

DIEBOLD NIXDORF, INCORPORATED

CORPORATE GOVERNANCE GUIDELINES

Responsibility of the Board

The primary mission of the Board of Directors (the “Board”) of Diebold Nixdorf, Incorporated (the “Company”) is to advance the interests of the Company’s stockholders by advising and overseeing management with respect to the business affairs of the Company. The Board believes that this mission is best served by establishing a corporate culture of accountability, responsibility and ethical behavior through the careful selection and evaluation of senior management and members of the Board and by carrying out the Board’s responsibilities with diligence and integrity.

In discharging their obligations, Board members should be entitled to rely on the honesty and integrity of the Company’s senior executives and its outside advisers and auditors. Board members are expected to devote the time necessary to appropriately discharge their responsibilities and to prepare for and, to the extent possible, attend and participate in the Company’s annual meeting of stockholders and all Board meetings and meetings of Board committees on which they serve. Each Board member is expected to ensure that other commitments do not materially interfere with the member’s service as a director.

Every Board member is expected to exercise sound judgment in all matters involving business ethics and integrity and at all times are expected to maintain the highest ethical standards. Further, every Board member is prohibited from using or revealing, without proper authorization, any confidential information regarding the Company. These Corporate Governance Guidelines (“Guidelines”) are intended to serve as a flexible framework, rather than as a set of binding legal obligations, through which the Board may conduct its business and provide oversight.

Director Selection

Selection of Director Nominees. The Nomination and Governance Committee shall recommend candidates for election to the Board in accordance with the policies and principles in its charter and the criteria described herein. The invitation to join the Board should be extended by the Board through the Chair of the Board or, in lieu thereof, by the Chair of the Nomination and Governance Committee. The Nomination and Governance Committee will be responsible for recommending the nomination of those incumbent directors it deems appropriate for re-election to the Board as part of the committee’s annual review and selection process.

Director Orientation and Continuing Education. The Company shall establish an orientation program for new directors that includes presentations by senior management, including on the Company’s Code of Business Ethics. All directors will also be invited to participate in the orientation program. Periodically, the Company will provide opportunities for directors to visit the Company’s significant facilities in order to provide greater understanding of the Company’s business and operations. The Nomination and Governance Committee shall consider additional education or training opportunities for directors.

Independence Requirements. A majority of the members of the Board must satisfy the applicable independence requirements set forth in the Company's Categorical Independence Standards for Directors, as approved by the Board from time to time, and the rules of the New York Stock Exchange ("NYSE") and under applicable law. In addition, members of the Audit, People and Compensation, and Nomination and Governance Committees must meet all applicable independence tests of the NYSE and any additional standards imposed under U.S. securities laws and the rules and regulations of the U.S. Securities and Exchange Commission (the "SEC").

Size of the Board. Pursuant to the Amended and Restated Bylaws of the Company, the Board should have between no less than four and no more than fourteen members. The Board determines the number of directors as permitted in the Company's Certificate of Incorporation and will periodically review the size of the Board based on recommendations of the Nomination and Governance Committee.

Positions of Chair of Board and Chief Executive Officer. Those members who are determined to be independent directors shall elect the Chair of the Board. The role of the Chief Executive Officer and Chair may be separate or combined, which will be determined by the Board as it deems appropriate.

Service on Other Boards. Directors must advise the Chair of the Nomination and Governance Committee in advance of accepting an invitation to serve on the board of directors of another company. Management directors shall not serve on the board of directors of more than one other publicly traded, for profit companies and non-management directors shall not serve on the board of directors of more than four other publicly traded, for-profit companies. In special circumstances, the Nomination and Governance Committee may determine on a case by case basis that service on boards in addition to the limits set forth above would not impair the ability of a director to perform his or her obligations effectively as a director of the Company.

Changes in Professional Responsibility. Directors should submit their resignations upon retirement, resignation, termination or other significant change in profession. The Board may accept or reject such resignation in its discretion after consultation with the Nomination and Governance Committee.

Director Refreshment. The Board believes that, rather than being bound by a strict term limit, the Nomination and Governance Committee should evaluate the qualifications and performance of each incumbent director before recommending the nomination of that director for an additional term. Absent a waiver by the Board, no director should be nominated to serve as a director after that person has reached the age of 75. The Nomination and Governance Committee and the Chair of the Board will review a director's continuing service on the Board whenever the director experiences a change in professional responsibilities as a way to ensure that the director's skills and experience continue to match the needs of the Board. In addition, in connection with nomination of the slate of directors that the Board proposes for election by stockholders each year, the Nomination and Governance Committee will consider re-nominated directors' continuation on the Board and take steps as may be appropriate to ensure that the Board maintains an openness to new ideas as well as the skills and experience beneficial to the Board at that time. An individual director's re-nomination is dependent upon a performance assessment conducted annually by the Nomination and Governance Committee. The performance assessment will take

into account all of the director's qualifications including skills, experience, and participation in and contribution to the activities of the Board.

Director Compensation and Performance

Compensation Policy and Compensation Review. It is the current policy of the Board to provide directors with a mix of compensation, including an annual cash retainer and stock option or equity grants, based on continued service on the Board, Company performance and in a manner consistent with market practice of similarly situated companies. The Board may decide in the future to provide directors with other types of compensation. Proposed changes in Board compensation shall initially be reviewed by the Board's People and Compensation Committee (the "Compensation Committee"), but any changes in the compensation of directors shall require the approval of the Board. The Compensation Committee shall periodically review the status of Board compensation and shall discuss its review with the Board.

Stock Ownership Guidelines for Directors. In order to further align the interest of the Board with the interests of the stockholders of the Company, each non-employee director should maintain ownership of shares in the Company's common stock in an amount equal to five times the directors' annual cash retainer (as modified from time to time), and to strive to achieve such ownership amount as soon as reasonably possible. These guidelines are administered by the Nomination and Governance Committee, which will annually review these guidelines, each director's progress and compliance with the same.

Annual Performance Review. At least annually, the Nomination and Governance Committee shall evaluate and report to the Board the performance of the Board and its committees, and the Board's compliance with these Guideline, along with any recommendations it deems appropriate.

Transactions with Directors or Their Affiliates. Except for employment arrangements with the Chief Executive Officer and other management directors, the Company does not engage in transactions with directors or their affiliates if a transaction would cast into doubt the independence of a director, would present the appearance of a conflict of interest or is otherwise prohibited by law, rule or regulation. This includes, directly or indirectly, any extension, maintenance or renewal of an extension of credit to any director of the Company. This prohibition also includes significant business dealings with directors or their affiliates, charitable contributions that would require disclosure in the Company's proxy statement under the rules promulgated by the SEC and the NYSE, and consulting contracts with, or other indirect forms of compensation to, a director. Any waiver of this policy may be made only by the Board, upon recommendation and approval of the Nomination and Governance Committee, and must be promptly disclosed to the Company's stockholders.

Board Meetings

Schedule. Board meetings are scheduled in advance and held not less than quarterly. The Board holds special meetings as required.

Distribution of Board Materials. Information that is important to the Board's understanding of the Company's business should be distributed to the directors within a

reasonable period of time before the Board meeting and directors are expected review those materials prior to the meeting. Management is responsible for preparation of the Board materials, but the Chair or any other director may specifically request inclusion of certain material.

Meetings of Independent Directors. The independent directors shall meet at regularly scheduled executive sessions without management, where the Chair of the Board shall serve as the presiding director and shall supervise the conduct of these meetings. Meetings of the independent directors should generally coincide with regularly scheduled Board meetings; however, a majority of the independent directors may call an executive session at any time.

Board Presentations and Access to Employees and Advisers. Directors shall have full access to officers and employees of the Company and, as necessary and appropriate, the Company's independent advisers, including legal counsel and independent accountants. Any meetings or contacts that a director wishes to initiate may be arranged through the Chief Executive Officer, the Corporate Secretary or directly by the director. Each director will use his or her judgment to ensure that any such contact is not disruptive to the business operations of the Company.

The Board encourages the Chief Executive Officer and other executive officers to invite officers, other key employees and independent advisers to Board meetings, in order to provide additional insight into the items being discussed or to whom the Chief Executive Officer or other executive officers believed should be given exposure to the Board.

Board Interaction with Investors, Media and Others. The Board believes that communication and engagement with the Company's stockholders and other interested parties is an essential component of the Company's corporate governance practices. The Board believes that senior management speaks for the Company. Individual Board members may, from time to time, meet or otherwise communicate with various constituencies that are involved with the Company at the request of senior management.

Board Committees

Standing Committees. The Board shall have at all times an Audit Committee, a Compensation Committee and a Nomination and Governance Committee, and all of the members of those committees shall satisfy the applicable independence requirements set forth in the rules of the NYSE and under applicable law. From time to time, the Board may provide for such other standing or special committees as may be necessary to carry out its responsibilities.

Committees shall receive authority exclusively through delegation from the Board through their charters, Board resolutions or as provided by these Guidelines. In addition to the authority granted hereunder or under each committee's charter or, in the case of a committee, by further resolution of the Board, the Board and each committee have the power on the Company's behalf to hire independent legal, financial or other advisers as any of them may deem necessary without consulting or obtaining the approval of management of the Company.

Committee Charters. Each committee will have a written charter approved by the Board. The charters will set forth the purposes and responsibilities of the committees as well as qualifications for committee membership, procedures for appointment and removal, structure and

operations and reporting to the Board. The charters will also provide that each committee will annually evaluate its performance and also annually review its charter and recommend any proposed changes to the Board for approval. The charters will be included on the Company's website.

Committee Meetings and Committee Agenda. Each committee chair, in consultation with the committee members and appropriate officers of the Company, will determine the frequency of committee meetings consistent with the committee's charter, provided that a majority of committee members may call a meeting of the committee on which they are members at any time. Each committee chair, in consultation with the other members of the committee and the appropriate executive officers, will develop the committee's agenda.

Management Evaluation and Succession

Selection of the Chief Executive Officer. The Board shall be responsible for selecting a Chief Executive Officer.

Evaluation of Executive Officers. The independent members of the Board, including the members of the Compensation Committee, shall conduct an annual review of the performance of the Chief Executive Officer in light of the goals and objectives of the Company. The Compensation Committee shall also review and approve the compensation policies and programs for executive officers and other key management employees of the Company as it deems appropriate.

Succession Planning and Management Development. The Board shall review the Company's succession plan with respect to each executive officer and other key management employees as it deems appropriate. At a minimum, such succession plans shall include appropriate contingencies in the event such individual retires or is incapacitated. The Board will evaluate potential successors for each such individual. The Chief Executive Officer, and any other such individual as the Board requests, shall at all times make available his or her recommendations and evaluations of potential successors, along with a review of any development plans recommended for such potential successors. The Chief Executive Officer, and any other such individual as the Board requests, shall present to the full Board a formal review of succession planning at least once a year.

Resources and Authority

The Board shall have appropriate resources and authority to discharge its responsibilities, including, without limitation, appropriate funding, in such amounts as the Board deems necessary, to compensate any consultants, independent counsel and advisors retained by the Board or any of its Committees.

Annual Review and Availability of These Guidelines

These Guidelines will be made available on the Company's website. The Nomination and Governance Committee will review these Guidelines annually and recommend any proposed changes to the Board for approval.