

Global Sustainability Policy

Number:	GPP105-28 GL/en	Scope:	Global
Owner:	VP of Labor and Employment and Environmental Health & Safety	Owner Organization:	Environmental, Health and Safety
Original Effective:	06/01/2021	Last Updated:	05/04/2026
Security Classification:	Public	Category:	Facilities and Safety

1 PURPOSE

This policy describes Diebold Nixdorf’s programs that drive sustainable practices and provide customers with products and services that have minimal impact on the environment, with a goal to have no adverse effects on public health or the communities where we operate.

Our commitment is based upon the fundamental framework and standards recognized by the majority of businesses, governments and individuals in the world as set forth in the United Nations Framework Convention on Climate Change (UNFCCC), the UN 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs). We also continue to align our programs with the ten principles of the UN Global Compact and recognize the right to Water and Sanitation as Human Rights through the UN Human Rights to Water and Sanitation initiative.

2 SCOPE

This Global Sustainability Policy (the “Policy”) applies to all directors, officers, and employees (collectively “Employees”) of Diebold Nixdorf, Incorporated and its worldwide subsidiaries and affiliates, its partners, vendors, suppliers, and contractors (“Diebold Nixdorf” or “the Organization”), as modified as required due to local Law.

3 OUR COMMITMENT

Diebold Nixdorf is committed to making a difference to the environment and the global community. Our strategic roadmap and performance metrics will initially focus on the commitment to ten SDGs with goals and metrics that will drive initiatives that will create a positive impact.



As we make progress towards our goal of offering products with increased energy efficiency, recycled materials and reduced lifecycle impact, we help our customers to reach their sustainability goals as well. Close collaboration with stakeholders helps us to address challenges for sustainability management. Enhanced engagement with our suppliers enables us to ensure that our raw materials are responsibly sourced. We regularly re-evaluate our goals and performance based on dialogue with key stakeholders such as customers, investors, suppliers, employees, communities, trade associations and academia.

4 SUSTAINABILITY PRINCIPLES

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

- We solve sustainable development challenges by fostering a dynamic and well-functioning business sector, while respecting labor rights and environmental & health standards in accordance with relevant international standards and agreements and other ongoing initiatives.
- We comply with all applicable environmental, health and safety 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 in which we serve; and
- We apply these principles across our operations, pursuing both global and regional sustainability and equity goals.

5 RESPONSIBILITIES

The Corporate Sustainability Leader will designate a “Sustainability Liaison” or contact person in countries where Diebold Nixdorf’s owned operations and employees reside. The Sustainability Liaison shall be the link between the local organization and the Corporate Sustainability Program.

Tasks of the Sustainability Liaison:

- Link between the Corporate Sustainability Leader and local organization;
- Collecting local data using the Guideline for Reporting Sustainability KPIs for sustainability reporting and to provide information to the Corporate Sustainability Leader; and
- Supports the area or local staff in all sustainability, environmental, health and safety aspects.

Diebold Nixdorf Leadership will:

- Champion the sustainability culture for achieving ESG and sustainability goals; and
- Provide adequate resources to support sustainability and ESG initiatives, requirements, and goals.

Diebold Nixdorf managers and supervisors will:

- Implement sustainability and ESG procedures to maintain compliance with company policies and legal requirements;
- Provide training to ensure employees are aware of sustainability and ESG requirements;
- Maintain a workplace with the expectation that the workplace will be free of safety, health and environmental risks;
- Actively solicit employee feedback regarding sustainability and ESG;
- Prepare and communicate annual location information on sustainability and ESG efforts; and
- Lead by example.

All employees, contractors, and visitors will:

- Comply with all applicable sustainability and ESG policies, procedures, and guidelines; and
- Engage in thought leadership and collaborate with stakeholder in projects that will advance sustainable practices at Diebold Nixdorf.

Environmental, Health and Safety Department will:

- Develop and communicate sustainability and ESG policies and guidelines;
- Facilitate an analysis of Diebold Nixdorf owned operations sustainability and ESG status;
- Establish internal sustainability goals and develop guidelines with a focus on minimizing the environmental impact and CO2 emissions;
- Regularly update senior leadership regarding performance and compliance; and
- Regularly review documents for applicability and amendment.

6 CONTACTS

If you have any questions or comments regarding this Policy, please contact the Sustainability Department (Sustainability@DieboldNixdorf.com).

If you are aware of any violations of this Policy, it is your duty to report that violation to management or through the EthicsPoint hotline, which is available by telephone at 1-866ETHICSP (1-866-384-4277) and online at <http://www.ethicspoint.com>.

7 DEFINITION / TERMS AND ABBREVIATIONS

Term	Definition
Environmental, Social and Governance	Environmental, Social and Governance (ESG) refers to the three central factors in measuring the sustainability and societal impact of an investment in a company or business.
United Nations Sustainable Development Goals	In 2015, the United Nations (UN) adopted the 2030 Agenda for Sustainable Development, which includes 17 Sustainable Development Goals (SDGs).

8 RELATED DOCUMENTS / REFERENCES

Title	Number
Code of Business Ethics	GPP10-01
Supplier Code of Conduct	GPP85-01
Guidelines for Reporting Sustainability KPIs	DCS-1103

9 HISTORY

Revision	Date	Comment	By
1	02/2021	Original	Environmental, Health and Safety
2	09/2021	Updated for external release	Environmental, Health and Safety
3	03/2022	Review and updated format	Environmental, Health and Safety
4	04/2023	Reviewed; no updates required	Environmental, Health and Safety
5	05/2026	Reviewed; no updates required	Environmental, Health and Safety