



nexi

Welcome to Nexi

Next starts with **you** everyday

This is your inside look at who we are, how we work and what you can expect as your journey with Nexi continues.

Introduction

Next starts with **you** everyday

We know a recruitment process can be overwhelming and we wanted to support you as much as possible during your journey. To do so, **we prepared some useful information to give you a closer look into Nexi** to best prepare you and set you up for success along this process!

In this deck you will...



UNDERSTAND who we are and why we do what we do



DISCOVER our Culture, Values and People Promise



HEAR FROM your future colleagues



PREPARE for your next round with Helpful tips



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Who we are

We are Nexi, **the Leading Payment Company in Europe.**

In a more and more complex and fragmented market, we provide **advanced customer-first solutions that simplify the complexity of payments, for people and society.**

Nexi by the numbers –
Our people, our reach

50+
Nationalities

60+
Offices across
Europe

3.1M
Merchants

9,000+
colleagues
worldwide

25+
countries

43%
Women
employees

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What we do

We help **banks, merchants, SMEs, corporates, and public institutions** deliver **seamless digital and physical payments** across Europe.

OUR SOLUTIONS COVER:

DIGITAL PAYMENTS

(e-commerce, mobile, remote)

PHYSICAL PAYMENTS

(POS, in-store, terminals)

OMNICHANNEL ACCEPTANCE

PROCESSING & CARD MANAGEMENT

FRAUD PREVENTION & SECURITY

DISPUTE RESOLUTION

CUSTOMER VALUE MANAGEMENT

We provide **end-to-end, modular services** for banks and financial institutions, including:



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Nexi in the news - what we've been doing recently



Powering the Infrastructure of Tomorrow

Nexi partners with the European Central Bank to help deliver the **Digital Euro's offline payment solution.**

In October 2025, the European Central Bank (ECB) selected a consortium led by Giesecke+Devrient, with Nexi and Capgemini, **to design and implement the offline capability for the Digital Euro, one of the most innovative financial infrastructure projects in Europe.**



Advancing Security, Trust, and Interoperability

Nexi and the Reserve Bank of New Zealand **modernize the nation's real-time payments backbone.**

A milestone in global payment infrastructure: Nexi upgraded New Zealand's RTGS system to meet SWIFT ISO 20022 standards, **ensuring faster, more secure, and future-ready high-value transactions.**



Leading Payment Evolution on a Global Scale

Nexi joins Google and industry leaders to define the **open standard for agent-led payments.**

AP2 (Agent Payments Protocol) establishes a payment-agnostic, security-first framework, extending A2A and MCP, **to let AI agents authenticate, authorize, and complete transactions across rails (cards, account-to-account, real-time, and crypto)** with auditable trust.

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Our vision: why we exist and what we aim to achieve

Our perspective is that **Payments are vital for Society**,
but more and more complex and very fragmented across Europe.

Which is why our reason to exist in the society, beyond timeframes and business, is:

We simplify payments for people

- *by being always reliable and secure*
- *with Customer-first solutions*
- *with close Customer support*

And we do so with our positioning:

European by scale, Local by nature

Click here to learn
more about our
vision

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How we work: our values



**Driving excellence for our
Customers, always**



**Shaping payments through
our Competence**



**Winning with our
Energy, together**



**Enjoying the richness
of Diversity**

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How we live our people promise

Next Starts With You, Everyday is more than a phrase, it's an invitation to shape the future of payments, simplify complexity for people, and turn ambition into action.

Through innovation, collaboration, and dedication, you help transform possibilities into real progress.



How we live our people promise

YOUR COMMITMENT



EMBRACE AND DRIVE CHANGE

Conquer challenges and take ownership in creating innovative solutions in an ever-evolving environment.



SEEK OPPORTUNITIES TO GROW AND EXCEL

Bring a drive for growth and a focus on skill building to become an industry expert and a leader in our field.



ACT FAST AND TAKE INITIATIVE

Start each day with passion and energy, take ownership to achieve unmatched results, and set high standards in everything you do.



SHOW UP FOR OTHERS

Collaborate with trust and openness, valuing diverse voices and earning success together.

OUR COMMITMENT

CREATE A REAL IMPACT

At Nexi your efforts are driving the future of payments by building secure, trustworthy, and accessible solutions that serve people, our customers and society.

GET SUPPORT TO SHAPE YOUR OWN PATH

Build the career you envision with tools and guidance. Here you can learn, grow and make an impact that extends well beyond your starting point.

BE PART OF A DYNAMIC ENVIRONMENT

You will join a progressive company that navigates complexity with speed and purpose. Here we focus on meaningful goals and shared achievements, pursued together with determination.

GET INSPIRED BY DIVERSE PERSPECTIVES

Be part of a culture that celebrates different viewpoints. You will learn from others, challenge assumptions and collaborate to turn ideas into reality.

What is unique about working at Nexi

Hear it from your future Colleagues

Why Join Nexi?

Watch this video
to learn more!



“ At Nexi, there is a great focus and attention on the needs of the customers. **Everything we do is for our customers** and this drives the success of the company. ”

Marco Guidizzi - Corporate Finance

“ We are incredibly open minded in a lot of ways. Open minded for new ideas, processes, and our work, but we are really **open minded** when it comes to **nationalities and diverse backgrounds and opinions**. ”

Diana Scherbej - Team Leader Merchant Due Diligence



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Tips for answering questions in your next round

When answering interview questions, Nexi recruiters recommend using the **STAR Method**. This is a structured way to tell your story with impact. It helps us see not only *what* you achieved, but *how* you think, act, and contribute in real situations.

Situation

Start by setting the scene. Describe the context or challenge you faced where you were working, what was happening, and why it mattered. *Example: "When I joined my previous team, we were struggling to meet project deadlines because of unclear responsibilities."*

Task

Next, explain your specific role in that situation. What were you responsible for? What goal or problem were you trying to solve?
Example: "I was asked to analyse our process and design a more efficient way to track progress."

Action

Then describe what you did step by step. This is your chance to show how you approach challenges, make decisions, and collaborate. *Example: "I interviewed team members, mapped out the workflow, and introduced a shared task management tool."*

Result

Finally, share what happened because of your actions. Whenever possible, include measurable results or feedback. End with what you learned or how it influenced you. *Example: "Our delivery time improved by 30%, morale increased, and I learned the importance of involving others in change."*



"We love hearing your stories. Using STAR helps you stay focused, structured, and authentic, and helps us see the real impact you make."

Nexi Recruitment Team

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