



# Sustainability Accounting Standards Board (SASB) Index

Electrical & Electronic Equipment Standard

# Global Reporting Initiative Standards (GRI) Index

General Disclosures

# 2021

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These indices have been prepared in reference with the GRI Standards 2020, and contains disclosures from the SASB Electrical & Electronic Equipment Standard 2018. Unless otherwise noted, quantitative data and ESG key performance indicators are based on our most recent fiscal year, which ended on December 31, 2021, and include all entities contained in our consolidated financial statements with the exception of E&I, which Vertiv acquired in November 2021. Some qualitative and quantitative information covers periods prior to and immediately following our 2021 fiscal year.

| SASB Code                   | Accounting Metric   | Location or Description   |
|-----------------------------|---|---|
| RT-EE-130a.1 <sup>1,2</sup> | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable                                  | (1) 820,443 Gj<br>(2) 62%<br>(3) Not Tracking   |
| RT-EE-150a.2 <sup>1</sup>   | Number and aggregated quantity of reportable spills, quantity recovered   | Zero reportable spills or ongoing remediation activities from prior reportable spills.  |
| RT-EE-250a.1                | Number of recalls issued, total units recalled  | Zero notable product recalls as of December 31, 2021 that would rise to the significance of inclusion in our annual 10-K. Any material, legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs.   |
| RT-EE-250a.2                | Total amount of monetary losses as a result of legal proceedings associated with product safety                       | Zero notable monetary losses as a result of legal proceedings associated with product safety as of December 31, 2021 that would rise to the significance of inclusion in our annual 10-K. Any material, legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs.                       |
| RT-EE-510a.1                | Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior | <a href="#">Vertiv Anti-Corruption and Fair Competition Programs.</a>   |
| RT-EE-510a.2                | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption                | Zero notable monetary losses as a result of legal proceedings associated with bribery or corruption as of December 31, 2021 that would rise to the significance of inclusion in our annual 10-K. Any material, legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs.                |
| RT-EE-510a.3                | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | Zero notable monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations as of December 31, 2021 that would rise to the significance of inclusion in our annual 10-K. Any material, legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs. |

| Disclosure | Disclosure Title   | Location or Description   |
|------------|--|---|
| 102-01     | Name of the organization                                     | Vertiv Holdings Co.   |
| 102-02     | Activities, brands, products, and services                   | Vertiv 2021 ESG Report, One Vertiv, Pages 06-07; For Our Planet, Working Toward Sustainable Solutions for Our Customers, Page 18.<br><a href="#">Vertiv 2021 10-K Item 1. Business.</a>   |
| 102-03     | Location of headquarters                                     | Columbus, Ohio, United States.  |
| 102-04     | Location of operations                                       | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Global Presence, Page 06.<br><a href="#">Vertiv 2021 10-K Item 1. Business.</a>  |
| 102-05     | Ownership and legal form                                     | Delaware Corporation. Publicly traded on the New York Stock Exchange under the ticker symbol VRT.   |
| 102-06     | Markets served   | Vertiv 2021 ESG Report, One Vertiv, Product and Market Mix, Page 07; For Our Planet, Working Toward Sustainable Solutions for Our Customers, Page 18-21.<br><a href="#">Vertiv 2021 10-K Item 1. Business.</a>  |
| 102-07     | Scale of the organization                                    | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Page 06-07.<br><a href="#">Vertiv 2021 10-K: Item 1. Business. Human Capital Resources: Item 2. Properties: Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operation: Item 8. Financial Statements and Supplementary Data. Consolidated Balance Sheets: Results of Operations.</a>   |
| 102-09     | Supply chain   | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Our Approach to ESG (Responsible Supply Chain), Page 15.<br><a href="#">Vertiv 2021 10-K: Item 1. Business. Facilities, Operations and Supply Chain.</a>   |
| 102-10     | Significant changes to the organization and its supply chain | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Vertiv Acquires E&I Engineering, Page 06.<br><a href="#">Vertiv 2021 10-K: Item 1. Business.</a>   |
| 102-11     | Precautionary Principle or approach                          | Partially reported.<br>Vertiv 2021 ESG Report, Our Approach to ESG (Governing and Managing ESG at Vertiv), Page 12-14.<br><a href="#">Vertiv 2021 Proxy Statement (Board of Directors Role in Risk Oversight), Page 15.</a><br><a href="#">Vertiv Code of Conduct.</a>  |
| 102-12     | External initiatives   | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Corporate Governance (Data Privacy and Cybersecurity), Page 09, (Human Rights), Page 09, Our Approach to ESG (Key Focus Areas), Page 14; For Our Planet, Working Toward Sustainable Solutions for Our Customers (Partnering for Progress), Page 21; Continuously Improving Operations (Environmental Management Systems), Page 23; For Our People (Occupational Health and Safety Management System), Page 27. |
| 102-13     | Membership of associations                                   | European Data Center Association - Climate Neutral Data Center Pact<br>The Green Grid<br>Infrastructure Masons<br>Open Compute Project<br>Research Institute of Sweden (RISE)<br>Sustainable Digital Infrastructure Alliance  |
| 102-14     | Statement from senior decision-maker                         | Partially reported.<br>Vertiv 2021 ESG Report, CEO Letter, Page 05; Our Approach to ESG (Governing and Managing ESG at Vertiv), Page 12-14.   |
| 102-15     | Key impacts, risks, and opportunities                        | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, (Keeping Our Customers Connected), Page 06, (Our Approach to ESG), Page 12.<br><a href="#">Vertiv 2021 10-K: Item 1. Business: Item 1A. Risk Factors.</a>  |
| 102-16     | Values, principles, standards, and norms of behavior         | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, (Our Core Values), (Turning Values into Behaviors), Page 25; (Tailoring Training and Development), Page 37.<br><a href="#">Vertiv Code of Conduct.</a>   |
| 102-17     | Mechanisms for advice and concerns about ethics              | Employees can access external mechanisms to seek advice or report concerns through EthicsPoint: <a href="https://secure.ethicspoint.com/domain/media/en/gui/49122/index.html">https://secure.ethicspoint.com/domain/media/en/gui/49122/index.html</a> or by calling 1.855.874.1654.<br><a href="#">Vertiv Code of Conduct, Page 5-6</a>   |
| 102-18     | Governance structure   | Vertiv 2021 ESG Report, One Vertiv, Corporate Governance, Page 08, Our Approach to ESG (Governing and Managing ESG at Vertiv), Page 12-14.<br><a href="#">Vertiv 2021 Proxy Statement (Communication with the Board of Directors), Page 14 and 18.</a><br><a href="#">Vertiv Corporate Governance Website: Board of Directors, Committee Composition.</a>   |

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|------------|---|---|
| 102-19     | Delegating authority  | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Approach to ESG (Governing and Managing ESG at Vertiv), Page 12-14.<br><a href="#">Vertiv 2021 Proxy Statement (Communication with the Board of Directors), Page 27.</a>   |
| 102-20     | Executive-level responsibility for economic, environmental, and social topics | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Approach to ESG (ESG Executive Steering Committee), Page 12.   |
| 102-21     | Consulting stakeholders on economic, environmental, and social topics         | Pursuant to our policies, the Board has delegated authority to the Chairman of the Board, the Chief Executive Officer, Chief Financial Officer and other members of the executive management team to discuss various topics with our stakeholders, including economic, environmental and social topics. See ESG Report, page 12-14.<br><a href="#">Vertiv 2021 Proxy Statement (Communication with the Board of Directors), Page 14 and 18.</a> |
| 102-22     | Composition of the highest governance body and its committees                 | Partially reported.<br><a href="#">Vertiv 2021 Proxy Statement (Board of Directors and Corporate Governance), Page 9-14.</a><br>For executive status, tenure, and significant positions/commitments, please see Vertiv 2021 Proxy Statement (Proposal 1: Election of Directors).  |
| 102-23     | Chair of the highest governance body  | <a href="#">Vertiv 2021 Proxy Statement (Board of Directors and Corporate Governance), Page 14.</a>   |
| 102-24     | Nominating and selecting the highest governance body                          | Partially reported.<br><a href="#">Vertiv Proxy Statement, Board of Directors and Corporate Governance (Policy Regarding Director Nominations), Page 9-14 and 18.</a>   |
| 102-25     | Conflicts of interest   | Partially reported.<br><a href="#">Vertiv Proxy Statement, Board of Directors and Corporate Governance (Related Party Transactions Policies and Procedures), Page 46-47.</a>  |
| 102-26     | Role of highest governance body in setting purpose, values, and strategy      | Vertiv 2021 ESG Report, One Vertiv, Corporate Governance, Page 08, Our Approach to ESG (Governing and Managing ESG at Vertiv), Page 12-14.  |
| 102-27     | Collective knowledge of highest governance body                               | Vertiv 2021 ESG Report, One Vertiv, Our Approach to ESG (Governing and Managing ESG at Vertiv), Page 12-14.<br><a href="#">Charter of the Audit Committee of the Board of Directors of Vertiv Holdings Co.</a>  |
| 102-30     | Effectiveness of risk management processes                                    | <a href="#">Vertiv 2021 Proxy Statement (Commitment to ESG Initiatives), Page 3; (Board of Directors Role in Risk Oversight), Page 15.</a>  |
| 102-31     | Review of economic, environmental, and social topics                          | The Board periodically reviews economic, environmental and social topics, including with respect to their impacts, risks and opportunities. Read more via the Vertiv 2021 ESG Report, One Vertiv, Our Approach to ESG (Governing and Managing ESG at Vertiv), Page 12.  |
| 102-32     | Highest governance body's role in sustainability reporting                    | Partially reported.<br>The ESG Executive Steering Committee formally reviews and approves the Vertiv 2021 ESG Report. The Board of Directors has also reviewed and provided comments on the Vertiv 2021 ESG Report.   |
| 102-33     | Communicating critical concerns   | <a href="#">Vertiv Anti-Corruption and Fair Competition Programs, Page 4.</a><br><a href="#">Vertiv 2021 Proxy Statement (Communication with the Board of Directors), Page 15 and 18.</a><br><a href="#">Vertiv Ethics Assistance and Reporting.</a>  |
| 102-35     | Remuneration policies   | Partially reported.<br><a href="#">Vertiv 2021 Proxy Statement (Director Compensation), Page 19, (Executive Compensation), Page 24-38.</a>  |
| 102-36     | Process for determining remuneration  | <a href="#">Vertiv 2021 Proxy Statement (Director Compensation), Page 19, (Executive Compensation), Page 24-30.</a>   |
| 102-38     | Annual total compensation ratio   | Partially reported.<br>CEO Pay Ratio: 196.6:1.<br><a href="#">Vertiv 2021 Proxy Statement (CEO Pay Ratio), Page 38.</a>   |
| 102-40     | List of stakeholder groups  | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Our Approach to ESG (Key Focus Areas), Page 14, (Responsible Supply Chain), Page 15; For Our Planet, Working Toward Sustainable Solutions for Our Customers (Partnering for Progress), Page 21; For Our People, Attracting, Developing, and Retaining Top Talent (Vertiv Taps University Talent), Page 36; For Our Neighbors (entire section).                                       |
| 102-42     | Identifying and selecting stakeholders  | Partially reported.<br>Stakeholder groups are broken down into four categories: Customers, Employees, Investors, and Communities. The approach to engagement for each of these stakeholder groups (including selection criteria, frequency of meetings, topics of concern, and response) varies by each group.  |
| 102-45     | Entities included in the consolidated financial statements                    | Partially reported.<br>Vertiv 2021 ESG Report, About This Report, Page 47.<br><a href="#">Vertiv 2021 10-K: Exhibit 21.1 (List of Vertiv's Subsidiaries).</a>   |

| Disclosure           | Disclosure Title   | Location or Description  |
|----------------------|--|--|
| 102-47               | List of material topics  | Vertiv 2021 ESG Report, One Vertiv, Our Approach to ESG (Key Focus Areas), Page 14.  |
| 102-50               | Reporting period   | Vertiv 2021 ESG Report, About This Report, Page 47.  |
| 102-51               | Date of most recent report   | Not applicable. This is the first Vertiv ESG report.   |
| 102-52               | Reporting cycle  | Vertiv intends to issue an ESG report annually.  |
| 102-53               | Contact point for questions regarding the report   | <a href="mailto:Sustainability@vertiv.com">Sustainability@vertiv.com</a>   |
| 102-54               | Claims of reporting in accordance with the GRI Standards   | Vertiv 2021 ESG Report, About This Report, Page 47.  |
| 201-1                | Direct economic value generated and distributed  | Partially reported.<br><a href="#">Vertiv 2021 10-K, Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operation); Item 8 (Financial statements and supplementary data).</a>  |
| 201-2                | Financial implications and other risks and opportunities due to climate change                     | Partially reported.<br><a href="#">Vertiv 2021 10-K: Item 1A. Risk Factors (Risks Related to Our Business Operations).</a><br>For information regarding opportunities posed by climate change, please refer to Vertiv 2021 ESG Report, For Our Planet, Working Toward Sustainable Solutions for Our Customers, Page 17-21.   |
| 201-3                | Defined benefit plan obligations and other retirement plans  | Partially reported.<br><a href="#">Vertiv 2021 10-K, Item 8 (Financial statements and supplementary data, Notes to Consolidated Financial Statements, Pension Plans).</a>  |
| 205-2                | Communication and training about anti-corruption policies and procedures                           | Partially reported.<br><a href="#">Vertiv Anti-Corruption and Fair Competition Programs.</a><br><a href="#">Vertiv Code of Conduct.</a>  |
| 206-1                | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                    | During calendar year 2021, Vertiv did not face any legal actions regarding anti-competitive behavior, anti-trust, or monopoly practices.   |
| 302-1 <sup>1,2</sup> | Energy consumption within the organization   | Partially reported.<br>Fuel Consumption (joules): 310,885 Gj.<br>Electricity Consumption (joules): 509,558 Gj.<br>Total Energy Consumption (joules): 820,443.  |
| 302-4                | Reduction of energy consumption  | Partially reported.<br>Vertiv 2021 ESG Report, For Our Planet, Continuously Improving Operations (Forging a Path Forward), Page 22.  |
| 302-5                | Reductions in energy requirements of products and services   | Partially reported.<br>A variety of our products are designed to reduce the energy needs of our customers. See Vertiv 2021 ESG Report, For Our Planet, Working Toward Sustainable Solutions for Our Customers, Page 17-21.   |
| 303-1                | Interactions with water as a shared resource   | Partially reported.<br>Our business is not particularly water-intensive, and our water is drawn primarily from municipal sources rather than directly from freshwater sources. That said, our environmental management systems have been developed in alignment with globally recognized standards, such as ISO 14001. See Vertiv 2021 ESG Report, For Our Planet, Continuously Improving Operations, Page 22-23.<br>Many of our products and solutions help our customers reduce their own water footprints. Vertiv 2021 ESG Report, For Our Planet, Working Toward Sustainable Solutions for Our Customers, Page 18. |
| 401-2                | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Attracting, Developing, and Retaining Top Talent, (Workforce Management) Page 38.<br><a href="#">Vertiv 2021 Proxy Statement (Long-term Incentive Compensation), (Retirement Benefits), (Termination and Change-in-Control Benefits), (Other Benefits), Page 29-30.</a>   |
| 401-3                | Parental leave   | Partially reported; U.S. only.<br>During the reporting period, 13 female employees took maternity leave and 11 male employees took paternity leave, associated with the birth of a child.  |
| 403-1                | Occupational health and safety management system   | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness (Occupational Health and Safety Management System), Page 27.  |
| 403-2                | Hazard identification, risk assessment, and incident investigation                                 | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness (Identifying Risks, Improving Safety, Keeping People Informed), Page 27-28.   |
| 403-3                | Occupational health services   | Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness (Identifying Risks, Improving Safety, Keeping People Informed), Page 28.   |

| Disclosure | Disclosure Title  | Location or Description   |
|------------|---|---|
| 403-4      | Worker participation, consultation, and communication on occupational health and safety                       | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness, Page 26-29.   |
| 403-5      | Worker training on occupational health and safety   | Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness (Delivering Necessary Training), Page 29.   |
| 403-6      | Promotion of worker health  | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness (Promoting Worker Wellness), Page 30.  |
| 403-7      | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness, Page 26-31.  |
| 403-8      | Workers covered by an occupational health and safety management system  | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Prioritizing Health, Safety, and Wellness (Occupational Health and Safety Management System), Page 27.   |
| 403-9      | Work-related injuries   | Partially reported.<br>TRIR: 0.26 based on 200,000 hours worked.  |
| 403-10     | Work-related ill health   | Partially reported.<br>Please see our response to GRI 403-9. Vertiv does not distinguish between work-related injuries and work-related ill health in our reporting.  |
| 404-1      | Average hours of training per year per employee   | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Attracting, Developing, and Retaining Top Talent (Tailoring Training and Development) Page 37.   |
| 404-2      | Programs for upgrading employee skills and transition assistance programs                                     | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Attracting, Developing, and Retaining Top Talent (Tailoring Training and Development) Page 37; (Workforce Transition), Page 39.  |
| 404-3      | Percentage of employees receiving regular performance and career development reviews                          | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Attracting, Developing, and Retaining Top Talent (Reviewing Employee Performance), Page 38.  |
| 405-1      | Diversity of governance bodies and employees  | Partially reported.<br>Vertiv 2021 ESG Report, For Our People, Shaping DE&I at Vertiv (Women in Leadership), Page 33.<br><a href="#">Vertiv Board of Directors.</a><br><a href="#">Vertiv 2021 Proxy Statement (Director Compensation), Page 19. (Executive Compensation), Page 21.</a><br><a href="#">Vertiv Executive Team.</a> |
| 408-1      | Operations and suppliers at significant risk for incidents of child labor                                     | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Corporate Governance (Human Rights Policy), Page 8.<br><a href="#">Human Rights Policy.</a>  |
| 409-1      | Operations and suppliers at significant risk for incidents of forced or compulsory labor                      | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Corporate Governance (Statement on Efforts to Combat Slavery and Human Trafficking), Page 8.<br><a href="#">Statement on Efforts to Combat Slavery and Human Trafficking.</a>  |
| 414-1      | New suppliers that were screened using social criteria  | Partially reported.<br>Vertiv 2021 ESG Report, One Vertiv, Our Approach to ESG (Responsible Supply Chain), Page 15.   |

## **1 Footnotes to Environmental Data**

All environmental data in the table above, except for some energy data that was estimated (see below) was self-reported by local Vertiv facilities through online forms. Facilities or service areas that met the threshold of being 50,000 sq ft or larger and/or housed 100 or more employees were asked to complete these forms. Small offices and /or administration facilities are not included in the scope of this data. Data, methodologies, and calculations have not been assured by third-party consultants or auditors.

## **2 Energy Management**

The online collection tool for energy data was created with guidance from a third-party environmental consulting firm and in alignment with the Greenhouse Gas (GHG) Protocol. Energy data was collected from purchased electricity, mobile combustion, and stationary combustion. For all facilities that did not complete the online form, estimates were used for Purchased Electricity and Natural Gas (assumed only for US and Europe) based on square footage intensities from U.S. Energy Information Administration (EIA) Electricity Consumption and Expenditure Intensities, 2012.

- Purchased electricity was compiled in annual kilowatt hours before converting into gigajoules.
- Data for mobile combustion from Vertiv owned and/or leased vehicles was reported in direct emissions, distance activity, hours of operation or volume of fuel used. Direct emission, distance activity, or hours of operation were converted to volumes of fuel using guidance and assumptions from the US EPA and EIA. Volumes of fuel were converted into energy equivalents using a gasoline gallon equivalents table compiled through a variety of sources including the US EPA and US Department of Energy, then compiled into annual kilowatt hours before converting into gigajoules.
- Information collected on Stationary Combustion was not used in this report. During our data review process, we saw a need to further refine our methodologies for collecting and using this data, which we estimate to be ~25% of total energy consumption. The main contributor to Stationary Combustion was natural gas for facility heating, with some contributions from propane for cooking and distillate fuels for generators.

Furthermore, no renewable energy purchases are reflected in the energy data, while methods to collect this data are still under evaluation.