



**DIVERSITY, EQUITY, INCLUSION &
NON- DISCRIMINATION STATEMENT
NEXI GROUP**

Diversity, Equity, Inclusion & Non- Discrimination Statement Nexi Group

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1 PURPOSE

The purpose of this Statement on Diversity, Equity, Inclusion & Non-Discrimination (hereinafter “**Statement**”) is to reaffirm Nexi Group (hereinafter also “**Nexi**” or the “**Group**”) commitment in promoting an inclusive and non-discriminatory work environment. This commitment ensures the effective integration of Diversity, Equity, Inclusion principles (hereinafter “**DEI**”) and non-discrimination into the corporate culture and into relationships among and with people, in alignment with the Group Sustainability Strategy.

Nexi’s objective is to create a fair and truly inclusive working environment, where every individual receives equitable treatment, feels valued and respected, and is empowered to contribute to a diverse and innovative corporate culture. Nexi believes that the best opportunities for growth arise when people with different backgrounds, experiences, and perspectives can collaborate, engage in constructive dialogue, and develop solutions that best serve its employees, customers, suppliers, business partners, and the communities in which it operates.

Nexi embraces the values of inclusion as the foundation of a workplace where:

- everyone feels free and respected in expressing their own authenticity;
- diversity is valued;
- a better future is built for employees, customers, suppliers, business partners, and the communities in which it operates.

This Statement has been prepared in accordance with the international standards and regulations listed below:

- Universal Declaration of Human Rights;
- United Nations Global Compact;
- UN Guiding Principles on Business and Human Rights;
- ILO Declaration on Fundamental Principles and Rights at Work;
- OECD Guidelines for Multinational Enterprises;
- Delegated Regulation (EU) 2023/2772 which introduces the European Sustainability Reporting Standards (“**ESRS**”), as adopted pursuant to UE Directive 2022/2464 (Corporate Sustainability Reporting Directive – “**CSRD**”).

The Statement has been drawn up in alignment with the following other documents adopted by Nexi Group and available on www.nexigroup.com:

- Sustainability Statement¹;
- Code of Ethics;
- Human Rights Statement;
- Sustainability Policy;
- Whistleblowing Policy.

¹ This Statement was approved on June 17, 2026 and will therefore be considered starting from the Sustainability Statement for the 2026 financial year.

2 SCOPE OF APPLICATION

This Statement applies to all legal entities within the Group and to all individuals operating within the organisation, including employees, contractors, support staff, and candidates. Furthermore, Nexi encourages its business partners and suppliers to adhere to the commitments set out in this Statement and to contribute to the promotion of ethical and inclusive practices throughout the entire value chain.

3 COMMITMENTS

To promote a highly inclusive culture, Nexi makes the following commitments.

3.1 Inclusive Culture

Nexi is committed to promoting a culture of respect in which diversity and inclusion are valued. This includes a commitment to act in accordance with the principles of the diversity and non-discrimination regulations applicable to Nexi, with the aim of adopting, where possible, standards that go beyond the minimum legal requirements.

The Group's commitments in the DEI sphere are supported by training and awareness-raising activities, and managers are called to promote an inclusive culture and the creation of a safe working environment. Nexi promotes inclusive language, practices active listening, and encourages constructive dialogue, even in situations involving different viewpoints.

3.2 Diversity Representation

The experiences and skills of the Group's people represent a distinguishing factor in responding to the growing challenges of the market in which Nexi operates. Nexi is committed to fostering a working environment in which diversity is valued at all levels of the organization. Nexi believes that embracing a broad range of identities, backgrounds and perspectives strengthens its ability to understand customers, supports innovation, and contributes to more inclusive decision-making.

In the area of gender balance, Nexi continues to work to strengthen female representation in managerial roles, supporting initiatives designed to develop talent and reinforce the leadership pipeline, while monitoring progress over time.

3.3 Vulnerable and Underrepresented Groups

Nexi recognizes that vulnerable or underrepresented groups face unique challenges. As part of its DEI journey, Nexi is committed to support these groups, including gender, sexual orientation, and multicultural minorities. This includes ongoing listening and the activation of inclusive practices aimed at recognizing and addressing potential vulnerabilities (see, for example, point 3.5 below).

3.4 Equal Practices and Opportunities

Nexi is committed to promoting equal opportunities, by supporting professional growth and career development based on skills, potential, performance, and the application of objective and consistent standards, while working to remove barriers to inclusion for underrepresented groups. The Group's commitment to equality extends to all aspects of corporate life, rejecting any form of discrimination based on characteristics such as age, disability, sex, gender identity and sexual orientation, marital status, pregnancy and maternity/paternity, race, ethnicity or country of origin, religion or ethical values, political opinions, background, or any other factor.

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Nexi commits to maintaining fair and transparent compensation and benefits policies, with regular reviews to promote both internal and external equity and consistently making pay decisions based on objective criteria to uphold fairness.

Nexi recognizes parental rights as a fundamental social value. Nexi actively supports maternity by ensuring a smooth and fair return to work through targeted measures such as flexible working hours, knowledge updates, and continuous professional development; it also supports paternity, in full compliance with applicable regulations and local agreements.

3.5 Listening and Communities

Nexi is committed to listening to its employees and to using the insights gathered through ongoing dialogue to guide and enrich its DEI approach. Nexi recognizes the strategic value of fostering the connection of employees who share common interests or experiences through Employee Resource Groups (“ERGs”). These voluntary, employee-led groups, including *Nexi United*, *Women in Nexi* (“WIN”), and *Nexi International*, are supported by the Group and contribute to promoting an inclusive and collaborative working environment aligned with Nexi’s values and culture.

These groups are open to all employees, regardless of gender identity, age, race, ethnicity, sexual orientation, abilities, cultural background, religious affiliations or ethical beliefs, political opinions, or any other characteristic. Through participation in ERGs activities, employees at all levels can enhance their personal and professional development, while also helping strengthen the sense of community across the organization.

3.6 Non-Discrimination

With respect to all our stakeholders, both internal and external, and in every part of Nexi’s operations (including all aspects of employment, such as recruitment, compensation, benefits, training, and career progression), discrimination, harassment in all its forms, and abusive practices are strictly prohibited, whether due to gender, age, race, language, ethnicity, disability, sexual orientation and gender identity, economic status, religious belief, national or social origin, marital status, political opinion, trade union membership, or any other personal characteristic. Direct or indirect discrimination, victimization, or harassment are not tolerated under any circumstances. Any discriminatory behaviour or episodes of intolerance may be reported through the dedicated reporting channels (section 5 below).

4 SHARED RESPONSIBILITY OF EMPLOYEES

Nexi believes that everyone has a fundamental role to play in creating and maintaining an inclusive, respectful, and equitable workplace. All employees are therefore expected to contribute within a framework of shared responsibility.

All employees must complete any mandatory DEI-related training. By doing so, each employee can actively contribute to fostering an inclusive culture and upholding Nexi’s values.

5 REPORTING CHANNELS

Employees are encouraged to speak up about any violation of this Statement, including incidents of bullying, harassment, discrimination, or victimisation, through the following internal channels:

- **Line Manager:** concerns may be raised directly with the relevant line manager, where appropriate given the nature of the matter.

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- Human Resources: reports may be raised with the local HR Business Partners.
- Union Representative: employees may seek assistance from a works council or trade union representative, where available under applicable Collective Bargaining Agreement.

In addition to the above, Nexi provides accessible whistleblowing mechanisms for employees, external collaborators, suppliers, business partner and other stakeholders to report any inappropriate behaviour (www.nexigroup.com/en/whistleblowing). Reporting parties are protected against any form of retaliation, discrimination, or penalisation. In all cases the confidentiality of the identity of the reporting party will be guaranteed unless disclosure is required under relevant legislation.

All reported concerns are processed and investigated promptly. Where necessary, Nexi adopts appropriate corrective measures to ensure that the incidents reported do not recur, all in accordance with the principles outlined in the Group Code of Ethics.

6 GOVERNANCE

Nexi commits to making its processes, policies, and actions compliant with this Statement. To this end, specific responsibilities are assigned to various functions and corporate bodies.

The Board of Directors (“BoD”), with the support of the Innovation and Sustainability Committee, is the body responsible for the strategic direction and oversight of DEI activities and results as part of the Sustainability Strategy, in line with the roles defined in the Sustainability Policy.

The Chief Executive Officer (“CEO”) and the Executive Committee (“ExCo”) evaluate the yearly plan of DEI initiatives and are responsible for their implementation and monitoring, ensuring that DEI priorities are integrated into the relevant organizational processes, in line with the roles defined in the Sustainability Policy.

The HR function:

- drafts the Group's DEI strategy, including potential targets;
- drafts the yearly plan of DEI initiatives;
- monitors the progress of initiative execution.

The DEI Advisory Council, composed of ExCo members, HR and ESG representatives, Regional DEI representatives, ERG representatives, and other members from various areas of the organization:

- supports HR function in drafting the DEI strategy, sharing regional perspectives and employees' voices;
- collaborates with the HR function in drafting the yearly plan of DEI initiatives, supporting the evaluation on the progress of initiative;
- supports the ExCo and managers in the implementation of action plans, where necessary;
- acts as a promoter of DEI initiatives, in support of the HR function;

- intervenes proactively to identify and promote the removal of any barriers to inclusion, facilitating the implementation of the principles set out in this Statement.

By guiding their team, managers promote the principles of this Statement, contributing to their application in alignment with Nexi's values.

7 COMMUNICATION AND TRANSPARENCY

This Statement is available on Nexi's website at www.nexigroup.com and may be freely accessed by all parties to whom it applies, including employees, contractors, suppliers and business partners.

The progress on DEI initiatives is reported annually in the Sustainability Statement, published as part of the Integrated Annual Report, and prepared in accordance with the CSRD and the applicable ESRS.

8 REVIEW AND UPDATES

This Statement may be updated to ensure compliance with applicable laws, regulations, and DEI best practices. Country-specific appendices might complement this Statement to address local legislation and collective agreements as required.

This Statement was approved by the Nexi Board of Directors on June 17, 2026.