



Achieving our Goals the Right Way

CODE OF BUSINESS ETHICS



ACHIEVING OUR GOALS THE RIGHT WAY

THIS CODE OF BUSINESS ETHICS PROVIDES AN OVERVIEW TO OUR EMPLOYEES, SUPPLIERS AND BUSINESS PARTNERS ABOUT OUR COMMITMENT TO DOING THE RIGHT THING. HERE AT DIEBOLD NIXDORF, WE EXPECT EVERYONE TO:

- Exercise sound judgment;
- Avoid questionable conduct;
- Ask questions when unsure how to handle a situation;
- Lead by example and teach others to do the same;
- Follow all Organization policies and procedures;
- Report misconduct to managers, the compliance team and/or our confidential reporting hotline (Ethics Point);
- Never retaliate against anyone for raising ethical concerns; and
- Cooperate with any reviews by the Organization.



Gerrard Schmid
Chief Executive Officer



Jonathan Leiken
Chief Legal Officer and
General Counsel



Elizabeth (Lisa) Radigan
Vice President,
Chief Ethics and Compliance Officer

KEY POINTS ABOUT OUR CODE

When and to whom does the Code of Business Ethics apply?

- Our Code of Business Ethics (the “Code”) applies to Diebold Nixdorf, Incorporated and all of our activities and to all of our subsidiaries and affiliates (collectively “Diebold Nixdorf” or the “Organization”).
- This Code requires compliance with all applicable laws. Although the Code highlights numerous specific requirements, it is impossible to predict all scenarios that an employee may encounter. If you are ever unsure of the appropriate course of conduct, please contact the Legal or Ethics & Compliance teams or one of Our Diebold Nixdorf Resources.
- Our Code applies to all of Diebold Nixdorf ’s directors, officers, employees, agents and contractors and we refer to all of them as “employees” in this Code. In addition, we expect our suppliers, distributors, customers and other business partners to act ethically and in a manner consistent with our Code.
- Any waiver of this Code for directors or executive officers may be made only by the Organization board or a board committee.

Potential Wrongdoing Must Be Reported

- Any employee who is aware of a violation – or even suspects a violation – of this Code, other Diebold Nixdorf policies or the law must report it. Failing to report potential wrongdoing (or reporting a violation in bad faith) is itself a breach of this Code and may be cause for disciplinary action, up to and including termination of employment or service.
- The Organization will fully support employees who make honest, good-faith reports and no one at Diebold Nixdorf may retaliate against an employee who follows this rule. Retaliation is itself a breach of this Code and cause for disciplinary action, up to and including termination of employment or service.

Investigation of Suspected Violations

- The Organization 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.
- If the investigation reveals that an employee acted inconsistently with the Code, other policies, or the law, the employee will be disciplined appropriately, up to and including termination of employment or service and – where warranted – potential legal action.

KEY AREAS OF FOCUS

The remainder of this Code is dedicated to specific areas of focus, each of which is summarized in this document and defined in greater detail in our core policies. The areas of focus are:

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OUR BUSINESS PARTNERS

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

- We only work with suppliers, business partners and other third parties who operate ethically.
- All suppliers and business partners are expected to exhibit high ethical standards and to support sustainable business practices.
- All third parties acting on our behalf to sell or market our products or interact with government entities on our behalf are screened, trained and monitored to ensure compliance with all applicable laws and regulations.

Working with Government

- Many governments have enacted unique laws, rules and regulations governing how organizations conduct business with them. It is Diebold Nixdorf's policy to comply with these requirements and to strictly adhere to all terms and conditions of any government contract.
- All employees who interact in any way with the U.S. government are expected to review and follow our Code of Conduct for U.S. Government Sales.

ANTI-CORRUPTION

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

- We adhere to all provisions of the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and other applicable anti-corruption laws where we do business.
- It is never acceptable to give, receive or offer a bribe – and it is never acceptable for a third party to do so on our behalf. Bribes are not limited to cash payments and can include anything of value, such as travel, entertainment, promotional or demonstrative items, the promise of a job or even a gift.
- Employees, business partners, suppliers and any other third party operating on our behalf may not, directly or indirectly, offer, provide, promise or accept anything of value in exchange for favorable business treatment or to obtain or retain business.
- All gifts, entertainment, travel and marketing or training events must conform to our policies, must be clearly for legitimate business purposes, must be modest and infrequent and must be transparent.
- All donations, either charitable or political, must be approved, and may be prohibited, according to our policies and cannot be used as a pretext to make an improper or unauthorized payment.
- We must also comply with all applicable anti-money laundering laws. Immediately report to your manager, your legal team or your compliance team any unusual or suspicious activities or transactions, such as:
 - attempted payment in cash or from an unusual financing source;
 - arrangements that involve the transfer of funds to or from countries or entities unrelated to the transaction or customer;
 - unusually complex deals that don't reflect a real business purpose; or attempts to evade record-keeping or reporting requirements.

GLOBAL TRADE, IMPORT, EXPORT

We diligently follow all international trade laws.

- Employees and business partners involved in cross-border business are expected to comply with all trade sanctions and embargoes imposed by the United States or any other jurisdiction in which we do business.
- Employees and business partners are also expected to properly document all products, materials and technology imported or exported to ensure compliance with customs and import/export laws and regulations.

FINANCIAL DATA

We carefully prepare our business and financial results.

- Our Organization maintains disclosure controls and procedures to ensure full, fair, accurate, timely and understandable disclosure of required information.
- Employees must create complete, accurate and truthful records.
- We are dedicated to, and expect our employees to adhere to, reliable financial reporting controls in accordance with U.S. generally accepted accounting principles.
- Our financial statements and books and records must properly disclose the nature and purpose of transactions and employees are expected to comply with all laws, regulations and Organization policies regarding proper disclosure and recordkeeping.
- All employees, suppliers and business partners are expected to fully cooperate with all internal and external auditors.

DATA PRIVACY

We safeguard personal data.

- We collect, hold and use personal data only for express business purposes and only hold it for as long as required.
- Only employees who are expressly permitted to do so may access or obtain personal data.
- Employees must consult with the legal department before transferring any personal data across borders to ensure compliance with laws and regulations.

CONFIDENTIALITY

We protect confidential Organization information.

- Employees, suppliers and business partners must keep all information learned from the Organization strictly confidential.
- Employees may not provide information to investors, the media or industry analysts without express approval from the Organization's Disclosure Committee.
- While we encourage our employees to invest in Diebold Nixdorf securities, employees are strictly prohibited from using confidential information to trade in Diebold Nixdorf securities and are prohibited from sharing such information with others for the purpose of trading in Diebold Nixdorf securities. Employees must adhere to all trading limitations and blackout windows as detailed in our Trading Policy.
- Employees, suppliers and business partners must exercise caution and good judgment in using social media and may not share confidential information on such platforms without express approval.

WORK ENVIRONMENT

We maintain a respectful work environment.

- Every employee is responsible for assuring that the workplace is free from inappropriate conduct and harassment.
- We are committed to equal employment and advancement opportunity without regard to sex, race, color, religion, national origin, age, disability, sexual orientation, veteran status and any other classification protected by applicable law.

FAIR COMPETITION

We vigorously compete for all business.

- We win customers based on our products or services and do not disparage our competitors or solicit or use non-public information from our competitors.
- We comply with all relevant antitrust and fair competition laws in all jurisdictions in which we do business.
- We never agree with competitors to set prices, limit production, divide markets or bids or make any other agreements to limit competition. As a rule of thumb, do not discuss prices, clients, product plans or other confidential information with any competitors.
- Employees working with distributors and other business partners must ensure that contracts with such distributors are reviewed and approved by the legal department to ensure compliance with fair competition laws.

CONFLICTS OF INTEREST

We avoid conflicts of interest.

- All employees and members of their immediate families are expected to avoid situations that cast doubt as to whether or not the employee is acting in the best interests of the Organization.
- Employees, suppliers and business partners are expected to be transparent and promptly disclose any potential conflicts of interest to the legal and compliance department.
- Employees and directors may not use Organization property or opportunities for personal gain and may not compete with the Organization.

INTELLECTUAL PROPERTY

We protect our ideas.

- All employees, suppliers and business partners are expected to take care to protect and keep confidential Diebold Nixdorf's inventions, patents, trademarks, copyrights and trade secrets.
- Employees involved in software development must pay particular attention to intellectual property rules and regulations and should consult with the legal department if they have any questions or concerns.
- Employees, suppliers and business partners must also respect the intellectual property rights of others. We only use licensed software and do not download photos, movies, music or other protected works without proper authorization.

ORGANIZATION COMPUTERS AND SYSTEMS

We protect our electronic devices and systems.

- Employees are expected to protect the security of our computers and systems by using strong passwords and taking steps to avoid theft or damage.
- Our Organization computers and systems may only be used for business purposes and our employees are expected to exercise good judgment in their communications within the Organization and when communicating with outside parties.

ORGANIZATION PROPERTY

We protect Organization property from theft and fraud.

- All employees are responsible for protecting Diebold Nixdorf's assets and ensuring their proper use.
- Organization assets may never be used for any unauthorized purpose.
- Employees, suppliers and business partners are expected to be alert to potential fraud or misuse of Organization assets – including misuse of Organization credit cards and petty cash, filing false expense reports or mischaracterizing transactions.

CUSTOMER INTERACTION

We treat customers fairly and with respect.

- Employees must maintain customer confidence and safeguard all customer data and information.
- Employees, suppliers and business partners are not permitted to share customer information outside of the Organization and may only access customer information as needed for legitimate business purposes and only as permitted by law.
- Employees must contact the legal department or global risk and security before collecting, transferring, processing, disclosing or disposing of customer data.

SUSTAINABILITY

We are committed to human rights and a healthy environment.

- We provide fair working conditions and do not engage in forced or child labor or human trafficking. We expect our suppliers and business partners to do the same.
- We are committed to compliance with all applicable environmental and health and safety laws.

OUR DIEBOLD NIXDORF RESOURCES

We expect our employees, suppliers and business partners to report misconduct and wrongdoing and to reach out with questions.

There are numerous Organization resources available to help answer questions, make the right decision and report concerns:

- Supervisors or managers
- Human Resources partners or representatives
- Chief Ethics and Compliance Officer or any member of the global Ethics and Compliance team (compliance@dieboldnixdorf.com)
- Diebold Nixdorf’s Chief Legal Officer or any member of the global legal team
- Diebold Nixdorf’s Board of Directors
- The confidential Ethics Point hotline

ETHICS POINT

Employees may report matters to Diebold Nixdorf’s confidential Ethics Point hotline available at: 1-866-ETHICSP (1-866-384-4277) or www.ethicspoint.com

ARGENTINA

0-800-555-0906

AUSTRALIA

1-800-339276

AUSTRIA

0800-291870

BAHAMAS

1-8005399827

BANGLADESH

157-0011 – At the prompt dial 866-384-4277

BELGIUM

0800-77004

BOLIVIA

800-10-0707

BRAZIL

0800-8911667

BULGARIA

00-800-0010 – At the prompt dial 866-384-4277

CAMBODIA

1-800-881-001, available from payphones in Phnom Penh and Siem Riep only – At the prompt dial 866-384-4277

CAYMAN

1-8003371159

CHILE

1230-020-5771

CHINA

Southern – 10-800-120-1239
Northern – 10-800-712-1239

COLOMBIA

01800-9-155860

COSTA RICA

0800-0121386

CROATIA

0800-220-111 – At the prompt dial 866-384-4277

CURACAO

001-800-872-2881 – At the prompt dial 866-384-4277

CZECH REPUBLIC

800-142-550

DENMARK

80-8828



DOMINICAN REPUBLIC
1-8887512292

ECUADOR
1-800-225-528
Andinatel:
1-999-119 – At the prompt dial 866-384-4277

EGYPT
02-2510-0200
Cairo:
2510-0200 – At the prompt dial 866-384-4277

EL SALVADOR

ESTONIA
800-12001 – At the prompt dial 866-384-4277

FIJI
004-890-1001 – At the prompt dial 866-384-4277

FINLAND
0800-1-14945

FRANCE
0800-902500

FRENCH ANTILLES
0-800-99-0011 – At the prompt dial 866-384-4277

FRENCH GUIANA
0800 99 00 11 – At the prompt dial 866-384-4277

GERMANY
0800-1016582

GIBRALTAR
8800 – At the prompt dial 866-384-4277

GREECE
00800-12-6576

GRENADA
1-800-225-5288, available from airports, cruise docks and hotels only – At the prompt dial 866-384-4277

GUADELOUPE
0-800-99-0011 – At the prompt dial 866-384-4277

GUAM

GUATEMALA
1-800-6240091

GUYANA
1-8007320752

HONDURAS
800-0123 – At the prompt dial 866-384-4277

HONG KONG
800-964214

HUNGARY
06-800-17199

ICELAND
800-9208

INDIA
000-800-100-1071

INDONESIA
001-803-011-3570

IRELAND
1-800615403

ISRAEL
1-809-21-4405

ITALY
800-786907

IVORY COAST
00-111-11
French Operator:
00-111-12 – At the prompt dial 866-384-4277

JAMAICA
1-8003371285

JAPAN
00531-121520

JORDAN
1-880-0000 – At the prompt dial 866-384-4277

KAZAKHSTAN
8^800-121-4321 – At the prompt dial 866-384-4277

KOREA (SOUTH)
00798-14-800-6599

LATVIA
8000-0937

LEBANON
01-426-801 – At the prompt dial 866-384-4277

LUXEMBOURG
800-2-1157

MACEDONIA
0800-94288 – At the prompt dial 866-384-4277

MALAYSIA
1-800-80-8641

MEXICO
001-800-840-7907

MICRONESIA
288 – At the prompt dial 866-384-4277

MONACO
0800-91-1557

MOROCCO
002-11-0011 – At the prompt dial 866-384-4277

NETHERLANDS
0800-0226174

NETHERLANDS ANTILLES
001-800840-8061

NEW ZEALAND
0800-447737

NICARAGUA
001-800-220-1932

NORWAY
800-15654

PAKISTAN
00-800-01-001 – At the prompt dial 866-384-4277

PANAMA
001-800-507-2386

PARAGUAY
008-11-800, Asuncion City only – At the prompt dial 866-384-4277

PERU
0800-52116

PHILIPPINES
1-800-1-114-0165

POLAND
0-0-800-1211571

PORTUGAL
8008-12499

PUERTO RICO
1-866-384-4277

ROMANIA
0808-03-4288 – At the prompt dial 866-384-4277

RUSSIA
8-10-8002-6053011

SAUDI ARABIA
1-800-10 – At the prompt dial 866-384-4277

SENEGAL
800-103-072
French Operator
800-103-073 – At the prompt dial 866-384-4277

SINGAPORE
800-1204201

SLOVAKIA
0800-001-544

SOUTH AFRICA
080-09-92604

SPAIN
900-991498

SRI LANKA
112-430-430
Colombo:
2-430-430 – At the prompt dial 866-384-4277

SWEDEN
020-79-8729

SWITZERLAND
0800-562907

TAIWAN
00801-13-7956

THAILAND
001-800-12-0665204

TRINIDAD AND TOBAGO
1-888-805-3405

TURKEY

UKRAINE
0^00-11 – At the prompt dial 866-384-4277

UNITED ARAB EMIRATES
8000-021

U.S. MILITARY BASES
8000-051 or 8000-061 – At the prompt dial 866-384-4277

UNITED KINGDOM
0800-032-8483

URUGUAY
000-413-598-3075

UZBEKISTAN
8^641-744-0010 – At the prompt dial 866-384-4277

VENEZUELA
0800-1-00-4586

VIETNAM
120-11067

ADDITIONAL RESOURCES

You can learn more from Organization policies, which include, but are not limited to, the following:

- Anti-Corruption Policy
- Whistleblower Non-Retaliation Policy
- Anti-Corruption Corporate Development Policy
- Conflicts of Interest Policy
- Confidentiality & Disclosure Policy
- Fair Competition Policy
- Global Trade Compliance Policy
- Gifts, Entertainment & Travel Policy
- Charitable Donations Policy
- Political Donations & Activities Policy
- Third Party Policy
- Payee Policy
- Sales Intermediary Policy
- Trading Policy



[DieboldNixdorf.com](https://www.DieboldNixdorf.com)