion of worker health	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-8	Workers covered by an occupational health and safety management system	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-9	Work-related injuries	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	403-10	Work-related ill health	● Labor Health and Safety (Occupational Health and Safety Hazards, Risks, and Incidents)	
	TRAINING AND EDUCATION	404	Management approach	● Sustainability Management and Labor, Health and Safety
		404-1	Average hours of training per year per employee	○
		404-2	Programs for upgrading employee skills and transition assistance programs	● People (Social) (Employment)
404-3		Percentage of employees receiving regular performance and career development reviews	● People (Social) (Employment)	

GRI STANDARDS		STATUS	PAGE / LINK
GRI 400 SOCIAL STANDARDS SERIES			
DIVERSITY AND EQUAL OPPORTUNITY	405	Management approach	● Diversity, Equity and Inclusion
	405-1	Diversity of governance bodies and employees	● Diversity, Equity and Inclusion
	405-2	Ratio of basic salary and remuneration of women to men	● People (Social) (Employment)
NON-DISCRIMINATION	406	Management approach	● Code of Business Ethics
	406-1	Incidents of discrimination and corrective actions taken	○
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	407	Management approach	● Code of Business Ethics
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	○
CHILD LABOR	408	Management approach	● Code of Business Ethics and Modern Slavery Policy
	408-1	Operations and suppliers at significant risk for incidents of child labor	● Human Rights
FORCED OR COMPULSORY LABOR	409	Management approach	● Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	○
SECURITY PRACTICES	410	Management approach	● Diebold Nixdorf's Security Commitment
	410-1	Security personnel trained in human rights policies or procedures	○
RIGHTS OF INDIGENOUS PEOPLES	411	Management approach	○
	411-1	Incidents of violations involving rights of indigenous peoples	○

GRI STANDARDS		STATUS	PAGE / LINK
GRI 400 SOCIAL STANDARDS SERIES			
HUMAN RIGHTS ASSESSMENT	412	Management approach	● Modern Slavery, Global Human Rights and Global Diversity, Inclusion and Sensitivity Policies
	412-1	Operations that have been subject to human rights reviews or impact assessments	● Human Rights
	412-2	Employee training on human rights policies or procedures	● Human Rights
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	● Human Rights
LOCAL COMMUNITIES	413	Management approach	● Giving Back to the Community
	413-1	Operations with local community engagement, impact assessments, and development programs	● Giving Back to the Community
SUPPLIER SOCIAL ASSESSMENT	413-2	Operations with significant actual and potential negative impacts on local communities	○
	414	Management approach	● Supplier and Third-Party Expectations
	414-1	New suppliers that were screened using social criteria	● Sustainable Supply Chain
PUBLIC POLICY	414-2	Negative social impacts in the supply chain and actions taken	● Sustainable Supply Chain
	415	Management approach	● Code of Business Ethics
	415-1	Political contributions	● Code of Business Ethics

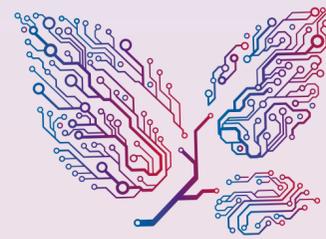
GRI STANDARDS		STATUS	PAGE / LINK
GRI 400 SOCIAL STANDARDS SERIES			
CUSTOMER HEALTH AND SAFETY	416	Management approach	● Labor, Health and Safety (Customer Health and Safety)
	416-1	Assessment of the health and safety impacts of product and service categories	● Labor, Health and Safety (Customer Health and Safety)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	○
MARKETING AND LABELING	417	Management approach	○
	417-1	Requirements for product and service information and labeling	○
	417-2	Incidents of non-compliance concerning product and service information and labeling	○
	417-3	Incidents of non-compliance concerning marketing communications	○
CUSTOMER PRIVACY	418	Management approach	● Privacy Statement/Policy, Global Privacy Notice, European Privacy Policy, 2021 Annual Report (Pages 10-11)
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	● Cybersecurity and Data Privacy
SOCIOECONOMIC COMPLIANCE	419	Management approach	● 2021 Annual Report (Pages 6-7, 84-85)
	419-1	Non-compliance with laws and regulations in the social and economic area	● 2021 Annual Report (Pages 6-7, 84-85)

SASB INDEX TABLE

TOPIC	CODE	METRIC	2021 REPORTING
PRODUCT SECURITY	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Green Products and Solutions, Cybersecurity and Data Privacy
EMPLOYEE DIVERSITY AND INCLUSION	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Diversity and Inclusion
PRODUCT LIFECYCLE MANAGEMENT	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Green Products and Solutions, Sustainable Supply Chain (Materials)
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent	Our Global Commitments (Sustainability Management), Carbon Footprint (Emissions)
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Our Global Commitments (Sustainability Management), Carbon Footprint (Emissions)
	C-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Our Global Commitments (Sustainability Management), Carbon Footprint (Emissions)
SUPPLY CHAIN MANAGEMENT	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Sustainable Supply 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	Sustainable Supply Chain
MATERIALS SOURCING	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Sustainable Supply Chain

TCFD INDEX TABLE

TOPIC	DISCLOSURE FOCUS AREA	DISCLOSURE	LOCATION
GOVERNANCE	Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Performance (Governance)
		b) Describe management's role in assessing and managing climate-related risks and opportunities.	
STRATEGY	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Performance (Governance) (Audit and Risk Oversight)
		b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
RISK MANAGEMENT	Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Performance (Governance) (Audit and Risk Oversight)
		b) Describe the organization's processes for managing climate-related risks.	
		c) Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	
METRICS AND TARGETS	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our Global Commitments (Sustainability Management), Carbon Footprint (Emissions)
		b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	



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