

United Kingdom Gender Pay Gap Report 2025

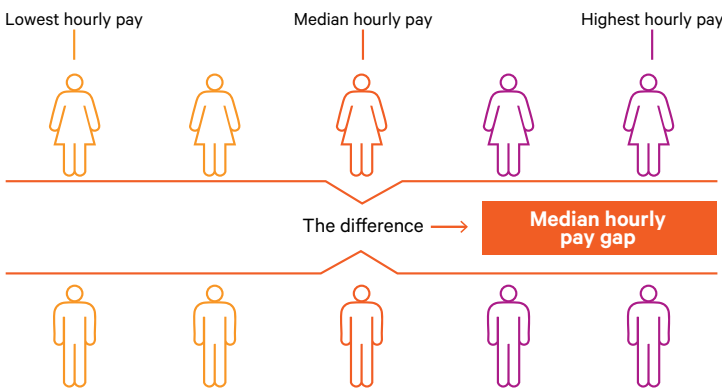


The Gender Pay Gap Report allows Vertiv to understand how we are progressing in gender equality and highlights to the Business the work we need to do to improve.

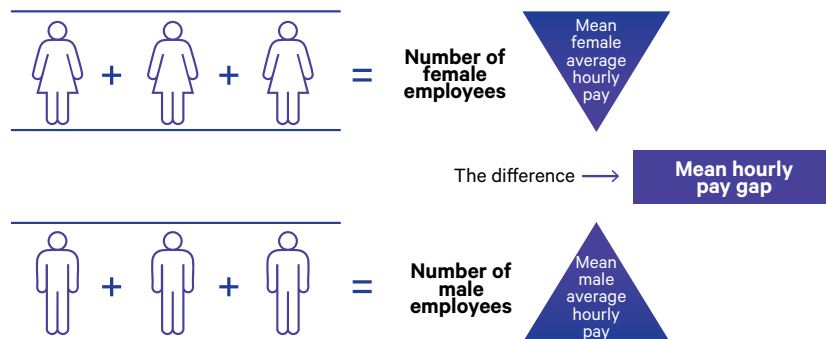
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the United Kingdom to report their gender pay gap, showing how large the pay gap is between their male and female employees.

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

How we calculate the gender pay gap median difference



How we calculate the gender pay gap mean difference



Definitions

The principle of equal pay is:

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

The gender pay gap:

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

“At Vertiv, we recognise that sustained business performance depends on attracting, developing, and retaining the widest possible range of talent. Across our industry, progress on gender representation —particularly within technical and engineering roles—has been uneven. We are therefore taking purposeful action to change this trajectory within our own organisation.

Our focus is firmly on long term impact rather than short term measures. By embedding inclusive leadership practices and broadening access to early career and development opportunities, we are strengthening the depth and diversity of our talent pipeline. This approach supports innovation, sound decision making, and a more resilient organisation.

While the progress we have made is encouraging, I am clear that continued effort is required. We remain committed to creating a workplace where opportunity is determined by capability and contribution, and where fairness, transparency, and inclusion are integral to how we operate across the region.”

Paul Ryan
EMEA President

“By holding ourselves accountable for equitable pay across all demographic groups, including gender, we have made tangible progress in narrowing both the average and median gender pay gaps over the past year.

At the same time, focused development initiatives are strengthening pipelines for growth and leadership. Our expanded early-career programs are attracting new, diverse talent, and this momentum is reflected in improving gender representation at every level of the organization.

As we move forward, our priority remains creating an environment where everyone has a fair chance to develop and thrive. Fair recruitment, strong learning opportunities, and consistent, equitable compensation continue to be core to who we are at Vertiv.

Aditya Jajodia
Vice President Human Resources EMEA



Gender Pay Gap Report - 2025 results

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

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

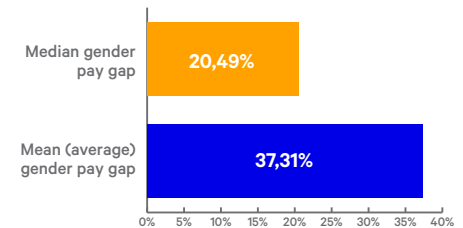
- Our gender pay gap does not arise from men and women being paid differently for the same role. Instead, it reflects differences in the types of roles and salary levels that tend to attract men and women within the organization.
- Women are underrepresented in the workforce. In the UK, women make up 22% of employees, compared with 78% men. Men are predominantly employed in technical, service, or managerial positions, while women are more often represented in back-office support roles.
- In April 2025, our bonus reconciliation was paid, which increased the reported hourly pay. While a higher percentage of women received bonus payments, there remains a gap in the bonus amounts awarded, with men receiving larger bonuses on average than women.
- Internal benchmarking is used to align all salaries with external market data.

Percentage of women and men in each pay quartile is represented below:

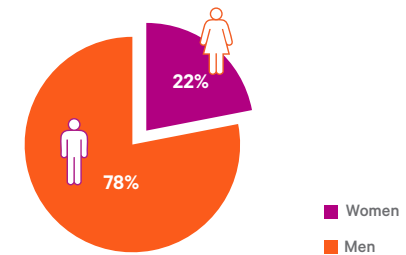
	Female % of total quartile	Male % of total quartile
Upper Hourly Pay Quartile	13.27%	86.72%
Upper Middle Hourly Pay Quartile	16.81%	83.18%
Lower Middle Hourly Pay Quartile	16.81%	83.18%
Lower Hourly Pay Quartile	42.47%	57.52%

- We have continued to strengthen our relationships with engineering colleges to help build a stronger pipeline of female engineering talent.
- We have an employee resource group at Vertiv called Women at Vertiv Excel (WAVE). WAVE provides an inclusive community for both women and men at Vertiv, empowering women to lead in life, at work, and in thought for the benefit of everyone. The group actively promotes the development, visibility, and advancement of women leaders within the organization.
- We have seen a decrease in 3% of the number of women in the upper hourly pay quartile. However, the middle quartile has seen an increase of female employees by 3%.
- While we are continuing to strengthen initiatives aimed at reducing the gender pay gap, it remains an ongoing concern in the UK.
- We are committed to closing the pay gap and retaining top talent across all pay percentiles, while continuing to support and attract a diverse workforce.

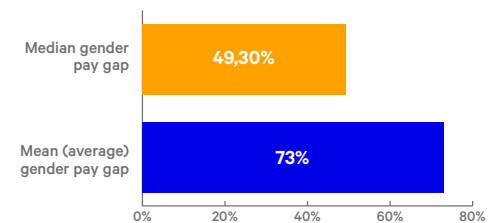
Mean and median Gender Pay Gap



Full-pay relevant employees



Mean and median Gender Pay Gap bonus



Percentage of all men and women receiving bonus pay

