



# HUMAN RIGHTS STATEMENT

## NEXI GROUP

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## **1 CONTEXT**

Nexi Group (hereinafter, "Group" or "Nexi") is committed to promoting and respecting human rights both within its own activities and throughout its supply chain, with particular attention to data security, privacy, and the wellbeing of all individuals affected by its operations.

This Human Rights Statement (hereinafter, "Statement") is aligned with the United Nation Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Nexi believes all individuals deserve dignity, equality, and respect, and integrates these principles in every aspect of its operations.

## **2 SCOPE AND PURPOSE**

This Statement applies to all Nexi Group operations, employees, contractors, suppliers, and business partners. The Group's approach to human rights considers the rights of our employees, suppliers, customers, consumers, and communities, striving to ensure that every person we engage with is treated ethically, fairly and free of any kind of discrimination.

Nexi declares its commitment to the respect and protection of Human Rights in all the countries in which it operates and undertake to identify, mitigate and, where possible, prevent potential Human Rights violations related to its activities and throughout its supply chain.

As members of the United Nations Global Compact Nexi is committed to adopting and promoting sustainable and socially responsible policies adhering to the human rights principle recognized in the international conventions.

The Group expects its suppliers and business partners to reflect these commitments, and will take the necessary steps to prevent any human rights abuses within its operations or supply chain.

### **3 HUMAN RIGHTS COMMITMENTS**

#### **3.1 Zero Tolerance for Modern Slavery**

The Group strictly opposes all forms of modern slavery, including forced labor, child labor, human trafficking, and any form of exploitation. To this end, the Group applies, in line with international best practices, the principles described in the UK Modern Slavery Act of 2015 and reports on the actions taken to prevent modern slavery, including those related to business partners.

#### **3.2 Data Security and Privacy for: Customers, End Users, Own Workforce and Workers in the Value Chain**

In an increasingly digital world, Nexi is committed to protecting the privacy, data security, and rights of its customers and end-users. The Group ensures that its technology infrastructure complies with the applicable data protection laws in the countries where Nexi operates, including the General Data Protection Regulation (GDPR). Nexi continuously invests in robust cybersecurity measures, data encryption, and employee training to provide secure, reliable, and transparent services. The Group requires its suppliers and business partners to uphold rigorous data privacy and cybersecurity standards. Customer trust is paramount, and Nexi Group remains dedicated to maintaining the highest levels of information security.

#### **3.3 Commitment to Customer Rights and Transparency**

Nexi recognizes the importance of treating its customers with respect, providing transparent information on products and services, and enabling them to make informed choices. The Group's policies are designed to protect customer rights and ensure fair treatment across all interactions. Nexi strives to resolve complaints promptly and uphold high ethical standards in all business practices.

#### **3.4 Protecting Child Rights and Preventing Child Labour**

Nexi is firmly committed to preventing child labour in its operations and supply chain, adhering to international labour standards defining the minimum working age. The Group supports educational initiatives and vocational programs to empower young people and prevent exploitative practices.

#### **3.5 Safe and Inclusive Work Environments for all**

Nexi is committed to ensuring safe, inclusive and healthy workplaces for its employees, as well as for all workers involved in its supply chain. The Group adopts rigorous occupational health and safety standards and requires its suppliers and business partners to take a proactive approach to risk management to ensure operating conditions that align with protection and well-being principles. Nexi promotes a culture

of respect, where diversity and inclusion are valued, and every employee feels supported, included, and able to contribute. Discrimination, harassment in all its forms, and abusive practices are strictly prohibited in every part of our operations. In this context, Nexi defines and implements specific training sessions and awareness-raising initiatives aimed at ensuring adequate knowledge for compliance with legal and sector-specific regulations and at creating a safety culture. Finally, all actions are subject to specific monitoring and control activities to ensure full compliance with health and safety regulations.

### **3.6 Fair and Equitable Treatment for Employees**

Nexi is committed to providing fair wages, equal opportunities, and a workplace free from discrimination, including that based on race, ethnic origin, skin color, sex, sexual orientation, gender identity, disability, age, religion, political opinions, social background, or national ancestry, as well as any other forms of discrimination regulated in the countries where it operates. The Group treats all individuals with respect, promoting diversity and fostering an inclusive culture that celebrates individual backgrounds, perspectives, and abilities. Nexi people are fundamental to its success, the Group invests in their growth, development, and wellbeing to support them in reaching their full potential.

### **3.7 Freedom of Association and Collective Bargaining**

Nexi respects the rights of all employees to freedom of association and collective bargaining. It upholds open communication between management and employees and encourage respectful engagement without fear of retaliation. Trade union organizations are periodically involved on the issues as indicated by the regulations in force and whenever their involvement is necessary or appropriate. In the context of dealing with non-ordinary operations, Nexi engages with the trade unions in full respect of Human and Workers' Rights and of the regulations in force.

#### **4 RESPONSIBLE SUPPLY CHAIN MANAGEMENT**

Nexi recognizes the importance of promoting environmental and social sustainability across its supply chain. The Group engages with suppliers and business partners to uphold its human rights standards, requiring them to comply with our Sustainability Policy, Code of Ethics, and Human Rights Statement. Nexi expects full adherence to international labour and human rights standards, ensuring high-quality, ethical products and services.

Nexi shall assess its suppliers and business partners according to the defined due diligence procedures in place, taking into consideration also Human Rights issues. Any supplier or business partner found violating these standards may face suspension or termination of business relations.

#### **5 WHISTLEBLOWING AND REPORTING MECHANISMS**

To promote transparency and accountability, Nexi provides accessible whistleblowing mechanisms for employees, suppliers, business partner and other stakeholders to report any suspected human rights abuses or unethical conduct confidentially and without fear of retaliation (<https://www.nexigroup.com/en/whistleblowing/>). All reported concerns are investigated promptly, and appropriate remedial actions are taken when necessary. The reporting parties in good faith are guaranteed against any form of retaliation, discrimination or penalization. In all cases the confidentiality of the identity of the reporting party will be guaranteed, except for legal obligations and the protection of persons accused falsely or in bad faith.

#### **6 TRAINING AND AWARENESS**

Nexi recognizes the importance of awareness in preventing human rights violations. It offers regular training on ethical standards, safety procedures, human rights, data protection, and its reporting mechanisms to employees, suppliers and strategic business partners. This ensures that relevant staff can convey its expectations to suppliers and to key partners, enabling a proactive approach to addressing human rights risks.

#### **7 MONITORING AND REPORTING**

The Group's commitment to human rights is embedded in all levels of its organization. The Group Risk Management Function and the Group ESG & Sustainability Unit work together to monitor and report on climate, environmental, social and governance (hereinafter, "ESG") risks, including those related to human rights risks, with periodic updates to the Control and Risk Committee and Innovation and Sustainability Committee. The Group Risk Management Function also evaluates climate-related and ESG risks, incorporating them into our enterprise risk management model.

## **8 HUMAN RIGHTS GOVERNANCE AT NEXI**

The Group's Human Rights Statement reflects its commitment to building a respectful, inclusive, and equitable environment for all, continuously improving improve its practices, ensuring full transparency, and working in collaboration with all stakeholders to uphold the highest standards of human rights and sustainability.

This Statement was approved by the Board of Directors on 4-10-2025 and applies to all legal entities within the Group. The Group HR and Group Procurement functions oversee the implementation of the commitment made in this Statement and monitors its adherence within their respective areas of responsibility. The Group ESG & Sustainability Unit reviews periodically the Human Rights Statement to ensure its continuous alignment with evolving human rights standards and legal requirements.

## **9 DIFFUSION**

This document is intended for both internal and external use. It is available internally for all employees. As a public document, it can be shared with all business partners and is also published on the Nexi website for any interested parties.