

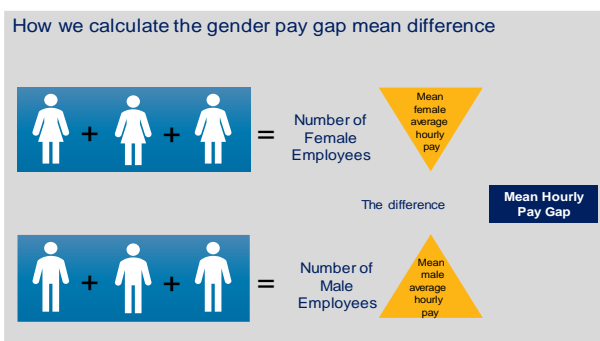
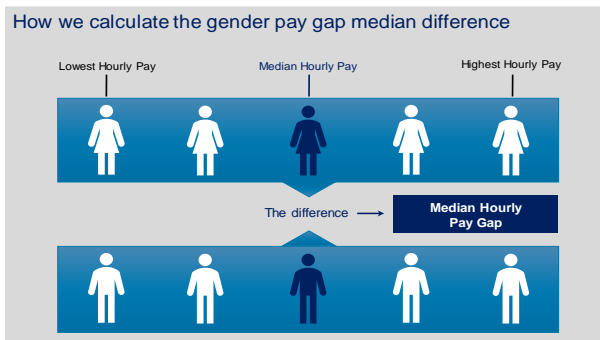
UK Gender Pay Report 2023



The Gender Pay Gap Report allows Vertiv to understand how we are progressing in gender equality and highlights to the Business the work we need to do to improve.

The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap, showing how large the pay gap is between their male and female employees.

The figures reported are based on calculations set out in the Regulations and must be reported every year.



'The high-performance engine of Vertiv is, and will continue to be, fuelled by female contributions. Despite significant progress over the last few decades, women remain underrepresented in a myriad of careers, especially in industries like ours that focus on science, technology, engineering, and mathematics (STEM).

At Vertiv, we are making progress in changing this landscape. We have appointed four women to lead their respective functions, making Vertiv's Executive Leadership Team more than 26% female. For that, I am personally grateful. I believe in diversity, equal opportunity, and inclusion, not because it is the legally responsible thing to do, but because it is the right thing to do, and ultimately, it benefits Vertiv.'

Giordano Albertazzi
CEO

At Vertiv we continue to focus and expand on initiatives such as Women in Sales and Women in Tech to help support our female employees with career development, improve exposure within the business and to drive equity. We are widening the scope for our early careers programs to support diversity at Vertiv. Reviewing our 2023 results I am pleased to say that we have seen a greater number of female employees in particular in the upper pay quartile. We will continue to #EmbraceEquity when hiring, training, and compensating our employees.

Inge Zijlstra
Vice President Human Resources EMEA

Definitions

The principle of equal pay is:

The right for men and women to receive equal pay for equal work.

The gender pay gap:

the difference in the average hourly pay between all male and female employees by the mean (or average) and the median (or the middle value in the range of hourly earnings) differences between pay and bonuses for men and women across the organisation, irrespective of their role or level in the organisation.

Gender Pay Report - 2023 Results

A diverse workforce is important for innovation, we believe diversity is crucial to our ability to function effectively and will ensure the long-term success of Vertiv.

We believe that the following data reflects our company demographics and that we pay every employee (male/female) fairly and comparably for doing comparable roles.

- At Vertiv our gender pay gap doesn't stem from paying men and women differently for the same or equivalent work. It is the result of the roles in which men and women work within and the salaries that these roles attract.
- One of the main factors that impacts our gender pay gap is that we currently have low representation of women in the organisation. The workforce in the UK is made up of 21.3% female employees and 78.7% male employees. We have a higher percentage of women in business support roles. Women receiving bonuses are predominantly based in senior business support or sales roles. Unlike the male employees who are generally in technical service, project or sales roles.
- We have launched a Women in Sales initiative across the EMEA region to improve career development and exposure for women at Vertiv and have more women in external sales roles in 2023. We are also partnering with local colleges and run a summer school to help in encourage more women into engineering.
- We are working diligently to address the gender pay gap, comparing the data to figures released last year there has been an increase in % of women in upper hourly pay quartile compared to last year's figures which is an encouraging sign. We recognise that closing the Gender Pay Gap will take some time to achieve and we are committed to attracting a workforce that is diverse.
- All roles are benchmarked against external data to ensure our salaries are in line with market data.

Percentage of Women and Men in each pay quartile is represented below:

	FEMALE % OF TOTAL QUARTILE	MALE % OF TOTAL QUARTILE
Upper Hourly Pay Quartile	16.4%	83.6%
Upper Middle Hourly Pay Quartile	19%	81%
Lower Middle Hourly Pay Quartile	12.1%	87.9%
Lower Hourly Pay Quartile	37.6%	62.4%

