



# Vertiv's Approach to Environmental, Social and Governance Matters

---

2021





## Cautionary Note Concerning Forward-Looking Statements

This document may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act. These statements constitute projections, forecasts and forward-looking statements, and are not guarantees of performance. Vertiv cautions that forward-looking statements are subject to numerous assumptions, risks and uncertainties, which change over time. Words such as “aim,” “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “might,” “plan,” “possible,” “potential,” “predict,” “project,” “should,” “strive,” “would” and similar expressions may identify forward-looking statements. In particular, such statements may include but are not limited to: (1) statements that may relate to our purpose, ambitions, aims, commitments, targets, plans, and objectives, and goal progress; (2) environmental, health, and safety data as it relates to the environment, safety performance, management systems, implementation, and regulatory compliance; (3) social data as it relates to employee metrics, social practices, and community engagement programs derived from our various databases; (4) responsible sourcing of materials and the related responsible sourcing systems and data; and (5) statements about actions of suppliers and partners or our work with them. Vertiv undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as may be required under applicable securities laws. The forward-looking statements contained or incorporated by reference in this document are based on current expectations and beliefs concerning future developments and their potential effects on Vertiv.

There can be no assurance that future developments affecting Vertiv will be those that Vertiv has anticipated. Should one or more of these risks or uncertainties materialize, or should any of the assumptions prove incorrect, actual results may vary in material respects from those projected in these forward-looking statements. Vertiv has previously disclosed risk factors in its Securities and Exchange Commission (“SEC”) reports. These risk factors and those identified elsewhere in this presentation, among others, could cause actual results to differ materially from historical performance and include, but are not limited to: risks relating to the continued growth of Vertiv’s customers’ markets; disruption of Vertiv’s customers’ orders or Vertiv’s customers’ markets; less favorable contractual terms with large customers; risks associated with governmental contracts; failure to mitigate risks associated with long-term fixed price contracts; competition; failure to obtain performance and other guarantees from financial institutions; failure to realize sales expected from Vertiv’s backlog of orders and contracts; failure to properly manage Vertiv’s supply chain or difficulties with third-party

manufacturers; competition in the infrastructure technologies industry; failure to meet or anticipate technology changes; risks associated with information technology disruption or security; risks associated with the implementation and enhancement of information systems; failure to realize the expected benefit from any rationalization and improvement efforts; our ability to realize cost savings in connection with our restructuring program; disruption of, or changes in, Vertiv’s independent sales representatives, distributors and original equipment manufacturers; changes to tax law and the costs and liabilities associated with such changes and any tax audits that may arise; costs or liabilities associated with product liability; the global scope of Vertiv’s operations; risks associated with Vertiv’s sales and operations in emerging markets; risks associated with future legislation and regulation of Vertiv’s customers’ markets both in the United States and abroad; Vertiv’s ability to comply with various laws and regulations, including but not limited to, laws and regulations relating to environmental, data protection, data privacy, anti-corruption and international trade and the costs associated with legal compliance; risks associated with litigation or claims against Vertiv; adverse outcomes to any legal claims and proceedings filed by or against us; Vertiv’s ability to protect or enforce its proprietary rights on which its business depends; third-party intellectual property infringement claims; liabilities associated with environmental, health and safety matters, including risks associated with the COVID-19 pandemic; failure to realize the value of goodwill and intangible assets; exposure to fluctuations in foreign currency exchange rates; failure to remediate internal controls over financial reporting; the ability of the Company to grow and manage growth profitably; maintain relationships

with customers and suppliers; the unpredictability of Vertiv’s future operational results, including the ability to grow and manage growth profitably; potential net losses in future periods; Vertiv’s level of indebtedness and the ability to incur additional indebtedness; Vertiv’s ability to comply with the covenants and restrictions contained in our credit agreements including restrictive covenants that restrict operational flexibility; Vertiv’s ability to comply with the covenants and restrictions contained in our credit agreements is not fully within our control; Vertiv’s ability to access funding through capital markets; the significant ownership and influence certain stockholders have; risks associated with Vertiv’s obligations to pay portions of the tax benefits relating to pre-business combination tax assets and attributes; resales of Vertiv’s securities may cause volatility in the market price of our securities; Vertiv’s organizational documents contain provisions that may discourage unsolicited takeover proposals; Vertiv’s Certificate of Incorporation includes a forum selection clause, which could discourage or limit stockholders’ ability to make a claim against it; the ability of Vertiv’s subsidiaries to pay dividends; volatility in Vertiv’s stock price due to various market and operational factors; risks associated with the failure of industry analysts to provide coverage of Vertiv’s business or securities; factors relating to the business, operations and financial performance of Vertiv and its subsidiaries, including: global economic weakness, uncertainty and volatility; Vertiv’s ability to attract, train and retain key members of its leadership team and other qualified personnel; retain its management and key employees; the adequacy of Vertiv’s insurance coverage; a failure to benefit from future acquisitions; Vertiv’s limited history of operating as an independent company; Vertiv’s ability to maintain its listing on the New York Stock Exchange and comply with listing requirements; scientific or technological developments; evolving environmental, social, and governance strategies; changes in carbon markets; our expansion into new products, services, technologies, and geographic regions; and other risks and uncertainties indicated in Vertiv’s SEC reports or documents filed or to be filed with the SEC by Vertiv.

Certain of the standards of measurement and performance contained in this document are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this document can or will be achieved. Inclusion of information in this document is not an indication that the subject or information is material to our business or operating results. “Material” for the purposes of this document should not be read as equating to any use of the word in our other reporting or filings with the SEC.



## Inside This Report

|  |           |
|--|-----------|
| <b>CEO Letter</b>                                      | <b>5</b>  |
| <b>One Vertiv</b>                                      | <b>6</b>  |
| Company Overview                                       | 6         |
| Corporate Governance                                   | 8         |
| Our Approach to ESG                                    | 12        |
| Governing and Managing ESG at Vertiv                   | 12        |
| Responsible Supply Chain                               | 15        |
| <b>For Our Planet</b>                                  | <b>16</b> |
| Working Toward Sustainable Solutions for Our Customers | 17        |
| Partnering for Progress                                | 21        |
| Continuously Improving Sustainable Operations          | 22        |
| <b>For Our People</b>                                  | <b>24</b> |
| Prioritizing Health, Safety, and Wellness              | 26        |
| Shaping Diversity, Equity, and Inclusion at Vertiv     | 32        |
| Attracting, Developing, and Retaining Top Talent       | 36        |
| <b>For Our Neighbors</b>                               | <b>40</b> |
| Engaging in Our Hometown                               | 41        |
| Engaging Around the World                              | 43        |
| <b>About This Report</b>                               | <b>46</b> |

## CEO Letter

### Dear Stakeholders,

This is an exciting time for Vertiv. We play a central role in an industry that keeps our world and its people connected. And since becoming a public company in 2020, we've gained even more momentum. This inaugural report details our approach to environmental, social, and corporate governance (ESG). It represents a step forward in our evolution and gives us an opportunity to share more of our story.

We all know how critical connectivity is to daily living and the global economy. And, it is no surprise that our world's appetite for data continues to rise. We are seeing current and potential impacts of climate change and are pursuing opportunities to mitigate this risk for our business and our customers.

We're innovating to come up with more efficient and effective ways to support our world's growing critical digital infrastructure needs. Our evolving line of products reflects our commitment to be part of the solution. We are taking steps to measure the carbon emissions that originate as part of our direct operations and study approaches to reduce our carbon footprint.

We believe it's important to build a foundation for ongoing success. To that end, we've put in place an ESG Executive Steering Committee, led by our chief strategy officer and supported by a cross-functional ESG Implementation Team.

Equally important to our processes and products are the people behind them. To bring ideas to life, we must draw from different and dynamic perspectives. That's why we're evaluating our approach to diversity, equity, and inclusion (DE&I). Through increased awareness and strategic focus, we are looking more closely at how we attract, recruit, develop, motivate, and retain a talented and diverse workforce.

We will continue to prioritize the health and safety of our people, partners, and customers. We are committed to adhering to standards and following a comprehensive corporate environmental, health and safety (EHS) policy around the world. Furthermore, we emphasize a culture of safety and will always continue to do so.

**Thank you to our employees, customers, investors, business partners and other stakeholders around the world for your ongoing support and dedication.**

I invite you to read the pages that follow. We look forward to your participation in our evolution and to sharing our progress with you.



Sincerely,

**Rob Johnson**  
Chief Executive Officer



# One Vertiv

## Keeping Our Customers Connected

So many aspects of our lives today involve the use of technology. Connectivity is essential for our personal lives and the global economy. Digital information is becoming increasingly integrated into the fabric of society, and Vertiv is helping to build the infrastructure that's making it happen. We believe we have a responsibility to contribute to the ongoing growth and expansion of connected capabilities while being mindful of environmental and social practices and trends. We are doing our part by designing critical data infrastructure to address energy and water efficiency and if applicable, to support customers who want to transition to renewable energy sources.

Our industry faces environmental challenges surrounding the growth of digital infrastructure with respect to data centers, communication networks, and commercial and industrial facilities. We collaborate with our customers and industry stakeholders to build future-ready digital infrastructures with the goal of increasing their energy efficiency and reliability.

Our portfolio of power, cooling, and IT infrastructure solutions and services extends from the cloud to the edge of the network. We combine hardware, software, and analytics with ongoing services to help our customers' vital applications run continuously, perform optimally, and grow with their business needs.

## Vertiv Holdings Co



NYSE Stock Ticker: VRT



Revenue: \$4,998 million (fiscal 2021)  
(For more information on our financial performance, [please see our 2021 form 10-K](#))



Global Headquarters: Columbus, Ohio, USA



Employees: ~24,000 worldwide



Customers in 130+ countries

### Our Brands

#### Albér™

Battery Monitoring

#### Avocent®

IT Management

#### Cybex™

IT Management

#### Energy Labs™

Commercial and Industrial Thermal

#### E+I Engineering

Electrical Switchgear

#### Geist™

Rack PDU

#### Liebert®

AC Power and Thermal

#### Powerbar

Busbar Trunking

#### NetSure™

DC Power

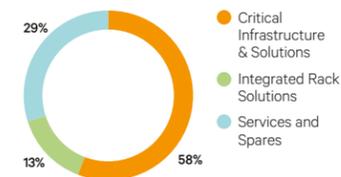
#### Vertiv™

### Vertiv Acquires E+I Engineering

In November 2021, Vertiv completed its acquisition of E&I Engineering Ireland Limited and its affiliate, Powerbar Gulf LLC (collectively, E&I Engineering). E&I Engineering is a leading independent provider of electrical switchgear and power distribution systems, pioneering unique in-house integrated power solution designs and technology tailored to individual clients' project needs. This acquisition furthers Vertiv's data center offering by adding switchgear, busway, and modular power solutions and assists Vertiv by increasing its addressable market by at least \$7 billion in an attractive global market growing at mid-single digits. We believe this transaction greatly strengthened our portfolio of in-building power train offerings for data centers and for vital commercial and industrial markets.

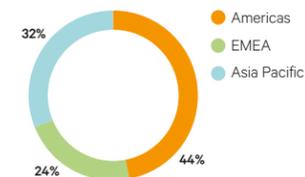
## Product and Market Mix

### Offering\*



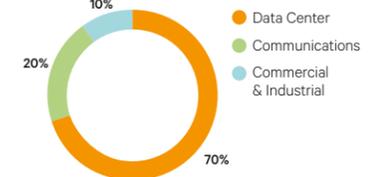
Broad range of power, thermal, and IT and edge infrastructure, solutions and services portfolio

### Geography\*



Global, well-established footprint and supply-chain network

### End Market\*



Customers who operate in some of the world's most critical industries  
Market breakdown rounded to nearest 5%.

\*by revenue.

## Global Presence

Manuf. and Assembly Locations **23**  
Service Centers **290+**  
Service Field Engineers **3,300+**  
Technical Support/Response **250+**  
Customer Experience Centers/Labs **14**

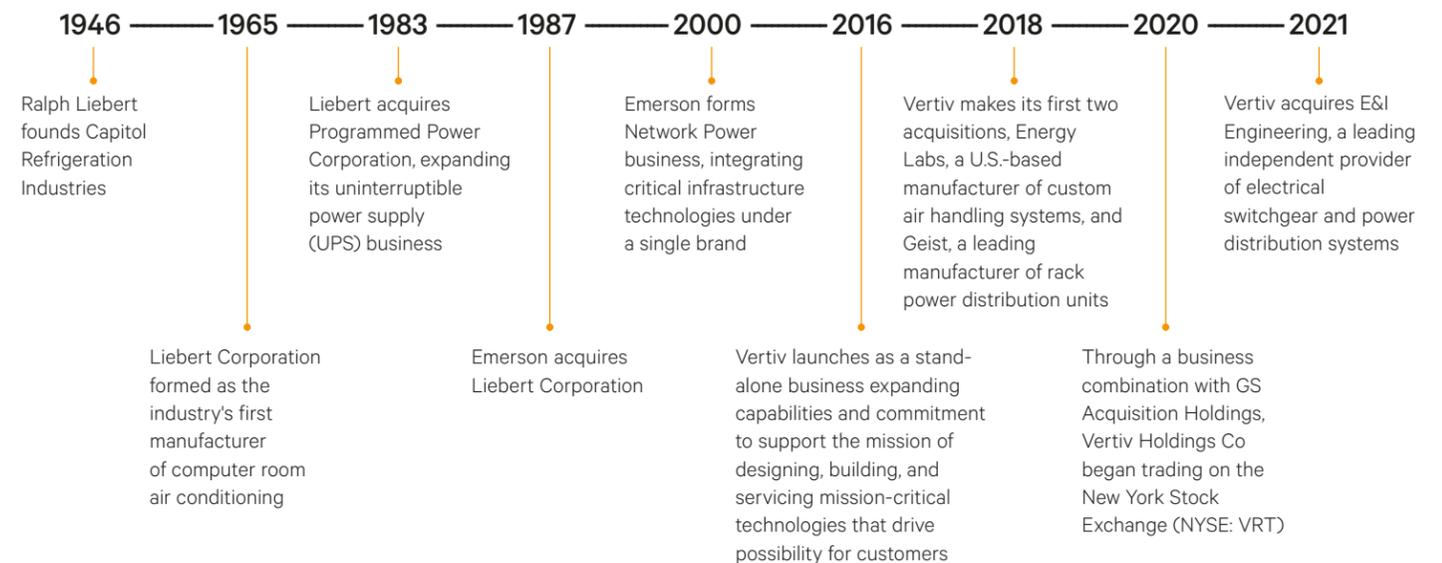


**Americas**  
Manuf. and Assembly Locations **10**  
Service Centers **170+**  
Service Field Engineers **1,500+**  
Technical Support/Response **105+**  
Customer Experience Centers/Labs **5**

**Europe, Middle East and Africa**  
Manuf. and Assembly Locations **9**  
Service Centers **65+**  
Service Field Engineers **620+**  
Technical Support/Response **75+**  
Customer Experience Centers/Labs **5**

**Asia Pacific and India**  
Manuf. and Assembly Locations **4**  
Service Centers **55+**  
Service Field Engineers **1,190+**  
Technical Support/Response **70+**  
Customer Experience Centers/Labs **4**

## Our History





# Corporate Governance

Vertiv was founded on the principles of integrity and good corporate governance. The [Vertiv Code of Conduct](#) underpins these high standards and governs our relationships with all our stakeholders, internally and externally. The Code of Conduct, published in 20 different languages, outlines the actions and behaviors expected from every Vertiv employee and member of the Board of Directors (the Board). Employees have easy online access to instructions for [reporting ethics concerns](#) or suspected ethical, legal, accounting, or financial violations, which they can do anonymously and without fear of retaliation.

Our actions are governed by policies, programs, and operating principles that align with our Core Values. Examples include:

- [Vertiv Code of Conduct](#)
- [Vertiv Corporate Governance Guidelines](#)
- [Vertiv Corporate Governance Board Committee Charters](#)
- [Vertiv Anti-Corruption and Fair Competition Programs](#)
- [Privacy Policy](#)
- [Vertiv Supplier Code of Conduct](#)
- [Statement on Efforts to Combat Slavery and Human Trafficking](#)
- [Human Rights Policy](#)
- [EHS Policy](#)

## Amended Code of Conduct

The Vertiv Code of Conduct has been written to achieve the following:

- Further emphasize key concepts important to our Core Values, including diversity and equal opportunity, corporate social responsibility, and protection against waste of company assets.
- Expand certain sections to provide clearer guidance including with additional real-world examples.
- Provide additional specificity in certain sections based on the company's continued growth and areas of operational focus.
- More effectively group key concepts together to further enhance reader experience.

## The Vertiv Board of Directors

As of January 1, 2022, our Board included nine members and three standing committees: Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee.

We currently separate the roles of chairman of the Board and chief executive officer. This structure enables the Board to effectively exercise its role in oversight of Vertiv while allowing our chief executive officer to focus on the management of the day-to-day conduct of our business. The Board may review and change its leadership structure in the future. In evaluating potential Board members, the Nominating and Corporate Governance Committee considers a wide array of factors including experience, skills, expertise, diversity, personal and professional integrity, character, business judgment, time availability considering other commitments, dedication, and conflicts of interest.

For more information on corporate governance at Vertiv, please see our website and our [2022 Proxy Statement](#).

## Data Privacy and Cybersecurity

As a global company with operations in approximately 45 countries and customers in more than 130 countries, Vertiv employs a comprehensive approach to safeguarding the data and information of our employees, company, and customers.

### Data Privacy

Vertiv has multiple systems in place to assist with compliance with applicable data privacy laws in the jurisdictions in which we operate. Our [Privacy Policy](#) describes how Vertiv and its subsidiaries and affiliates may collect, use, and share personal information and what privacy choices are offered when using our services. Employees undergo annual data privacy training. Our information technology (IT) and legal teams together are responsible for monitoring compliance with our Privacy Policy.

### Cybersecurity

Vertiv uses a “defense-in-depth” approach to securing company and customer information. This method uses layered mechanisms to protect systems and data, so that if one defense fails, there is another to prevent attacks and breaches. Our systems are aligned to [NIST 800-171](#) and [ISO 27001](#). Depending on their role in the company, employees undergo cybersecurity training as frequently as monthly, including “phishing” testing. All employees and many contractors and consultants are required to complete cybersecurity awareness training annually. Ultimate responsibility for our cybersecurity function lies with our chief information officer.

### Product Security

Our defense-in-depth model also applies to the products and solutions we provide to our customers. Both the interconnectivity of our products and the sensitive information contained in the digital infrastructures they support, make this a critical aspect of our offerings. We work with our customers to implement security measures in the design and manufacture of our products so that appropriate security standards are met, which may include [UL 2900-2-2 IOT](#) and [ISA/IEC 62443](#).

Our Security Incident Response Team (SIRT) reviews, validates, and remediates vulnerabilities submitted to us. The objective of SIRT is to minimize security risk by providing timely information and remediation of vulnerabilities in our network, web properties and products. This includes software, hardware, services, and solutions.

### Human Rights

Vertiv respects the dignity and human rights of individuals and expects our suppliers and business partners do the same through a certification process. We support and seek to adhere to the principles of both the [United Nations Global Compact](#) and [Universal Declaration of Human Rights](#). For detailed information, see our [Human Rights Policy](#), which applies to Vertiv and our divisions, subsidiaries, branches, and operating units, as well as to all partnerships and joint ventures in which Vertiv has management responsibilities. The Human Rights Policy sets forth requirements and prohibitions, as applicable, on the following topics, among others:

- |                                       |  |
|---------------------------------------|--|
| • Forced, bonded, or indentured labor | • Equal opportunity                                  |
| • Child labor                         | • Discrimination, harassment, and workplace violence |
| • Recruitment                         | • Retaliation  |
| • Wages                               | • Environmental impacts                              |
| • Migrant workers                     | • Data privacy                                       |
| • Documentation                       | • Worker housing                                     |

See also, Responsible Supply Chain, [Page 15](#).



“We collaborate with our customers and industry stakeholders to build future-ready digital infrastructures with the goal of increasing their energy efficiency and reliability.”

### 2020-2021 ESG Highlights

Throughout this report, please find more information on the following examples of recent actions taken by Vertiv.

|                    |  |   |   |   |
|--------------------|--|---|---|---|
| <b>Environment</b> | <b>Introduced</b>  | <b>Joined</b>   | <b>Conducted</b>  | <b>Benchmarked</b>  |
|                    | New and upgraded products that promote energy efficiency   | Multiple industry partnerships aimed at, among other things, developing energy/water/alternative energy innovations | A preliminary internal review of our scope 1 and 2 greenhouse gas (GHG) emissions | Performance and improvement activities to reduce our operational greenhouse gas emissions     |
| <b>Social</b>      | <b>Achieved</b>  | <b>Accelerated</b>  | <b>Recognized</b>   | <b>Engaged</b>  |
|                    | Over a 10% year-over-year reduction in recordable injuries under Total Recordable Incident Rate (TRIR) | Focus on early career hiring through locally tailored programs  | Women in leadership and supported veteran employment                              | In strengthening our communities around the world through volunteerism, events, and donations |
| <b>Governance</b>  | <b>Updated</b>   | <b>Established</b>  | <b>Delivered</b>  | <b>Published</b>  |
|                    | The Vertiv Code of Conduct underscoring Vertiv's core values   | An ESG Executive Steering Committee and a cross-functional ESG Implementation Team (described on the next page)     | Training program conducted for suppliers with respect to human rights             | Our Anti-Human Trafficking Statement and Policy   |



## Our Approach to ESG

We plan to develop a strong, proactive strategy for managing ESG matters that creates long-term value for our company and many stakeholders. This includes our customers, investors, employees, business and supply-chain partners, and the communities where we work and live.

Meeting the growing demand for data and critical digital infrastructure while simultaneously mitigating environmental impacts from our operations and products and governing and managing our business in a responsible manner, are at the heart of our approach to ESG.

Mitigating environmental impacts encompasses actions taken to reduce energy consumption and GHG emissions, manage materials and waste in our own operations, and provide customers with innovative products and solutions that help them reduce their own energy and water consumption. Governing and managing our business in a responsible manner includes, but is not limited to, encouraging DE&I, respecting human rights, developing our employees, implementing data privacy and cybersecurity measures, establishing policies and codes that spell out expectations for our own behavior and that of our suppliers, and working to protect the interests of our company, stockholders, and other stakeholders.

### Governing and Managing ESG at Vertiv

Responsibility for ESG performance starts at the top. Our Board is regularly kept apprised of our ESG efforts and performance, especially as it pertains to risks and opportunities for the company. Our ESG Executive Steering Committee, made up of C-suite officers and other global leaders, helps shape and guide our ESG strategy, programs, policies, and performance. This committee meets quarterly and engages with our Board to share ESG information and progress. In 2021, the Board was provided with information on the following Vertiv actions and more:

- Internal gathering and evaluating of our scope 1 and 2 greenhouse gas inventory<sup>1</sup>
- Establishing internal plans to reduce our energy and waste footprint
- Implementing product safety systems and training resources
- Advancing DE&I
- Publishing our Anti-Human Trafficking Statement and Policy
- Hosting trainings on human rights compliance

<sup>1</sup>Scope 1 & 2 greenhouse gas inventory is based on the GHG Protocol methodology, self-reported data by large facilities (>50,000 sq ft or >100 employees per site) and estimated for small facilities. This data is not reported as we refine our data collection methods, and seek third party verification or audit in future reporting years.

### ESG Executive Steering Committee

Our Chief Strategy & Development Officer, who provides reporting to the Board, leads our ESG Executive Steering Committee, which includes representation from the following leaders:



**Gary Niederpruem**  
Chief Strategy & Development Officer



**Stephanie Gill**  
Chief Legal Counsel



**Jason Forcier**  
Chief Operations Officer & Executive VP, Infrastructure and Solutions



**Sheryl Haislet**  
Chief Information Officer



**Lynne Maxeiner**  
Vice President, Treasury and Investor Relations



**Jessica McGinnis**  
Vice President, Global Facilities and Security



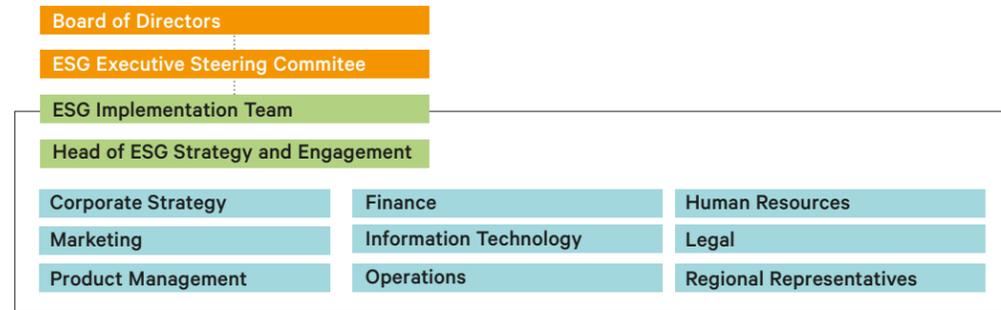
**Stephen MacGuidwin**  
Global Compliance Officer

Our ESG Implementation Team is a global, cross-functional group, representing virtually every aspect of our business.





### ESG Oversight at a Glance



In addition to executive oversight, our ESG Implementation Team, led by the Head of ESG Strategy and Engagement, is a global, cross-functional group, representing virtually every aspect of our business. The Implementation Team comprises over 20 leaders and contributors across multiple workstreams, with many more supporting members that facilitate ESG actions across the business. The team is charged with making recommendations to the ESG Executive Steering Committee and implementing and operationalizing our ESG strategy.

### Key Focus Areas

We focus our approach to environmental and social matters on the topics that matter most to our company and our stakeholders. Shortly after Vertiv launched as a stand-alone company, we engaged a third-party expert to conduct a research exercise, known as a materiality assessment, to identify and help prioritize these topics.

As part of this assessment, we engaged with Vertiv leaders and cross-functional subject matter experts around the world, as well as customers and industry analysts. We also took into consideration key standards and frameworks such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs).

Through this process, we identified the following 10 topics, listed in alphabetical order, as being most relevant to us (please see the Reporting Index section of this document for definitions of each topic):

- Climate change and other environmental impacts (Pages 17-23)
- Community engagement (Pages 40-45)
- Data security (Page 9)
- DE&I (Pages 32-35)
- Employee attraction, retention, and development (Page 36-38)
- Ethics and integrity (Page 8)
- Health and safety (Pages 26-29)
- Product and system reliability (Page 23, ISO 9001)
- Supply chain management (Page 15)
- Technology and innovation (Pages 18-21)

In 2021, we took a fresh look at the assessment results and determined that several topics had increased in importance to our company and our stakeholders. These include DE&I, supply chain management, and climate change and other environmental impacts.

#### Connecting to the U.N. SDGs

In tandem with our materiality assessment, we also gauged how our identified topics relate to the UN SDGs at the target level. While we recognize that all 17 goals are important, our material topics are most closely related to the following: #4 Quality Education, #5 Gender Equality, #6 Clean Water and Sanitation, #8 Decent Work and Economic Growth, #9 Industry Innovation and Infrastructure, #10 Reduced Inequalities, #11 Sustainable Cities and Communities, #12 Responsible Consumption and Production, #16 Peace, Justice and Strong Institutions, and #17 Partnerships for the Goals.

## Responsible Supply Chain

Vertiv relies on numerous supplier partners across the world providing manufactured components, processed metals, software, professional services, logistics support, and subcontracted services. Vertiv expects its suppliers to project its values and principles, stay current with technology, act with integrity, and treat people and the environment with respect. We partner with what we believe to be suppliers that demonstrate social responsibility and a commitment to fairness and honesty.

Our suppliers vary by the nature of their business, size, location, type of workforce, and scope of their own upstream supply chains. All suppliers are expected to adhere to the principles outlined in our [Supplier Code of Conduct](#), which includes the following topics and more: compliance with applicable laws and regulations, ethics, anti-corruption, intellectual property, human rights and working conditions, and environment. Vertiv may discontinue its relationship with a supplier that fails to comply with the Supplier Code of Conduct.

**Onboarding Suppliers** - New direct, indirect, and services suppliers are expected to complete a detailed online registration to confirm their data is accurate within Vertiv's systems and affirm that they have reviewed and acknowledged the terms of Vertiv's Supplier Code of Conduct. Prior to onboarding, production suppliers undergo a Vertiv supplier audit, executed by a Vertiv supply chain expert, covering compliance, quality, and key business practices.

**Supplier Due Diligence** - Vertiv conducts periodic surveys of our suppliers to ascertain their level of risk for human rights abuses and environmental noncompliance (e.g., REACH and RoHS in the European Union) based on their answers, as well as unethical business practices concerning the mining and processing of conflict minerals and cobalt. Our Supplier Code of Conduct provides more detail on the standards by which we expect our suppliers to adhere. Companies are selected to be part of our survey process based on their strategic value to Vertiv and whether they operate in at-risk regions of the world.

In 2021, we surveyed direct and indirect suppliers collectively representing 48% of our spend with regard to anti-human trafficking and slavery. Also in 2021, we surveyed direct suppliers with potential conflict minerals (3TG) representing 66% of our spend; and we surveyed direct suppliers with potential cobalt representing 45% of our spend.

We are adding a corrective action component to the program in 2022 for suppliers that are habitually noncompliant with their disclosures or inadequate in their programs and policies. Corrective action may include placement on a restricted supplier list with an accompanying reduction in our spend and with the potential of escalation leading to termination of business with Vertiv.



# For Our Planet

Building a Better World

Vertiv is working to address the world's significant demand for data and critical digital infrastructure that supports it, and, at the same time, mitigate the environmental impacts from such infrastructure. We believe that being mindful of product design, development, use, and disposal are important to the longevity of our industry. Our culture of innovation guides us both in our internal operations and how we advise and create solutions for our customers.

Data centers, cellular sites, and other components that comprise the global digital backbone require tremendous amounts of energy and generate high levels of heat in the process. Our experts around the globe work collaboratively to develop technology to address these challenges. We design, manufacture, install, and service critical digital infrastructures that are intended to operate more efficiently by using less energy and water. We are also working toward reducing our energy, emissions, water, and waste footprint in our factories and facilities. Further, we collaborate with industry associations and other partnerships to make advances in these areas.

## Working Toward Sustainable Solutions for Our Customers

Our approach to meeting our customers' demands for growing critical digital infrastructure, while helping them reduce their impact on the environment, rests on five key principles that we strive to meet when developing and delivering high-performing products and solutions:

**High efficiency** – Design energy- and water-efficient solutions for the market.

**High reliability** – Build resilient and highly serviceable equipment that's durable and long lasting.

**Low impact** – Strive to understand and limit manufacturing processes that may have adverse environmental impacts, and measure and increase use of recycled materials in our products and product packaging.

**Low touch** – Enable remote troubleshooting, optimization services, and more connected systems to improve and reduce environmental impact of maintenance practices.

**Circular economy** – Reuse, refurbish, or recycle end-of-life equipment and materials.



### Thermal Management

We believe that we are a leader in energy- and water-efficient thermal management solutions. Our water-free cooling systems have saved billions of gallons of water a year worldwide since we introduced them in 2013. For instance, our [Liebert® DSE Free-Cooling Economization System](#) saves up to 4.0 million gallons of water per year, per unit, compared to previous models.

We were also one of the first to pioneer the use of system-level thermal management controls that enable thermal systems across the data center to work together to reduce energy consumption. The Liebert® iCOM™-S Thermal System Supervisory Control, for example, provides up to 40% higher efficiency for managing data center cooling infrastructure versus without the system.



### Power Solutions

Vertiv offers energy efficient power solutions that consume less energy than our older models. For instance, our [Liebert® EXL S1 UPS with Dynamic Online Mode](#) can increase energy efficiency by up to 5% and reduce energy losses by up to 75% when compared to a legacy model. Additionally, across our portfolio, we offer ENERGY STAR-qualified UPS systems in eight product lines, covering more than 70 models.



### Renewable Energy

Vertiv solutions can harness energy from renewable sources. This includes our Vertiv™ eSure™ solar converter that connects solar panels to -48V DC power loads used in telecommunications networks. We also employ technologies that store excess energy from renewable sources, such as energy-efficient lithium-ion batteries which recharge and recover quickly.

For telecom cell sites, we offer solar that can be used as the primary power source for remote facilities that are off the power grid and as supplemental energy sources for those that are connected to the grid. Our high-efficiency rectifiers help telecom carriers save on energy and reduce the emissions associated with the energy production.

Additionally, we offer systemwide services and tools that help customers reduce energy use. For example, over a decade ago, we introduced one such tool, [Energy Logic](#), as an open-source road map that helps facility operators identify ways to reduce energy use across their operations.



### Award-Winning Advances

At the 9th China Data Center Code Summit in 2021, Vertiv earned two awards for carbon-saving technologies. Our large-scale integrated variable frequency and energy-saving technology took home the top prize, and our flexible power supply and distribution architecture and artificial intelligence (AI) adaptive micromodule package placed second. We designed both to reduce energy consumption and operating costs for data centers. The summit assembled enterprises and thought leaders to discuss trends and showcase innovative solutions.



**Customer Solution:**  
**Climbing a Green(er) Mountain**

Green Mountain, one of the largest data center operators in the Nordics, called on Vertiv to deliver a highly energy efficient thermal management system for its DC1-Stavanger facility built in a former NATO ammunition storage facility deep inside a Norwegian mountain. [Vertiv installed Liebert® PCW chilled water perimeter units](#), giving the facility 5 megawatts (MW) of additional cooling capacity. Based on the equipment's power usage effectiveness (PUE\*), Green Mountain anticipates the equipment will improve the colocation's already extremely high overall energy efficiency rating.



**Customer Solution:**  
**Efficiency for Keele**

Globally recognized for establishing a deep-rooted sustainability culture, Keele University chose to modernize its power protection assets to reduce energy consumption of on-campus data centers by deploying the Vertiv™ Liebert® APM UPS. The scalable nature of the UPS design gives Keele a high degree of flexibility while also delivering energy efficiency up to 99% through its ECO Mode operation.

\*PUE is the ratio between Total Facility Energy over IT Equipment Energy.

## Partnering for Progress

Vertiv believes in collaborating with customers, peers, and other industry leaders on environmental matters regarding critical digital infrastructure. Examples of these efforts include:

- The EcoEdge PrimePower (E2P2) project:**  
E2P2 is a European Union-funded research project that aims to develop and demonstrate low environmental impact fuel cells that provide economic and resilient prime power solutions for the data center environment. Vertiv is part of a consortium contributing to the E2P2 project.
- The Sustainable Digital Infrastructure Alliance (SDIA):**  
SDIA is a nonprofit network of more than 100 members and partners across Europe and beyond, working to catalyze the transition to a sustainable digital economy. The SDIA brings together stakeholders from across industries and fields, both public and private, to realize its [Roadmap](#) to Sustainable Digital Infrastructure by 2030. Vertiv is applying its expertise, global reach and leadership position in several key data center technology areas to support SDIA's mission.
- The European Data Centre Association (EUDCA):**  
EUDCA is helping to contribute to the development of the [Climate Neutral Data Centre Pact](#), a major self-regulatory initiative setting guidelines to help meet the European Commission's goal for climate-neutral data centers by 2050. Vertiv is one of a few select companies participating in this pact to review, comment, and help guide the direction of the response to the European Commission.
- RISE Partnership Program:**  
RISE, a key academic and institute research partner for Vertiv, is overseeing a program to help the data center industry self-regulate to a lower environmental impact. We are contributing to the development of new technologies, system solutions, and components aimed at helping improve the energy and resource efficiency of data centers.



**Customer Collaboration:**  
**Orange Proving Ground**

Orange S.A., a global telecom company committed to achieving net-zero carbon emissions by 2040, sought guidance from Vertiv on how to make its mobile phone base stations more energy efficient. We worked with Orange on a joint project to develop a prefabricated edge-computing unit equipped with cooling and power technologies. This adaptable proof-of-concept module now serves as a laboratory where Orange and its collaborators can develop and test more energy efficient mobile phone base stations.



## Continuously Improving Operations

We are working to shrink the carbon footprint of our operations, and we seek to reduce, and, where possible, eliminate hazardous waste through source reduction and recycling. Throughout our global facilities we implement processes, procedures, and policies to track and mitigate environmental impacts. We also solicit local teams to identify action plans for the conservation of energy and water, and the reduction of GHG emissions.

As part of our goal of continuous improvement, Vertiv leverages the Vertiv Operating System (VOS) as an enterprise-wide approach to train employees on, and hold them accountable for, identifying and eliminating waste in our production processes. As described below, we are working towards establishing a baseline of our global environmental footprint that will help us set and work towards establishing and ultimately achieving environmental goals.

### Benchmarking Performance to Industry Best Practices

In 2021, Vertiv worked with an outside environmental consultancy service to design its environmental collection methodology, baseline performance, and benchmark to potential improvement goals. Methodologies and the initial collection of Scope 1 and 2 greenhouse gas (GHG) emissions are largely based on the [GHG Protocol](#), a partnership between World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Benchmarking activities looked toward the goals of industry peers and leading goal setting initiatives like the Science Based Targets initiative (SBTi). The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute, and the World Wide Fund for Nature that helps companies better understand how much and how quickly they need to reduce their carbon dioxide emissions to prevent the worst effects of climate change. Based on this analysis, we are evaluating and developing goals and action plans to achieve the reduction of scope 1 and 2 greenhouse gas (GHG) emissions.

### Forging a Path Forward

Our initial focus is on powering more of our facilities with renewable energy, investing in a fuel-efficient service fleet that includes more electric and alternative-powered vehicles, and improving efficiency in our facilities. The latter includes installing more LED lighting solutions, upgrading fans, and using more efficient methods for testing new equipment, and charging forklift batteries, among other activities.

We will continue to work with local facility and procurement leaders to put forward environmental improvement initiatives and build on the changes we've already implemented in our locations around the globe. All our facilities are governed by our corporate EHS Policy, which details oversight, responsibilities, and training to foster safe and environmentally responsible workplaces for our associates, visitors, and customers. We elaborate more on the EHS Policy in the [Health and Safety section](#) of this report.

### Environmental Management Systems

Vertiv has employed environmental management systems at our manufacturing facilities across our worldwide footprint. We have developed these systems in alignment with globally recognized standards from ISO, the [International Organization for Standardization](#), and we are working toward achieving ISO certification for all of our environmental and energy management systems globally.

#### Many of our sites have already received the following ISO certifications:

- [ISO 14001: Environmental Management Systems](#), which specifies requirements for systematically improving environmental management.
- [ISO 9001: Quality Management](#), which sets out the criteria for a quality management system to help customers get consistent, good-quality products and services.
- [ISO 45001: Occupational Health and Safety \(OH&S\) Management Systems](#), which specifies requirements for an OH&S management system and gives guidance for its use.

Visit our [website](#) for a comprehensive list of Vertiv locations that have achieved ISO certification for their management systems.

### Purchasing Renewable Energy in Slovakia

The approximate 4,000 MWh of annual electricity consumption in our manufacturing facility in Nové Mesto, Slovakia, serves as an example of local employee efforts to lessen GHG emissions. Starting in 2021, leaders of the facility contracted with the local utility provider to purchase 100% renewable energy.



“We are working toward achieving ISO certification for all our environmental and energy management systems globally.”



# For Our People

Creating a Culture Where People Can Be Their Best



## Vertiv's culture promotes employee innovation.

From the C-suite to the manufacturing floor, we challenge ourselves to bring ideas to life and initiate new projects across our teams.

Our roll-up-your-sleeves culture creates an environment where employees are empowered to collaborate, learn, and teach others through their experiences. We seek people who put a premium on learning through experience, teamwork, honesty, and integrity and share our Core Values.

We believe that our ability to attract and retain a talented workforce is vital and we spend significant time discussing trends around recruitment, development and rewards, health, safety, and wellness.

## Our Core Values

- Acting like an owner
- Assuming positive intent in all employee interactions
- Being passionate about your work
- Challenging yourself in personal development
- Being tireless in exceeding customer expectations
- Assisting others to be successful as a team
- Owning our own mistakes quickly
- Talking with people and not about them
- Creating a culture where people can be their best

## Turning Values into Behaviors

**Our values are much more than words on paper.**

We expect employees to emulate them and for our employees to display various behaviors, including:

- Be self-aware and learn
- Embrace the customer experience
- Think and act broadly
- Drive change and innovation
- Foster collaborative relationships
- Take intelligent risks
- Drive for results
- Be a leader



**Spotlight on Asia:  
Vertiv Receives Workplace Accolades**

We wish to improve the workplace experience in ways that help our employees to be happy with their jobs and continue to support our business objectives. We are also proud of the recognition received for our efforts.



## Prioritizing Health, Safety and Wellness

For innovation to flourish, we believe a safe and healthy workplace is essential. Vertiv prioritizes the health and safety of our global workforce and anyone who enters our facilities or interacts with our products. We believe that we have an effective EHS strategy that is evidenced in our strong safety record, including our total recordable injury rate relative to certain peers.

### Vertiv Corporate EHS Policy

Our corporate [EHS Policy](#) includes minimum requirements and standards for EHS across the company. It covers all Vertiv employees, as well as contractors and members of the public who are on company premises. We augment this policy with an EHS manual that provides information on a broad array of EHS topics and site-specific policies and procedures.

Safety is of fundamental importance to Vertiv. We aim to provide the tools, training, and other resources needed to achieve our goal of reducing workplace risks and creating an injury-free workplace. We believe that creating a safe work environment is essential to our business. Through documented procedures, local safety team engagement, and a culture of open communication, our employees are encouraged to recommend safety improvements and report any safety hazards they see.

At Vertiv, safety starts with each employee holding themselves and their colleagues accountable. We've built a robust culture of safety through practices that include risk identification and mitigation, setting standard processes and procedures, reporting, and training to prevent incidents and continuous improvement.



### Occupational Health and Safety Management System

We employ a global occupational health and safety management system to govern EHS. Our management system applies to employees, temporary associates, contractors, and subcontractors and is equivalent to [ISO 45001:2018](#), an international standard designed to reduce risks and create better, safer working conditions. Several of our facilities have received ISO 45001:2018 certification, and our goal is for all facilities and service regions to be certified. For a comprehensive list of Vertiv locations that have achieved ISO certification for their management systems, [please visit our website](#).

Our comprehensive EHS manual details responsibilities, regulations, and requirements that we make available to all employees. Additionally, all Vertiv managers are expected to promote and enforce our EHS policies.

Vertiv's regional and functional EHS leaders are responsible for maintaining and updating EHS guidelines, which include emergency procedures, training standards, accident-reporting procedures, fire safety procedures, roles and responsibilities, and other important information. Some facilities may institute additional safety measures based on local regulations.

All employees and temporary associates are covered by the health and safety management system in our facilities and service operations, which are audited by internal teams for hazards and risks at least annually. In addition, external contractors and vendors working on behalf of Vertiv are covered by a contractor safety policy in those same operations.

### Identifying Risks, Improving Safety, Keeping People Informed

Vertiv has plans and processes in place to identify work-related hazards and assess risks on a regular basis. This includes comprehensive incident reporting and hazard communication safety programs, as well as a stop-work authority policy.

Our **Incident Reporting Safety Program** is in place to aid us in effectively reporting injuries and incidents to the appropriate supervisors and managers, investigate them to determine the root cause, and take corrective actions to minimize or eliminate future occurrences. The program applies to all Vertiv employees, contractors, and visitors at Vertiv facilities, customer sites, and other locations.

All employees, including those who witness an event, are required to report incidents to their supervisor or manager. Supervisors and managers are then required to see that any injuries or illnesses receive prompt medical attention. Next, supervisors and managers must work with affected employees to complete investigatory forms, conduct a root-cause analysis, and implement necessary countermeasures. Supervisors and managers are required to inform affected employees that they have the right to report the incident free from retaliation. Safety leaders are responsible for overseeing accident reporting and investigation, as well as data tracking. Finally, the facility or service center leadership team is responsible for aiding during investigations, ensuring investigators are adequately trained, signing off on corrective actions, and ensuring those actions are fully implemented.



Our Hazard Communication Safety Program provides employees, visitors, customers, and service providers access to safety, health, and emergency information regarding chemicals used at Vertiv facilities or job sites. Every manufacturer or importer must provide a safety data sheet (SDS) for any hazardous chemical they provide. Vertiv sourcing managers are required to obtain the SDSs, which are then uploaded into an SDS management system.

All employees are responsible for following safety rules, using personal protective equipment, reporting containers that are unlabeled, and actively participating in required training. Safety leaders are responsible for overseeing the hazard communication safety program while a training director is in place to manage the training program.

Per our stop-work authority policy, all employees have the authority and obligation to stop any task or operation if they believe the workplace is unsafe. Work is not allowed to resume until all stop-work issues and concerns have been adequately addressed.

### Providing On-Site Care

As required, our larger manufacturing facilities have occupational health clinics with either an occupational nurse or an occupational health physician and supporting nurses, depending on the size of the site. Our smaller facilities partner with local occupational health clinics that provide care for occupational injuries and illnesses, wellness programs, vaccinations, and other services. All full-time, part-time, temporary, and contract employees have access to our occupational health clinics. The clinics may also serve external contractors and visitors who are injured on-site.

### Seeking Employee Input

All Vertiv employees are required to report safety issues and concerns to management at their respective work sites. Employees are also encouraged to submit safety suggestions and improvements through our Good Catch program, where we recognize and reward employees for their contributions. We actively promote worker participation and consultation in developing, implementing, and evaluating our occupational health and safety management system through safety committees that include both management and hourly employees. These committees meet frequently to review incident trends, make recommendations, and inspect areas of concern. Final decision-making authority on corrective actions rests with designated members of management.

**Vertiv provides access to employees and communicates relevant information on our EHS efforts through digital communications, team meetings, individual conversations with EHS representatives, and other methods.**

**“The mission of Vertiv’s EHS Team is to protect Vertiv and Vertiv’s employees from environmental, health, and safety risks so they can be prosperous and achieve their goals. A robust ESG (Environmental, Social, and Governance) system is critical to that mission while allowing Vertiv to be both commercially successful and socially responsible.”**

– Dan Rapp, Director of Manufacturing & Environmental Safety

### Delivering Necessary Training

Employees should understand their roles, rights, and responsibilities with regard to EHS. At Vertiv, we incorporate EHS training within our scheduled training programs, as part of a systematic training plan. Specific areas of training include incident reporting, emergency response, personal protective equipment, lockout-tagout, safe tool use, and other topics pertaining to workplace risks. Training for our service team is standardized globally, while training at our manufacturing facilities is tailored to local regulations and the types of activities within the plants.

#### **When we identify the need for EHS training, we give priority to:**

- Training for managers, to equip them with an understanding of their responsibilities and the role and purpose of EHS representatives.
- Training for EHS representatives to enable them to execute their functions.
- Training for all members of staff to acquaint them with the main provisions of the law and their practical implication, as well as the main features of our EHS policy and key safety rules.
- Induction and in-service training for staff at all levels to acquaint them fully with new requirements and hazards.
- Safety training for all employees in technical positions.

### Protecting Our Contractors and Customers

Across Vertiv’s global operations, we strive to make our facilities as safe as possible for everyone, including external contractors, vendors, and customers. We have a contractor safety policy that details the rules, regulations, and requirements for contractors working within our facilities. Contractors must complete a safety questionnaire and site safety orientation prior to entering our facilities. For customers visiting our sites for product demonstrations and other reasons, we have specific safety protocols that they must follow. We pre-qualify our contractors working at customer sites and review their safety policies and programs to consider whether their safety expectations align with ours. We also conduct periodic site safety audits to confirm they are following safe work practices.

### Responding to the COVID-19 Pandemic

When the COVID-19 pandemic began to spread globally in early 2020, Vertiv responded decisively to protect our employees, customers, and visitors to our facilities.

Early on, we established and activated a detailed pandemic response plan led by our crisis response team. Wherever possible, we closed locations and instructed employees to work remotely and restricted travel to help limit the spread of the virus. As an essential business, however, remote work is not an option for many of our employees, including those who work in service roles and in our manufacturing facilities. For them, we procured personal protective equipment and implemented enhanced cleaning procedures in our facilities. We also put in place social-distancing requirements and worked closely with local health authorities who conducted site inspections to promote health and safety at our facilities.

Throughout the pandemic, we limited visitor access to our facilities. All employees and visitors who entered our sites have had to complete an assessment and self-certify that they were not experiencing symptoms. Additionally, we continue to comply with regulations, including mask-wearing and social distancing where required. We also encourage all employees to get vaccinated. We employ systems that track confirmed COVID-19 cases, as well as employee vaccination status (in jurisdictions where permitted).



**Promoting Worker Wellness**

Vertiv recognizes and appreciates the vital role health plays in the overall well-being of our workforce, and we proactively provide resources to inform, inspire, and safeguard our global team. Our on-site and partnered clinics have run wellness initiatives for their local teams. These include activity challenges, smoking cessation, blood monitoring, heart health events, and much more.

**Wellness Around the World**

***Stepping Up in Australia***

In May 2021, the Vertiv Australia and New Zealand Culture Booster Team launched a walking challenge to promote health and fitness among employees in the region with a goal of reaching a total of 2.9 million steps — equivalent to the distance from Perth to Broome in western Australia. Team members walked 5,000 or 10,000 steps per day.

***Working (Out) From Home With Yoga in India***

Through a workforce survey, Vertiv India’s human resources and safety teams heard from employees that they missed engaging in physical activities during lockdowns. To help address the need, the teams hosted virtual yoga sessions that drew participation from both employees and their families.

***Calling “Bingo” in Singapore***

The Vertiv Singapore team turned wellness into a game while working from home with an office-wide Bingo Wellness Challenge. The game featured 12 wellness challenges arranged on a Bingo-card-like grid, awarding prizes and donating food to a local community group for every row of five challenges completed.

***Fostering Well-Being in the United States***

We offered a webinar for our U.S. employees to learn, practice, and ask questions about their mental and emotional well-being amid the COVID-19 pandemic and remote work.

***Hiking in China***

Vertiv employees in China spent a full day hiking in the city of Xi’an. At the end of the hike, the employees gathered outside together at the ancient Anyuan Gate to write down their wishes for a bright future.





## Shaping DE&I at Vertiv

Diversity, equity, and inclusion are important goals for any company, and at Vertiv they mean:

- **Diversity and Diverse:** The ways people differ.
- **Equity:** Creating fair access, opportunity, and advancement for our employees.
- **Inclusion:** Promoting a work environment in which team members, employees, and other people feel involved, connected, and valued.

At Vertiv, we believe that innovative solutions are often developed from having a diversity of viewpoints and perspectives at the table. We endeavor to foster a workplace that supports and promotes diversity, embraces inclusion, and cultivates respect. To this end, Vertiv has taken actions since going public in 2020.

### Building the Foundation for DE&I

Our Code of Conduct outlines Vertiv's expectations for our employees and other stakeholders. The Vertiv Code of Conduct, among other matters, sets forth certain key DE&I principles as follows:

- We promote inclusion and equal opportunities with respect to hiring, terms of employment, mobility, training, compensation, and occupational health, without discrimination.
- Employees are encouraged to expand the diversity of candidate pools, and to be open and welcoming to a variety of different points of view and backgrounds.
- We wish to build and foster an inclusive culture where employees have opportunities to grow, develop, lead, and effect positive change.
- We believe in diversity, inclusion, and equal opportunity not because it is the legally responsible thing to do, but rather, it is the right thing to do, and ultimately, it benefits Vertiv.

Our Equal Employment Opportunity policy statement, included in our Code of Conduct, states that there will be no discrimination or harassment against an employee or applicant on the grounds of age, race, color, religion, creed, sex, marital status, sexual orientation, gender identity, genetic information, citizenship status, national origin, protected veteran status, political affiliation, disability, or any other status or characteristic protected by applicable law.

### Women in Leadership

Despite significant progress over the last couple of decades, women remain underrepresented in a myriad of careers, especially in industries focused on science, technology, engineering, and mathematics (STEM).

At Vertiv, we're making progress in changing this landscape. Vertiv has appointed the following women executives in the past two years to lead their respective functions: **Sheryl Haislet**, Chief Information Officer, and **Stephanie Gill**, Chief Legal Counsel.





**20 Women to Watch**

Capacity Media named **Sheryl Haislet**, Chief Information Officer, as one of 20 women to watch in 2022. This award celebrates the success of women across the IT, telecom and technology space who achieved results and reached major milestones in their respective fields while breaking down barriers in the process. Additionally, Sheryl was awarded the 2022 Ohio CIO Global ORBIE in the category of organizations with more than \$1 billion in annual revenues and multi-national operations. The ORBIE recognizes chief information officers who have demonstrated excellence in technology leadership.



**CRN Most Powerful Women of Channel 2021: Power 100**

CRN, a publication that provides news, analysis, and perspective for solution providers and technology integrators, named **Alison Webb**, Vice President of Americas Marketing at Vertiv, to its elite list of 100 female executives whose insight and influence help drive channel success. CRN honored Webb for her efforts to accelerate the channel business through partner recruitment. In addition, the outlet named six Vertiv employees to its Women of the Channel list, the precursor to the Power 100 list.

What advice would you give someone considering a technology career?

**"Continue to work on your self-confidence. It's like muscle, you need to get out of your comfort zone to build it. It's OK to feel uncomfortable and don't be afraid to fail. Conquering fear prevents stagnation, increases confidence, and facilitates development."**

– Haislet Sheryl, Vertiv Chief Information Officer

**Serving the Needs of Service Members**

Vertiv is honored to employ active military service members and veterans. Our dedication to those who serve their country earned recognition in 2021 from [Employer Support of the Guard and Reserve \(ESGR\)](#). This U.S. Department of Defense program is designed to promote cooperation and understanding between Reserve Component Service members and their civilian employers.

Vertiv leaders attended the ESGR Statement of Support Ceremony in our home city of Columbus, Ohio. There, we accepted recognition of Vertiv as a nominee for the Secretary of Defense Employer Support Freedom Award, a prestigious honor given to only 15 companies across the United States.

As part of our overall commitment to our veterans, Vertiv provides employee service members the flexibility needed to attend any required training and serve their communities when deployed. Whether managing COVID-19 vaccination sites, ensuring citizen safety during times of protest, or responding to natural disasters, these individuals have our full support.



**Instituting DE&I Training**

In 2021, we took some important initial steps toward advancing our DE&I training efforts.

- We introduced education and training for our company's leaders and piloted a training session on unconscious bias. We expect to roll out these courses to an extended group of leaders in 2022.
- Vertiv maintains courses on unconscious bias, inclusivity, and diversity and inclusion which are available to employees through the LinkedIn Learning platform.

**Promoting Cross-Cultural Awareness**

Vertiv sponsored a multiyear program in which certain locations developed videos spotlighting their respective cultures for employees to access. Participating locations included Argentina, Brazil, China, and India. Additionally, our offices in Manila, Philippines, and Cluj, Romania, engaged in a cultural exchange day, learning about each other's food, music, style, and other cultural practices. In Australia, our offices celebrated #HarmonyDay with employees bringing in food of their choice for an international lunch.



# Attracting, Developing, and Retaining Top Talent

We recognize that competition for top technology and engineering talent is fierce. Vertiv is developing programs to attract and retain top talent.

## Focused Recruitment Efforts

Vertiv has sought to fill engineering and research and development (R&D) positions to keep pace with our rapid expansion and accelerated focus on R&D. We recently opened a new R&D Center of Excellence in Monterrey, Mexico, and expanded operations around the world. Our recruitment efforts resulted in approximately 1,300 qualified engineers and R&D experts joining us in the latter half of 2020 and throughout 2021.

## Emphasis on Early Career Hiring

Vertiv continues its efforts to recruit young professionals for a wide range of positions across the company. We are working to strengthen our pipeline of talent within our workforce. Of note is our plan to convert more interns to full-time employees and hiring through existing programs that recruit new university graduates.

## Vertiv Taps University Talent

Vertiv plans to increase its hiring from universities and colleges over the next few years. The following are some of the ways we're working toward executing this plan:

In **Southeast Asia**, Vertiv is attracting talent through our **Program for Aspiring Vertiv Engineers** initiative. This robust effort gives young professionals the opportunity to participate in creative projects, receive career mentoring from experienced Vertiv engineers, and explore career pathways in sales, technical solutions, and business and market development.

In **China**, Vertiv has been increasing our number of early career hires for more than a decade. In 2021, we hired more than 100 young professionals, primarily in engineering and sales. This represents a 45% increase over 2020.

In **India**, Vertiv has been participating in a graduate engineer training program since 2013 and, in 2021, hired 25 engineers and quickly began integrating them into their new roles.

In **EMEA**, the **Vertiv Next Generation Program** is designed specifically for university graduates who wish to accelerate their career by working with experienced Vertiv professionals who support them through their first year with our company and involve them in substantive work.

In the **U.S.**, we operate a robust summer internship program. For instance, we had 60 summer interns in 2021, many of which will join our inaugural Vertiv Product Development hiring class.

In **Croatia**, our Center of Excellence in Zagreb works closely with the University of Zagreb, a leading engineering program in the country, to recruit talent. Additionally, the team is implementing a pilot program for engineering development through Career Ladder programs.

In **Mexico**, we are advancing a partnership with Tecnológico de Monterrey, one of the top engineering schools in the country. Discussions are underway for Vertiv to invest in engineering and testing labs at the university. Together, we will engage students through company-sponsored projects, career planning and post-graduate opportunities.

## Tailoring Training and Development

To meet evolving customer needs, Vertiv employees have access to a portfolio of in-house learning experiences, in addition to on-demand courses offered through LinkedIn Learning. Vertiv also supports qualified employees who wish to pursue additional third-party certifications or higher education through tuition sponsorship or assistance.

### Approximately 430,000 Hours of Training

In 2021, Vertiv employees received approximately 430,000 hours of both general and position-specific training, which is an approximate average of 19 hours of training per person\*.

All new employees attend My First 90 Days @Vertiv, an orientation that accelerates their familiarization with the company and provides a high-level overview of our products. In 2021, we also launched an extensive effort to train all employees in VOS, a system that is intended to promote continuous improvement and efficiency in our company's operations.

All employees also receive regular training in health and safety ([see Page 26](#)), the Vertiv Code of Conduct ([see Page 08](#)), and other instruction. In addition, Vertiv provides in-depth development opportunities tailored to specific needs and job functions.

**Service Engineers** - Our service technicians receive extensive training to preserve their safety while they service our products in the field. All new service engineers attend roughly 200 hours of training (depending on the region), before being deployed. In the Americas, for example, new technicians attend 23 days of training to prepare for their on-the-job responsibilities.

Throughout their employment with Vertiv, they also receive regular training on product updates and new products through a combination of in-person training at one of our several Academy locations, virtual training delivered remotely or through online self-paced methods, and on-the-job training.



**Specialized Personnel** - Vertiv design engineers, IT experts, and other technical specialists undergo a wide range of trainings, such as Design for Six Sigma and digital skill sets. Sales representatives receive regular, interactive training on our products and solutions and training to enhance their sales skills.

**Professional Development** - Vertiv makes professional development programs available to all employees, such as dealing with conflict, and building resilience. Those in managerial roles have access to manager and leadership training offered on demand through the LinkedIn Learning library, or on a regular basis through in-house designed courses such as Managing@Vertiv.

\*Total hours do not reflect all training, such as job specific training on all factory floors.



### Learning Academies

Vertiv operates 14 training centers, focusing on all areas of our business. This geographically distributed approach to campuses and faculty is designed to provide speed, consistency, and access in the training process, allowing our customer engineers to remain safe and current on our products in the field.

### Reviewing Employee Performance

Salaried and services employees, representing approximately 65% of our workforce, participate online in our comprehensive four-part annual performance review process. Other employees may also participate in performance reviews, which vary by country and location.

### Workforce Management

#### Competitive Benefits

Vertiv offers an array of benefits to both full- and part-time employees, which varies by country and region. Full-time employees comprised approximately 99% of our workforce as of December 31, 2021\*.

Benefits may include, but are not limited to, health and life insurance, flexible paid time off, parental leave, retirement plans, and more. We revisit our benefit plans to address the demands of an increasingly competitive marketplace for talent.

For example, in the U.S., we introduced a new suite of wellness benefits for 2022, at no cost to our employees, in addition to what they were already receiving. This includes:

- Comprehensive whole body, health improvement, coaching, and support services.
- Dual-option Employee Assistance Program in which employees may use either our new or current vendor to access up to 10 free mental well-being counseling sessions, assistance with finding childcare, legal assistance, and more.
- Free generic preventive prescriptions.
- Savings on surgeries, which allows employees to use high-quality providers at no cost after they have met their deductible.
- A new wellness incentive portal.
- Comprehensive smoking-cessation programs.

\*Percent of full-time employee is based on all entities contained in Vertiv's consolidated financial statements with the exception of E&I.

### Workforce Transition

When employees leave, we conduct exit interviews to gain feedback on how to improve the workplace environment and employee satisfaction.

If employees are impacted by workforce reductions or other reasons, Vertiv provides transition assistance. In the U.S., outplacement services help exiting employees obtain new positions with all costs paid by Vertiv. We provide a similar service to employees in the EMEA region. Where applicable, we offer employee assistance in accordance with all local laws and regulations.





# For Our Neighbors

In our home base of central Ohio and all around the world, Vertiv supports the communities in which we operate with innovative volunteer and corporate philanthropy initiatives. Through both national and local partnerships, our company and our people provide support to those who need it most.

Our ongoing efforts to alleviate food insecurity, support local youth, and contribute to disaster relief in the communities where we live and work illustrate what makes us a good neighbor.

## Engaging in Our Hometown

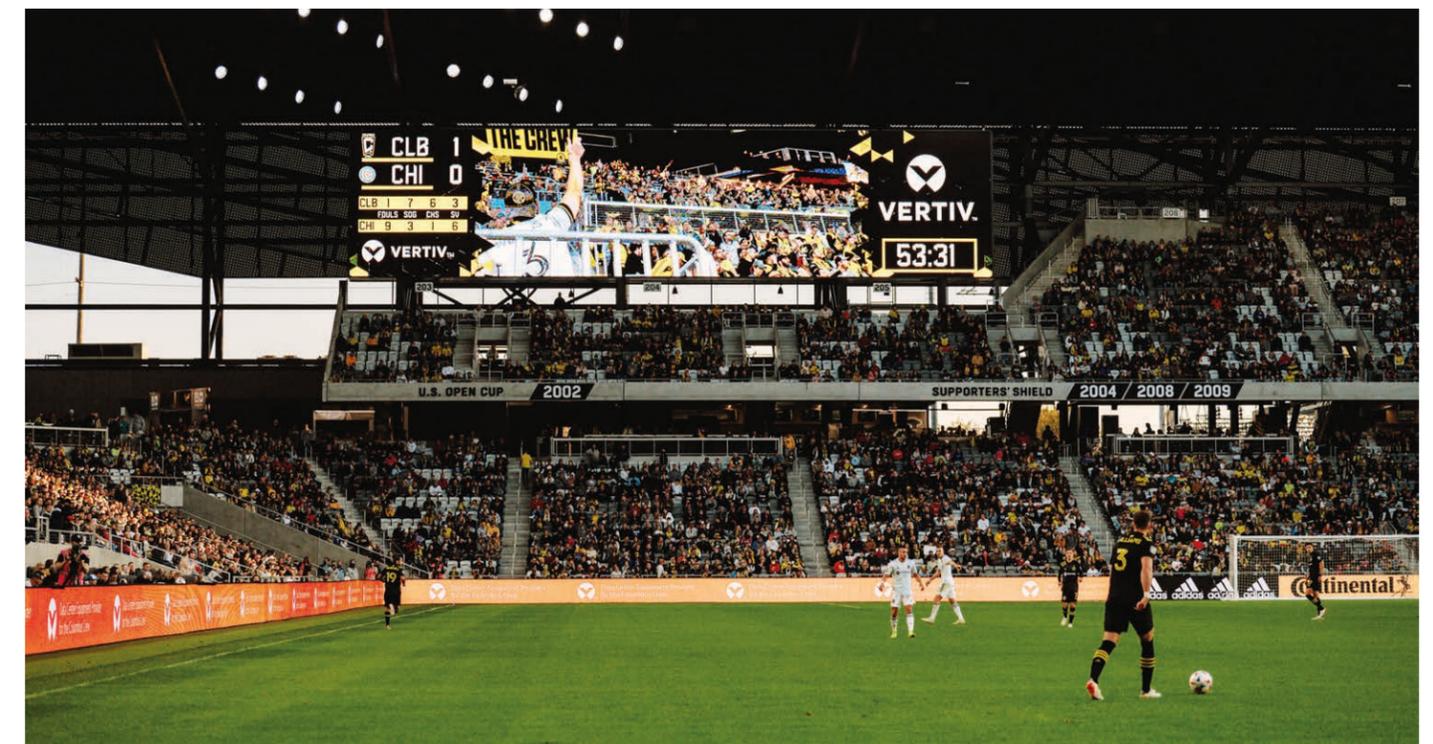
### Teaming Up With Columbus Crew SC

Vertiv is a Founding Partner and Official Data Center Equipment Provider of Columbus Crew SC, a Major League Soccer (MLS) team based in our hometown. Through our partnership, we created a Customer Experience Center at Lower.com Field, the Crew's brand new stadium, to showcase how Vertiv products enable a high-tech, connected fan experience. As a Founding Partner, Vertiv teams up with Columbus Crew on community engagement and educational activities.

**In 2021, this partnership yielded some memorable opportunities to give back.**

In June, Vertiv joined the Crew to host an event to surprise local athletes with the news that they would represent Team Ohio Soccer in the 2022 Special Olympics Games in Orlando. The Special Olympics athletes received a behind-the-scenes, VIP tour of the stadium, as well as unique mementos and gear signifying their place on the Special Olympics USA Games team. Later in the year, we partnered with the Crew to donate an array of soccer equipment to the organization.

Similarly, in October, Vertiv and the Crew invited children from Boys & Girls Clubs of Columbus and the Ohio Hispanic Coalition in Columbus to the stadium to provide a hands-on, experiential tour, including the state-of-the-art Customer Experience Center. We showcased the role STEM — and our products — play in ensuring the ticketing, scoreboard, lights, and Wi-Fi work without interruption so that all fans have a great experience at the game.





**United Way Recognizes Ironton Facility for Community Engagement**

Vertiv is a supporter of the United Way, contributing to the organization's efforts to help community members succeed in the areas of health, education, and financial stability. In May 2021, United Way of the River Cities honored our Ironton, Ohio, facility with three awards:

- Impact Partner, in recognition of the facility's 2020 United Way Campaign.
- Trendsetter of the Year, for the facility's contribution of more than \$10,000 to the organization, which was made possible, in part, by the company-matching employee donations.
- Trailblazer of the Year, which was awarded to the Ironton facility's Human Resources Manager, Nona Callihan, for her work as the Vertiv representative to the United Way Corporate Community Engagement Council.

*"Our partnership with United Way demonstrates one of our Core Values — 'Assisting others to be successful as a team.' Our team is not only the employees in the building. It's also their spouses, families, and extended families who live and work in the communities that United Way supports."*

– Nona Callihan, Human Resources Manager, Vertiv Ironton.



**Holiday Joy**

Brought to kids at the local children's hospital, thanks to money raised by our Columbus, Ohio-based inside sales teams to purchase toys for these young patients.



**\$30K**

Raised by the Vertiv Peloton team for Pelotonia, a Columbus-based nonprofit that raises money for innovative cancer research and treatments at The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute.



**13,500 Meals**

Delivered over multiple years to homebound seniors in central Ohio during Vertiv employees' weekly volunteering with Meals-on-Wheels, a program that fights senior isolation and hunger with nutritious meal delivery, friendly visits, and safety checks.

## Engaging Around the World



**Providing Aid to Earthquake Victims in Croatia**

In late December 2020, two earthquakes hit central Croatia with magnitudes of 5.2 and 6.2, destroying buildings throughout the region and forcing residents out into rubble-covered streets. The Vertiv team in Croatia acted immediately to help affected families by raising money and collecting food, clothes, and hygiene products to be distributed across the region.

We also supported relief efforts in the region by donating two modular containers to the public fire department in Sisak to be used as temporary office space after the earthquakes damaged the department's headquarters.

Following the earthquakes, our employees volunteered with relief organizations daily, traveling to Petrinja, the epicenter of the disaster, to support those most affected by it.



**Fighting Food Insecurity**

In Spain, Vertiv donated 6,000 euros to the Madrid Food Bank, redirecting funds traditionally earmarked for commercial purposes to help feed people impacted by the COVID-19 pandemic.

**Contributed Food**

Vertiv Dubai donated to the 100 Million Meals campaign, which is organized by the UAE-based Mohammed Bin Rashid Al Maktoum Global Initiatives to alleviate food insecurity in 30 countries worldwide during Ramadan.

**12k Meals**

Donated to families and children experiencing food scarcity in the Philippines through Vertiv Manila's fundraising for Project PEARLS, a nonprofit that helps children escape poverty and achieve their dreams.

**10 Orchards**

Purchased by Vertiv UK & Ireland as part of the "DC for Bees" tree-planting campaign to promote biodiversity and help reverse Ireland's declining bee population.



**Supporting Youth in China**

To improve the overall learning environment and bolster the spirits of students and teachers alike, Vertiv teams in China funded the "Project Hope Happy Music Classroom" at the Du'an Chengbei primary school in the Guangxi Zhuang autonomous region. As part of this program, we provided space for students to participate in music education and donated musical instruments to the Youth Pioneer Drum Corp. We also donated computers and sports equipment to more than 700 children at the school.

Vertiv also supported creation of the "Hope Kitchen" at the school to provide students with a safer and healthier dining environment.

These efforts are part of Vertiv China's overall commitment to social responsibility and actively giving back to local communities in pragmatic ways.



**Vertiv and the Ukraine Crisis**

The conflict in Ukraine has sparked a humanitarian crisis. Vertiv staff around the world are finding ways to provide support. Specifically, the highly engaged local workforce that neighbors the region is committed to providing aid and supporting victims including refugees.

To date, this has included some of the following key actions by Vertiv staff via countries including Poland, Hungary, Slovakia, Romania, Czech Republic, and Croatia.

- Housing families and providing cross-border transfers and other transportation support.
- Providing food supplies and donations through local NGOs (e.g., Caritas, Red Cross/Polish Food Bank and Polish Humanitarian Mission).
- Volunteering in reception points, shelters, and train stations.
- Providing language support through translation services.

Vertiv and its staff in the region continue to monitor the situation and are committed to providing additional support as the crisis unfolds. Additionally, to support this activity, Vertiv has provided staff with paid leave to engage in direct support initiatives.





# About This Report



**The Vertiv 2021 Environmental, Social, and Governance Report** has 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 following our 2021 fiscal year.

## Key Definitions

To clarify how certain terms are being used within this report, we have provided the following definitions:

**Sustainability, sustainable and similar words:** The principle of using less of the earth's resources, including fossil-related resources and water.

**Sustainable solutions for our customers:** Vertiv products and/or services that help customers lower their energy and water footprints.

**Sustainable operations and/or operate more sustainably:** Vertiv practices, procedures and initiatives that help reduce the environmental footprint (e.g., energy, emissions, waste) of our own operations.

**Sustainable digital infrastructure:** Helping to enable data centers and other components of today's digital infrastructure to use less energy and water.

[Click here to see our GRI & SASB Index](#)



# Architects of Continuity™

---

**Vertiv.com**

**Vertiv Headquarters, 1050 Dearborn Drive, Columbus, OH, 43085, USA**

© 2022 Vertiv Group Corp. All rights reserved. Vertiv™ and the Vertiv logo are trademarks or registered trademarks of Vertiv Group Corp. All other names and logos referred to are trade names, trademarks or registered trademarks of their respective owners. While every precaution has been taken to ensure accuracy and completeness here, Vertiv Group Corp. assumes no responsibility, and disclaims all liability, for damages resulting from use of this information or for any errors or omissions. Specifications, rebates and other promotional offers are subject to change at Vertiv's sole discretion upon notice.