



Statement on Efforts to Combat Slavery and Human Trafficking

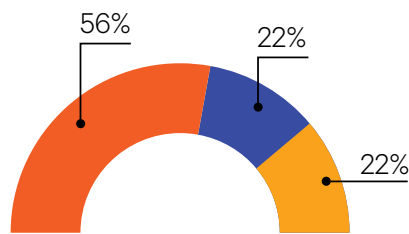


This statement describes Vertiv's ongoing efforts to combat and prevent human trafficking and modern slavery in its business operations and global supply chains. This statement is made for the year ended December 31, 2024, pursuant to Section 54 of the U.K. Modern Slavery Act 2015, California Transparency in Supply Chains Act 2010, Section 13 of the Australian Modern Slavery Act 2018 and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023). To summarize, Vertiv has zero tolerance for human trafficking and slavery, has measures in place to ensure that Vertiv employees, agents and suppliers do not engage in human trafficking and slavery activities, and continually revises those measures to keep in step with relevant legislation.

About Vertiv

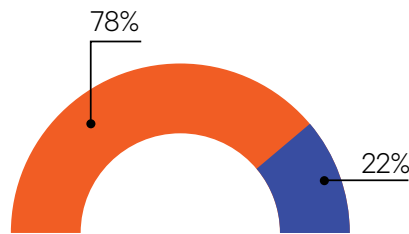
Vertiv (NYSE: VRT) is a global leader in critical digital infrastructure for applications in data centers, communication networks, and commercial and industrial environments. As businesses, industries, and communities become more connected, Vertiv pioneers and delivers end-to-end power and cooling technologies to help its customers stay resilient, optimized, and future-ready. With our industry-leading innovative technologies and global services network, we are fueling the revolution of the digital world – keeping technology ecosystems running efficiently and without interruption.

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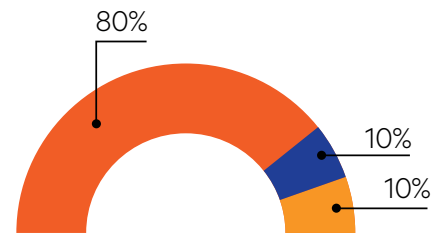
Geography¹

- Americas
- APAC
- EMEA



Portfolio¹

- Critical Infrastructure & Solutions
- Services & Spares



Market Segment^{1,2}

- Data Centers
- Communications Networks
- Commercial & Industrial

Note: 1 Based on FY 2024 revenue; 2 Market segment rounded to 5%; 3 Dell'Oro Data Center Physical Infrastructure reporting 2024. 4 Omdia UPS Hardware Market Tracker 2024, >250kva. 5 Omdia Data Center Power Distribution Tracker 2024. All else, company information as of December 31, 2024.



Vertiv is headquartered in Columbus, Ohio, USA, with regional offices in China, India, Philippines, and Switzerland. The company is publicly traded on the New York Stock Exchange. We have 24 manufacturing locations, employ approximately 31,000 workers worldwide, and provide products and services to customers globally.

Worldwide

Manufacturing locations: 24
Service centers: 310+
Service field engineers: ~4,000
Technical support/response: ~300
Customer experience centers/labs: 27



Americas

Manufacturing locations: 9
Service centers: 170+
Service field engineers: ~1,750
Technical support/response: ~120
Customer experience centers/labs: 4

Europe, Middle East, and Africa

Manufacturing locations: 9
Service centers: 60+
Service field engineers: ~650
Technical support/response: ~130
Customer experience centers/labs: 12

Asia Pacific

Manufacturing locations: 6
Service centers: 80+
Service field engineers: ~1,600
Technical support/response: ~50
Customer experience centers/labs: 11

Company information as of December 31, 2024.

Our labor force is comprised of three categories: the first category includes personnel that physically contribute to the manufacturing and production of goods; the second category includes personnel that provide customer service and support related to our manufactured goods; and the third category includes personnel engaged in administrative, organizational and management processes.

Our supply chain is complex and includes more than 10,000 vendor partners in 115 countries providing Vertiv with manufactured components, raw materials, software, logistics support and services. Our suppliers vary by the nature of their business, size, location, type of workforce and scope of their upstream supply chain. Vertiv's supply chain is multi-tiered, and we are typically many levels removed from mines, smelters, refiners and other activities which could be exposed to human trafficking risk.

In all categories of supply and services, Vertiv is committed to fostering long-term relationships with vendors who support Vertiv's commitment to responsible and ethical business practices.

Vertiv's Procurement Responsible Business Team reporting to Vertiv's Chief Procurement Officer and Global Compliance Officer is responsible for identifying, assessing and responding to modern slavery risks in Vertiv's vast global supply chain and their adequate governance. Vertiv's Procurement Responsible Business Team in cooperation with compliance team monitor legislative requirements, engage both Vertiv's direct and indirect suppliers, and run Vertiv's anti-human trafficking and slavery program in an effort to assess and mitigate risks for modern slavery in Vertiv's supply chain.

To navigate the complexities of Vertiv's global supply chain and to stay on top of regulations, Vertiv has engaged Assent and Interos to map its supply chain and effectively assess and mitigate modern slavery and human trafficking risks. Assent keeps Vertiv informed about the latest regulations and reporting requirements, while its software-as-a-service platform ASM and its premium ESG solution helps Vertiv with supplier engagement, risk assessments, and data analysis. Assent further provides educational resources, including training modules and awareness programs, for Vertiv and its suppliers and enables Vertiv to keep connection to external stakeholders via vast web of dedicated experts cooperating with government agencies, NGOs, and industry initiatives such as Social Responsibility Alliance. Interos' platform helps Vertiv combat modern slavery by providing comprehensive supply chain visibility through multi-tier mapping and real-time monitoring. The platform utilizes artificial intelligence and machine learning to detect risk indicators and scan for potential labor violations throughout the supply network. Interos supports compliance management by tracking supplier certifications and maintaining necessary documentation for due diligence requirements. Through continuous monitoring capabilities, Interos delivers automated alerts for new risks and enables quick response to emerging issues in the supply chain. The platform's data analytics features help identify high-risk areas and analyze supplier behavior patterns, allowing Vertiv to maintain ethical business practices and protect its supply chain against modern slavery risks effectively.





Vertiv's Identification and Assessment of the Risks of Modern Slavery and Trafficking

Vertiv is operating in an industry that combines companies from different sectors. Vertiv Procurement Responsible Business team is responsible for risk assessment and its regular review and updates. The overall risk of modern slavery and human trafficking is annually assessed in relation to Vertiv's supply base referencing variable factors including the geographic location of suppliers and the industry in which suppliers operate as well as the type of product or service which suppliers provide. The diversified nature of the supply chain influenced by the different governing structures has been identified as the biggest risk for modern slavery and trafficking. Additionally, the lack of visibility of policies and processes to identify, prevent and address the modern slavery and human trafficking risks among Vertiv's non-direct suppliers has been identified as a risk connected to Vertiv's supply chain.

As a globally operating entity, Vertiv appreciates the importance of respecting human rights in its own operations and supply chain. In furtherance of this commitment, Vertiv follows a thorough set of human rights policies; engages in ongoing due diligence, engagement, and commitment to improve Vertiv's anti human trafficking and slavery-oriented efforts; and engages with its supply chain while holding suppliers accountable for commitment to comply with applicable laws and Vertiv's Supplier Code of Conduct.

Vertiv Policies Regarding Human Trafficking and Slavery

Vertiv is a member of the Responsible Business Alliance and Slavery & Trafficking Risk Template (STRT) Development Committee of the Social Responsibility Alliance, a committee dedicated to the eradication of human trafficking and modern slavery from supply chains around the globe. In furtherance of this goal, we have incorporated the principles of the STRT into our human resources and supply chain policies, procedures and supporting standards, including the following:

Human Rights Policy

Our Human Rights Policy requires Vertiv to respect human rights in all its operations worldwide and aligns with the United Nations Global Compact and Universal Declaration of Human Rights. The policy articulates Vertiv's commitment to comply with all applicable laws and employment regulations in our operations and requires that our suppliers and business partners be required to do the same. Specifically, the policy states as follows:

1. We do not accept forced, bonded or indentured labor.
2. Involuntary or exploitative prison labor, slavery or trafficking of persons is prohibited.
3. We comply with local minimum age laws and requirements and do not employ child labor.
4. We conduct appropriate document checks including proof of age documents of all employees before they begin work to confirm they are allowed to work according to applicable law and Vertiv policies and procedures.
5. We promote equal opportunities for all, and we pay wages that meet applicable legal requirements or, if there is no legal minimum wage, we will pay wages that align with the prevailing sector wage.

6. If we hire foreign migrant workers and bring them into a country for the purpose of working for our company, we will provide or pay for return transportation at the end of their period of work.
7. It is prohibited to hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents.
8. We provide all employees, including those hired by recruiters, with detailed and accurate work contracts or similar work papers, prior to relocation in cases where the employee must relocate to perform the work, and in a language understood by the employee.
9. We do not charge employees any recruitment fees. When engaging recruiters, we will ensure that such recruiters and their subcontractors (i) do not charge the workers recruitment fees and (ii) comply with Vertiv's Code of Conduct, our Human Rights Policy, the local labor laws of the country in which the recruiting takes place, and the local labor laws of the country of employment.
10. We will promptly investigate any reports of human rights violations and take corrective action as applicable. Consistent with applicable laws, corrective action may include measures to remediate loss of income to most vulnerable families resulting from our activities to eliminate a substantial human rights concern.
11. We strictly prohibit retaliation against individuals who make a report in good faith.

Vertiv Code of Conduct

Vertiv's Code of Conduct outlines the actions and behaviors expected from every employee, officer, and director around the world on how we do business and strictly prohibits slavery and human trafficking in our global operations and supply chains.

Supplier Code of Conduct

Vertiv's Supplier Code of Conduct identifies the business ethics and human rights principles to which all our suppliers worldwide are expected to adhere and incorporate into their business operations. It aligns with the standards of the Responsible Business Alliance RBA Code of Conduct and is enhanced by compliance requirements specific to Vertiv's supply chain.

The Supplier Code of Conduct explicitly prohibits suppliers from engaging in any form of forced labor or discrimination and emphasizes the importance of humane treatment and a healthy and safe working environment. It requires suppliers to uphold the highest standards of human rights and treat employees with respect and dignity as recognized by international standards. This applies to all types of employees including temporary, migrant, contract, student, direct and indirect employees. Key elements include the prohibition of forced or indentured labor, principles of legal use of work of migrant workers, prohibition of child work, regulation of working time, principles of fair wages and benefits, guarantee of humane treatment, non-discrimination and freedom of association. Our contracts with suppliers require them to comply with the Supplier Code of Conduct and all applicable laws and employment regulations where they operate.

Vertiv Supplier Code of Conduct may go beyond legal compliance in order to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate applicable laws. If, however, there are differing standards between the Vertiv Supplier Code of Conduct and applicable laws, Vertiv defines conformance as meeting the strictest requirements.



Conflict Minerals Statement

Our Conflict Minerals Statement draws on internationally recognized standards to advance social and environmental responsibility and declares Vertiv's ongoing efforts to end the human suffering and environmental impact associated with mining conflict minerals.

Conflict Minerals Policy

Vertiv Conflict Minerals Policy reflects Vertiv's commitment to support efforts to end human suffering and environmental impact that have been associated with mining of Conflict Minerals and cobalt in the Democratic Republic of Congo (DRC) and adjoining countries and regions. This policy further demonstrates Vertiv's stance to Conflict Minerals use and sourcing to ensure compliance with applicable laws and regulations related to the supply of products which contain conflict minerals.

In no way are measures taken to eliminate labour abuses aiming to endanger vulnerable groups of workers from access to work and income. Vertiv supports sourcing in regions such as DRC and Covered countries and other regions with high risk to human trafficking, slavery and child labour, however suppliers must respect human rights on all occasions and abide by principles stated in Vertiv policies.

Conflict Minerals Report

Our Conflict Minerals Report provides detailed information on Vertiv's compliance with Rule 13p-1 of the Securities Exchange Act of 1934, as amended, and our efforts to uphold responsible sourcing practices and maintain an effective due diligence program for the presence of conflict minerals in our supply chain. Vertiv requires that all materials used in its products be preferably sourced from conflict-free smelters or refiners.

The above-mentioned documents oppose, and we forbid our suppliers to use, any form of forced, bonded, or indentured or child labor. In support of this requirement, Vertiv takes the following specific actions to prevent and mitigate the risk of slavery and human trafficking in our supply chain:

1. Verification

Vertiv evaluates, assesses, and verifies the risk of human trafficking and slavery in our supply chain as part of our vendor monitoring and review process, and our supplier verification framework includes specific inquiries into human rights and anti-human trafficking efforts. Vertiv uses various tools to identify and assess potential risks associated with geographic locations and type of products or services including desk-based data driven research, supplier surveys, digital tolls for indirect monitoring, sanctions lists monitoring, data collected through warning systems and grievance mechanisms, and continuous supplier and stakeholder engagement. Vertiv uses the United States Department of State's Trafficking in Persons Report as a guiding document for modern slavery and human trafficking risk assessment and is regularly assessing opportunities in expanding risks screening in the supply chain.

In 2024, Vertiv continued to partner with Assent (an internationally renowned and recognized third-party service provider) and Interos to gather data from suppliers directly and also through indirect monitoring in order to identify areas of potential risk. In 2024 Vertiv in cooperation with Assent conducted two campaigns focused on anti-human trafficking and slavery. While the first campaign was completed in 2024, and data were collected through Slavery and Trafficking Risk Template STRT the second campaign continue into 2025, data are collected through Human Trafficking and Slavery survey and its results will be published in the next report. The following criteria to identify suppliers which potentially pose as a risk to human trafficking and modern slavery were used:

- Location and country risk, as published by the U.S. Department of State in its Trafficking in Persons Report, with a focus on suppliers with operations in Tier 3, Tier 2 and Tier 2 Watch List countries (as defined by the U.S. Department of State)
- Vertiv's spend with the suppliers
- Potential connection to the Xinjiang province in China

In 2024, Assent contacted the suppliers selected by above-described criteria and requested they complete and submit the STRT version 3.2. The Slavery and Trafficking Risk Template STRT which is the open source industry standard template allowed Vertiv to assess suppliers compliance with several laws and regulations including the following: Title III of the Countering America's Adversaries Through Sanctions Act (CAATSA), Uyghur Forced Labor Prevention Act, the US Federal Acquisition Regulation (FAR) final rule on Combating Trafficking in Persons (52.222-50), The UK Modern Slavery Act (Section 54 – Transparency in Supply Chains), The California Transparency in Supply Chains Act (SB657), The EU Non-Financial Reporting Directive, French Loi relative au devoir de vigilance des sociétés mères et des entreprises détenues d'ordre (Loi 2017-399), The Australia Modern Slavery Act (No. 153, 2018), Section 307 of the US Tariff Act and related regional-specific Acts, Canada Customs Tariff Act (No. 9897.00.00), German Act on Corporate Due Diligence Obligations in Supply Chains, Norwegian Transparency Act, Article 964 of the Swiss Code of Obligations (Swiss Conflict Minerals and Child Labor Due Diligence Ordinance. It allows Vertiv to assess general Human Trafficking and Slavery (ESG) Risk, Human Trafficking and Slavery Risk and Child Labor Risk. All supplier responses and communications were monitored and tracked by Assent for reporting and transparency. The provided Slavery and Trafficking Risk Templates STRTs 3.2 were further assessed according to Guidance published by Social Responsibility Alliance and suppliers were categorized into the 3 main risk categories.

- **Low-Risk Suppliers**

This category includes suppliers operating in low-risk industry, low-risk geography with low-risk workforce whose STRTs indicate low risk or no perceived inherent risk.

The category also includes suppliers operating in high-risk industry, high-risk geography, and /or with a high-risk workforce with policies, practices and procedures which adequately control risks based on the provided STRT and supportive documents.



- **Medium-Risk Suppliers**

This category represents suppliers operating in high-risk industry, high-risk geography, and/or with high-risk workforce with policies, practices and procedures which partially control risks based on the provided STRT and supportive documents.

- **High-Risk Suppliers**

This category represents suppliers operating in high-risk industry, high-risk geography, and/or with high-risk workforce with policies, practices and procedures which do not adequately control risks based on the provided STRT and supportive documents.

Vertiv further divided the main risk categories into subcategories based on major risks identified through information provided by suppliers in submitted STRTs in order to be able to adequately mitigate identified risks.

- 1. Suppliers with no modern slavery and/ or child labor policies**

This category includes suppliers which in the STRT responded that their organization doesn't issue policy/policies explicitly prohibiting its workers or agents from engaging in all forms of forced labor and human trafficking or child labor.

- 2. Suppliers with Anti human trafficking and slavery and child labor policies not issuing these to their suppliers**

This category includes suppliers who responded that their organization issues policies prohibiting its workers or agents from engaging in all forms of forced labor and human trafficking or child labor. However, these suppliers do not issue these policies to their suppliers (first subcategory); do not have contractual terms and conditions that require their suppliers to affirmatively agree with these policies (second subcategory); or do not have contractual terms and conditions which include a flow-down clause (third subcategory).

- 3. Suppliers not identifying and assessing risks on the topics covered by the STRT on an ongoing basis**

This category includes suppliers who responded that their organization issues policies explicitly prohibiting its workers or agents from engaging in all forms of forced labor and human trafficking or child labor; issues policies to their suppliers; has contractual terms and conditions that require their suppliers to affirmatively agree with these policies; and includes a flow-down clause. However, these suppliers do not identify and assess risks in their own operations, and their labor supply chains (first subcategory) or do not identify and assess risks in their labor supply chains (second subcategory).

- 4. Suppliers with minor shortcomings having and applying modern slavery and child labor policies but having partial risk control over the risks**

This category includes suppliers which received an overall medium or low ESG score based on their STRT responses. Risks assigned to these suppliers were mainly connected to their location or location of their suppliers since certain locations and sourcing from these were perceived riskier even if suppliers have relevant policies.

Suppliers from each of these categories and subcategories were assessed regarding UFLPA, CAASTA and U.S. FAR related risks. Suppliers which were part of RY2024 AHTS program were invited to join Assent network through which they have access to guidance and learning materials as well as tailor made feedback based on their STRT responses. Through access to Assent network suppliers are allowed to respond to identified shortcomings directly in the supplier portal created for them and required to address the identified risks and improve their anti-human trafficking and slavery effort. Vertiv in cooperation with Assent emphasizes the importance of anti-human trafficking and slavery and child labor policies and suppliers are provided by tools which allow them to create or improve them thanks to detailed review and analysis of information which suppliers shared with Vertiv.

Additionally, further verification has been conducted via Interos through which Vertiv continuously monitored and assessed its Tier 1 suppliers and their upper-level suppliers for potential human rights violations and labour risks. The platform helps Vertiv maintain real-time visibility across multiple tiers of our supply chain, enabling us to identify potential red flags related to forced labor, conduct thorough due diligence, and take immediate action when concerns arise. We strictly enforced our zero-tolerance policy against human trafficking and modern slavery, required all suppliers which were flagged by Interos for potential risks to comply with applicable laws and our ethical standards.

2. Audits

As part of our vendor onboarding process, each of our suppliers of production materials must undergo an audit that requires their disclosure of policies related to ethics, compliance with law, labor rights and working conditions. Vertiv also screens suppliers against various sanctions connected to human rights abuses through E2Open software. Vertiv does not perform periodic or on-site audits of our suppliers to assess compliance with our Supplier Code of Conduct or human rights program, however Vertiv became a member of the Responsible Business Alliance and plans to utilize its resources to enlarge its audit capabilities to strengthen its modern slavery prevention due diligence.

3. Certification

Our vendor onboarding procedure requires that new suppliers receive the Supplier Code of Conduct, and we maintain a self-certification program that requires suppliers to formally acknowledge the Supplier Code of Conduct. Further, our Master Purchasing Agreements and Terms and Conditions of Purchase require suppliers to comply with all applicable laws and regulations, including those relating to human trafficking and slavery, and to furnish Vertiv a certificate of compliance upon request.

4. Accountability

All Vertiv employees, officers and directors must adhere to our Code of Conduct and Human Rights Policy, and all suppliers are expected to adhere to our Supplier Code of Conduct.

Vertiv has a dedicated global procurement responsible business team that monitors Vertiv's vendor base and regularly reports to senior management on our efforts to identify and eliminate the risk of human trafficking and slavery in our operations and supply chain.

Vertiv has implemented a toll-free, 24 hour-per-day reporting hotline available to all employees, suppliers, and customers worldwide to report any suspected violations of Vertiv's Code of Conduct or Supplier Code of Conduct, including any suspected violations of our policies against human trafficking and slavery. A supplier's breach of our Supplier Code of Conduct requires immediate corrective action and may include termination of the business relationship. To report an ethics concern or suspected ethical or legal violation, please file a report at: VertivCo.EthicsPoint.com

5. Training

Vertiv believes that each employee, officer and director is responsible for adhering to the Code of Conduct. To raise awareness of the Code and enforce its principles, we require all Vertiv personnel to sign the Code upon hiring and participate in an annual Code of Conduct training course. As part of our annual Code of Conduct training, our employees are required to acknowledge that they understand and will comply with the Code, and that they are aware that a violation could result in disciplinary action, up to and including termination. In addition, Vertiv provides training on our standards for labor rights and working conditions to all employees in human resources, health and safety, and those who engage with vendors and service providers in our supply chain. Our metric for success is 100% completion of all assigned training, including our annual Code of Conduct training and human rights training.

In cooperation with Assent, Vertiv provides its vendors with training resources and additional information about efforts to combat human trafficking and slavery and on Vertiv's anti-human trafficking, conflict minerals, cobalt and Supplier Code of Conduct programs. Vertiv organized a webinar focused on its Anti Human Trafficking and Slavery program, its principles and requirements. All suppliers in scope of the program were automatically registered and have access to



directly participate in the webinar or access the recording. Through the webinar Vertiv demonstrated its commitment to anti-human trafficking and slavery and introduced key pillars of Vertiv's Anti Human Trafficking and Slavery program to the suppliers. During the webinar were further presented principles of human rights and forced labour risks as well as regulatory overview including a deep dive into the UFLPA requirements. Suppliers were further educated on Slavery and Trafficking Risk Template STRT and its transition into Assent's HTS survey and how to complete it. Through these due diligence activities and capacity building Vertiv ensures that forced and child labor should not be used in its organization and the supply chain.

6. Monitoring and evaluation

Compared to the previous reporting year, Vertiv has enhanced its supply chain management capabilities by implementing Interos and Assent's ESG premium solutions. Through these partnerships, Vertiv has gained improved visibility and understanding of its operations and supply chain dynamics. The company

plans to further deepen these collaborations to develop better risk mitigation tools and support its partners in managing global supply chain challenges.

Vertiv monitors the effectiveness of its antihuman trafficking, slavery and child labor due diligence in its organization and screens its supply chain for potential violations such as non-compliance with various laws and regulations. Vertiv improves its communication about importance of proper due diligence in anti-human trafficking, slavery and child labor internally and with its suppliers. Vertiv determines its effectiveness in ensuring that forced labor and child labor is not used in its supply chain through results of its Anti Human Trafficking and Slavery program which has positive trend in number of responses from suppliers reporting on their AHTS due diligence and through increasing number of suppliers engaging with Vertiv trainings focused on anti-human trafficking and slavery.

Vertiv's goals to further improve its due diligence include improved transparency in the organisation's operations and supply chains and improved ability to identify and prevent modern slavery both within the organisation, and its supply chain.

Board Approval

This statement has been approved by the board and signed by a director or officer of the following Vertiv entities as required by applicable law:

Entity	Date Approved	Signatory
Vertiv Group Corporation	May 30, 2025	Stephanie Gill

Attestation for Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full Name: Stephanie Gill | **Title:** Director | **Date:** May 30, 2025 | **Signature:** *Stephanie Gill*

I have the authority to bind Vertiv Group Corporation, which controls the entities listed above.

