



# Responsible Business Report 2025

ONE VERTIV  
ONE WORLD™



Columbus, Ohio, USA



## Cautionary note concerning forward-looking statements

This document may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, and as such are not historical facts. Such statements may include, without limitation, (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. These statements constitute projections, forecasts and forward-looking statements, and are not guarantees of results or performance. Vertiv cautions that such forward-looking statements are subject to numerous assumptions, risks and uncertainties, which may change over time. Such statements can be identified by the fact that they do not relate strictly to historical or current facts. When used in this document, 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 but the absence of these words does not mean that a statement is not forward-looking. When Vertiv discusses its strategies or plans, it is making projections, forecasts or forward-looking statements. Such statements are based on the beliefs of, as well as assumptions made by and information currently available to, Vertiv’s management. The forward-looking statements contained in this document are based on management’s knowledge and reasonable expectations and beliefs concerning future developments and their potential effects on Vertiv at the time of publication. Neither future distribution of this material nor the continued availability of this material in archive form on our website should be deemed to constitute an update or re-affirmation of these figures or statements as of any future date. Any future update will be provided only through a public disclosure indicating that fact.

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looking statements, whether as a result of new information, future events or otherwise, except as may be required under applicable securities laws. All subsequent written or oral forward-looking statements attributable to Vertiv or persons acting on Vertiv’s behalf are qualified in their entirety by this cautionary note concerning forward-looking statements.

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U.S. and numerous foreign entities; costs or liabilities associated with product liability and damage to our reputation and brands; the global scope of Vertiv’s operations, especially in emerging markets; failure to benefit from future significant corporate transactions; risks associated with Vertiv’s sales and operations and expanding global production facilities; risks associated with future legislation and regulation of Vertiv’s customers’ markets; our ability to comply with various laws and regulations including but not limited to, laws and regulations relating to data protection and data privacy; failure to properly address legal compliance issues, particularly those related to imports/exports, anti-corruption laws, and foreign operations; risks associated with foreign trade policy, including tariffs and global trade conflict risks associated with litigation or claims against the Company, including the risk of adverse outcomes to any legal claims and proceedings; our ability to protect or enforce our proprietary rights on which our business depends; third party intellectual property infringement claims; liabilities associated with environmental, health and safety matters; failure to achieve environmental, social and governance goals; failure to realize the value of goodwill and intangible assets; exposure to fluctuations in foreign currency exchange rates; failure to remediate material weaknesses in our internal controls over financial reporting; our level of indebtedness and our ability to comply with the covenants and restrictions contained in our credit agreements; our ability to access funding through capital markets; resales of Vertiv securities may cause volatility in the market price of our securities; our organizational documents contain provisions that may discourage unsolicited takeover proposals; our certificate of incorporation includes a forum selection clause, which could discourage or limit stockholders’ ability to make a claim against it; the ability of our subsidiaries to pay dividends; factors relating to the business, operations and financial performance of Vertiv and its subsidiaries, including: global economic weakness and uncertainty; our ability to attract, train and retain key members of our leadership team and other qualified personnel; the adequacy of our insurance coverage; fluctuations in interest rates materially affecting our financial results and increasing the risk our counterparties default in our interest rate hedges; our incurrence of significant costs and devotion of substantial management time as a result of operating as a public company; expected expenses related to integration of our acquisitions; the possible diversion of management time on issues related to integration of our acquired businesses; the ability of Vertiv to maintain relationships with customers and suppliers

of our acquired businesses; and the ability of Vertiv to retain management and key employees of our acquired businesses; and other risks and uncertainties indicated in Vertiv’s SEC reports or documents filed or to be filed with the SEC by Vertiv.

The information presented, discussed, referenced or otherwise included in this document or made available on or through our website does not cover all information about our business. The inclusion of information or references, including the use of “materiality” or similar terms, should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

The responsible business plans, initiatives, projections, goals and expectations presented, discussed, referenced or otherwise included in this document or made available on or through our website are aspirational and not guarantees or promises that such plans, initiatives, projections, goals and expectations will be achieved. In addition, historical, current and forward-looking information included in this document or made available on or through our website may be based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change.

Accordingly, such historical, current and forward-looking information or underlying assumptions may be subject to modifications in future disclosures due to such developing standards, practices and controls and processes. Readers and viewers are cautioned not to place undue reliance on such information. This document includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques, including estimation, can result in materially different measurements. The precision of different measurement and estimation techniques may also vary. This [Vertiv 2025 Responsible Business Report] (the “Report”) was published in May 2026. Vertiv reserves the right to update its measurement and estimation techniques and methodologies in the future. Any reference to Vertiv’s support of, work with, or collaboration with a third-party organization within this Report does not constitute or imply an endorsement by Vertiv of any or all of the positions or activities of such organization.



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Vertiv manufacturing facility, Burnfoot, Ireland



# CEO letter

**Welcome to Vertiv’s fifth annual Responsible Business Report. Operating responsibly and helping our customers do the same requires disciplined leadership in an industry that is undergoing rapid waves of reinvention — technology transformation driven by artificial intelligence (AI) and high-performance compute, gigawatt scale data center campus, and unprecedented growth.**

This evolution is reshaping performance requirements for power and thermal management, IT systems and services, often in environments where energy, water, and site capacity are constrained. In this context, doing business responsibly is embedded in how we execute. It is part of how we deliver critical digital infrastructure reliably and grow the right way.

At Vertiv, our success depends not only on the products and solutions we build, but on how we operate. It depends on how we serve customers, support our people, manage resources, and contribute to the communities where we work. Our One Vertiv, One World plan provides the framework that connects these priorities and guides how environmental and social considerations are embedded into our business. Responsible business is not a parallel effort to our strategy. It is integral to how we execute it.

As data center densification continues and deployments scale more rapidly, the way we think about system engineering has changed. Compute performance is no longer determined by the chip alone. It increasingly depends on the converged physical infrastructure around it—the power, cooling, controls, services, and deployment execution that must work together as one system. Customers are navigating rising density, faster deployment expectations, larger-scale capacity requirements, increasing system complexity, and more dynamic AI workloads. These forces are shaping decisions about assets that will operate for decades, even as technology cycles accelerate.

In response, we continue to advance a systems-based approach to power, cooling, and site design. We focus on integrated, interoperable architectures that support performance and reliability while making more efficient use of energy, water, and materials. During 2025, we expanded system-level capabilities across grid-interactive energy strategies, liquid cooling, and prefabricated solutions to help customers manage complexity in high-density computing environments.

Responsible business is intrinsic in how we run Vertiv. Through the Vertiv Operating System, we drive consistent execution across our global operations as part of disciplined growth. In 2025, we expanded and optimized facilities to support increasing demand while maintaining focus on energy use, water management, and waste reduction. We align our environmental management systems with internationally recognized standards, and many of our manufacturing sites are certified to ISO 14001.

Across the business, safety remains a core value and a responsibility we all share. Through the “We Lead With Safety” program, we reinforce that every employee plays a role in creating safe work environments. Protecting our people requires constant focus, strong leadership, and a culture where speaking up and looking out for one another are expected.

This same approach extends to our supply chain. We hold suppliers to high standards and provide clear expectations through our updated Supplier Code



of Conduct, which is informed by the Responsible Business Alliance Code of Conduct. In 2025, we continued to strengthen our approach by moving beyond reactive compliance toward more proactive supplier engagement, with a focus on long-term supply chain resilience. This includes continuing our Local +1 sourcing strategy to reduce reliance on single country dependencies in support of business continuity.

Across the industry, expectations are rising for greater consistency, transparency, and collaboration in how large-scale digital systems are designed, built, and operated. We continue to participate in industry initiatives and partnerships that help advance shared learning, improve standards, and support responsible progress at scale.

I am grateful for the dedication of our employees, the partnership of our customers and suppliers, and the guidance of our Board of Directors and Responsible Business Executive Steering Committee. I invite you to explore this report to learn more about our progress and the work ahead.

Sincerely,

**Giordano Albertazzi**  
Chief Executive Officer



# One Vertiv, One World



Vertiv Headquarters, Westerville, Ohio, USA



# ONE VERTIV ONE WORLD™

## Our approach to responsible business

**Vertiv Holdings Co, a Delaware corporation, and its consolidated subsidiaries (collectively, “Vertiv”) is a global leader in critical digital infrastructure. As artificial intelligence (AI), cloud computing, and digital services continue to accelerate, the infrastructure required to support them is becoming more dense, dynamic, and complex.**

Customers are navigating rising compute density, faster deployment expectations, larger-scale capacity requirements, increasing system complexity, and growing constraints around energy, water, and grid capacity. At Vertiv, we believe long-term success in this environment depends on more than individual products. It requires converged physical infrastructure: power, thermal, controls, IT systems, services, and deployment execution designed to work together as an integrated system. With one of the industry’s most complete critical digital infrastructure portfolios, deep application expertise, global scale, and an industry-leading service network, Vertiv helps customers deploy, operate, and adapt the infrastructure needed for a more connected and compute-intensive world.

One Vertiv, One World is the framework that connects our responsible business priorities to this role. It guides how we embed environmental and social considerations into product innovation, operational decision-making, supply chain engagement, employee experience, and the way we support customers and communities. Rather than treating responsible business as a parallel effort, the framework integrates it into how we execute, scale, and create long-term value.

In practice, this means focusing on efficiency, reliability, and accountability across the full lifecycle of our products,

systems, operations, and services. We design power and cooling solutions that help customers support higher-density workloads while improving energy and water efficiency. We continuously refine our manufacturing and operational processes to improve performance, manage risk, and reduce waste. We also invest in a workplace that is safe, inclusive, and engaging, enabling our people to adapt, collaborate, and lead as technologies, markets, and expectations evolve.

Our approach is deliberately pragmatic. We prioritize initiatives that make good business sense and strengthen operational discipline, support customer objectives, and perform reliably in real-world conditions. As infrastructure requirements grow, responsible businesses support growth through more efficient, resilient, and better-aligned business practices, while promoting the long-term interests of our stakeholders. This report highlights how One Vertiv, One World is applied across our organization. It outlines our progress in developing more efficient products and systems, advancing responsible operations, strengthening supply chain integrity, supporting our people, and engaging with the communities in which we operate. Together, these efforts support our long-term strategy and position us to meet rising infrastructure demand while managing environmental and social impacts responsibly.



“ One Vertiv, One World is how we translate rapid growth, especially in the AI era, into resilient, responsible execution. It guides how we design more efficient products, operate with greater discipline, and help customers meet rising demands while managing energy, water, carbon, and related resource impacts responsibly.”



**Dan Rapp**  
Sr. Dir., Responsible Business and Environmental Affairs, Vertiv

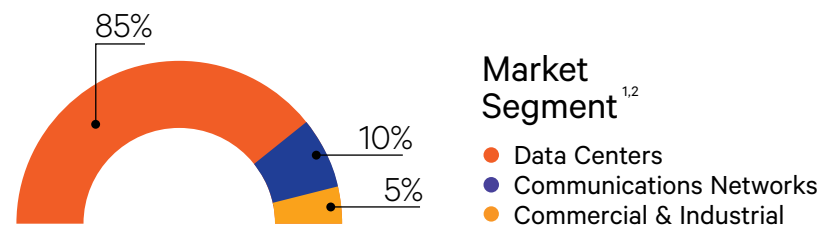
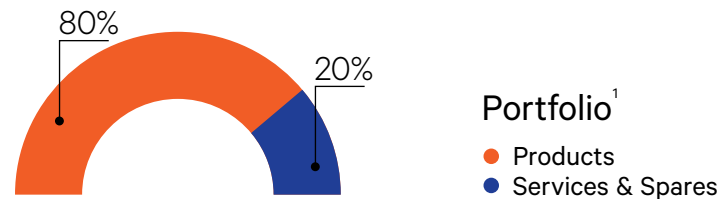
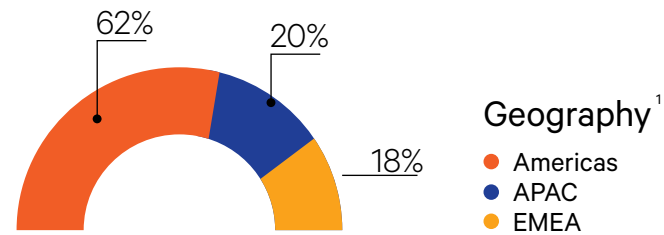


# Vertiv at-a-glance, fiscal 2025

Vertiv is a global leader in critical digital infrastructure for applications in data centers, communication networks, and commercial and industrial environments.

The AI revolution is rewriting the rules of digital infrastructure, demanding solutions that move as one. Vertiv delivers end-to-end infrastructure where power, cooling, IT, and services work in unison.

With our industry-leading innovative technologies and global services network, we are fueling the revolution of the digital world — keeping technology ecosystems running efficiently and without interruption.



~\$10.2B  
USD revenue<sup>1</sup>

~34,000  
employees globally

60+  
years in the industry

130+  
countries served

#1  
in 3-phase large UPS and power distribution infrastructure<sup>4,5</sup>

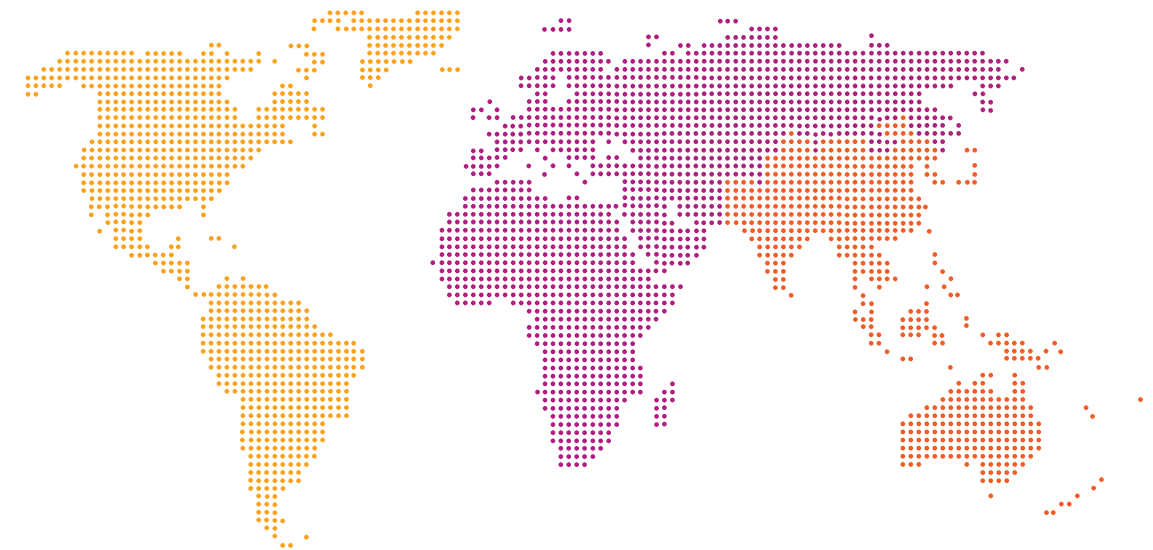
#1  
in thermal management<sup>3</sup>

## Global presence, local expertise

Headquartered in Westerville, Ohio, USA, Vertiv does business in more than 130 countries.

### Worldwide

Manufacturing locations: 30  
Service centers: ~320  
Field service engineers: ~5,000  
Technical support/response: ~400  
Customer experience centers/labs: 26



#### Americas

Manufacturing locations: 14  
Service centers: ~180  
Field service engineers: ~2,600  
Technical support/response: ~170  
Customer experience centers/labs: 3

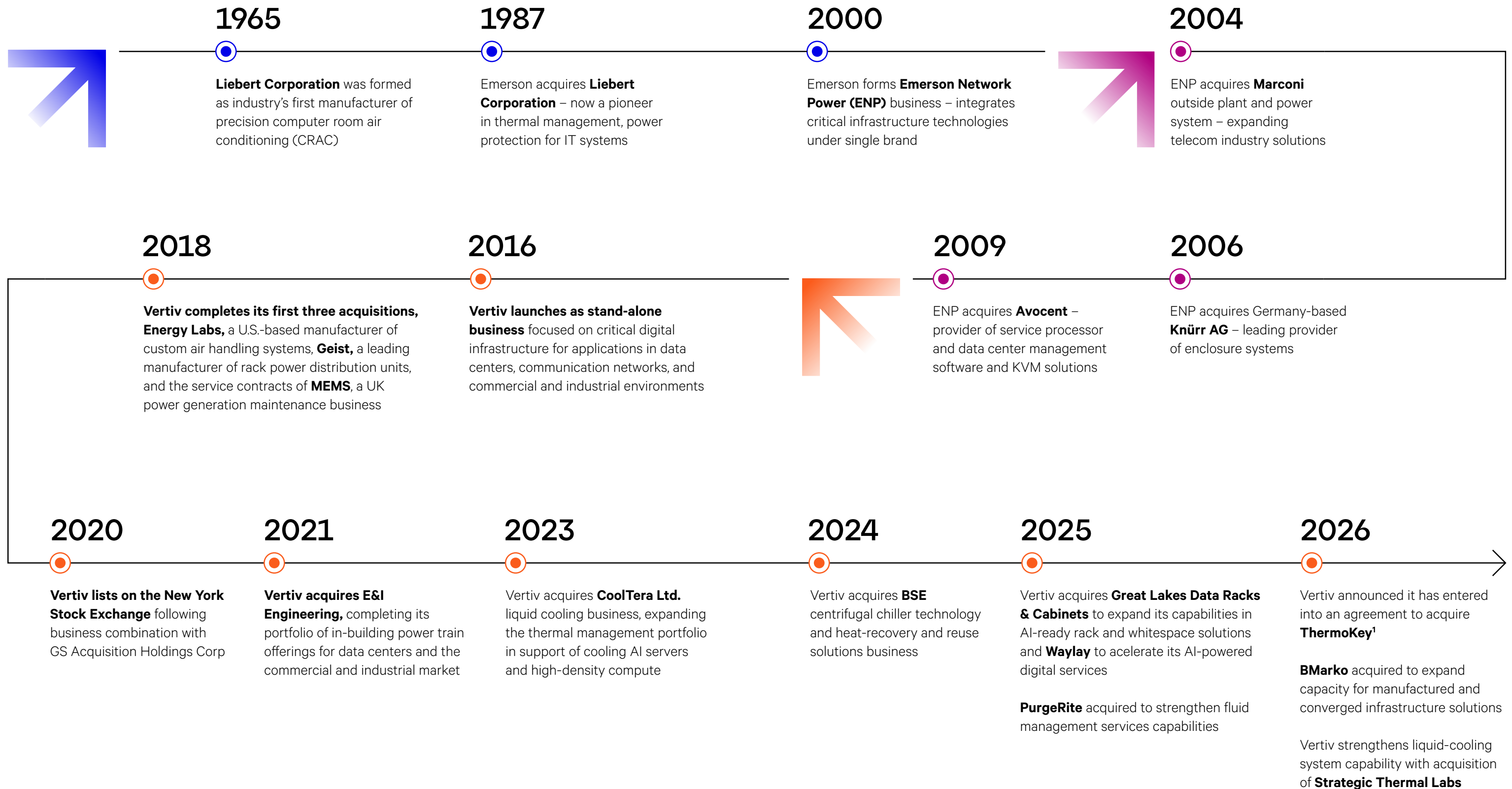
#### Europe, Middle East, and Africa

Manufacturing locations: 10  
Service centers: ~60  
Field service engineers: ~700  
Technical support/response: ~150  
Customer experience centers/labs: 12

#### Asia Pacific

Manufacturing locations: 6  
Service centers: ~80  
Field service engineers: ~1,700  
Technical support/response: ~80  
Customer experience centers/labs: 11

Note: 1 Based on FY 2025 revenue; 2 Market segment rounded to nearest 5%; 3 Dell'Oro Data Center Physical Infrastructure reporting 2025. 4 Omdia UPS Hardware Market Tracker 2025, >250 kVA; 5 Omdia Ultimate Power Study Dec 2025, Busway, Remote Power Panel, Static Transfer Switch, Three-Phase PDU. All else, company information as of December 31, 2025.



<sup>1</sup>Per March 23, 2026 press release, the acquisition is expected to close in the second quarter of 2026 and is subject to customary closing conditions, including the receipt of regulatory approvals.



### Efficient products and systems

We meet customer demands by delivering high-quality, reliable, water- and energy-efficient products, systems, and services. We continuously innovate to improve efficiency, reduce energy and water use, and minimize material impacts through efficient systems and circular design principles.



### Responsible operations

We continuously refine our operations to reduce environmental impacts while maintaining a strong culture of safety. We also focus on improving efficiency across our facilities and processes while tracking internal metrics for energy, water, carbon, and waste. Through disciplined operational management and adherence to applicable environmental regulations and standards, we work to reduce resource use and avoid waste to landfills, where practical.



### Supply chain integrity

We expect our suppliers to uphold high standards of integrity and comply with applicable laws and supplier codes of conduct. We conduct business with zero tolerance for corruption and strong expectations of respect for human rights across our supply chain. Through due diligence and engagement, we support suppliers in responsible mineral sourcing practices and efforts to prevent human trafficking and modern slavery.



### Our people

Our values guide our efforts to foster a safe, inclusive, and engaging workplace where employees can grow and contribute. We focus on providing development opportunities, supporting early career pathways through internship-to-employment programs, and encouraging employee engagement in the communities where we live and work.



### Our neighbors

We aim to make a positive contribution in the communities where we operate through community engagement and philanthropic initiatives. Our current efforts focus on employee volunteering, expanding access to science, technology, engineering, and mathematics (STEM) education, and supporting initiatives that help protect and restore water resources.



### Governance

Our approach to governance is grounded in integrity, accountability, and effective oversight. We maintain an independent leadership and governance structure designed to represent the interests of our stakeholders. Through strong policies, compliance with applicable laws and regulations, and proactive risk management, we work to support responsible business practices and long-term business resilience.



## Our key responsible business areas

At Vertiv, our approach to managing environmental and social impacts focuses on the areas that matter most to our business and stakeholders. It reflects where we believe Vertiv can have the greatest impact while managing risk and supporting long-term value creation.

To inform this evaluation, we consider recognized standards and frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the United Nations Sustainable Development Goals (SDGs), alongside stakeholder input and business priorities.

**Based on this approach, we identified the following areas as those most relevant to Vertiv:**

-  **Health and safety**
-  **Product and systems reliability**
-  **Code of conduct and integrity**
-  **Data security**
-  **Technology and innovation**
-  **Environmental impacts**
-  **Community engagement**
-  **Inclusion and opportunities**
-  **Employee attraction, retention, and development**
-  **Supply chain management**



Vertiv Technology Fair 2025, Columbus, OH, USA



# SUSTAINABLE DEVELOPMENT GOALS

## Connecting to the United Nations Sustainable Development Goals

We evaluated how our identified key responsible business areas correspond to the SDGs at the target level. While acknowledging the significance of all 17 goals, our currently identified key business areas correlate most closely with the following SDGs:

 3 GOOD HEALTH AND WELL-BEING	 4 QUALITY EDUCATION	 6 CLEAN WATER AND SANITATION	 7 AFFORDABLE AND CLEAN ENERGY	 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	 17 PARTNERSHIPS FOR THE GOALS	



# Responsible products and solutions



Vertiv™ SmartRun



# Responsible products and solutions

The continued growth of digital infrastructure — driven by cloud adoption, AI workloads, and increasing data volumes — places growing demands on energy systems, water resources, materials, and physical equipment. As rack densities increase and deployment timelines compress, efficiency across the full system becomes increasingly important to managing reliability, scalability, and total cost of ownership.



At Vertiv, we address these challenges through a systems-based approach focused on digital infrastructure design. Rather than optimizing individual components in isolation, we design, manufacture, install, and service integrated power, cooling, and IT infrastructure systems that are intended to:

- Improve energy efficiency
- Reduce water demand where practical
- Limit material waste
- Manage carbon impacts across the products and systems lifecycle

We do all this while supporting continuous uptime performance and resilience requirements. Efficiency considerations are embedded throughout product design, system architecture, and lifecycle support, helping customers balance operational performance with long-term cost and resource considerations.

## Designing efficient digital infrastructure as an integrated system

Our approach rests on five fundamental principles that guide how we design, develop, and deliver products and solutions that meet our customers' needs while supporting reliability, performance, and total cost of ownership.

### Principles of responsible infrastructure design



#### High efficiency

Design energy-, water-, and carbon-efficient solutions for the market.



#### Low touch

Enable remote troubleshooting, optimization services, and more connected systems to reduce the environmental impact of maintenance and service practices.



#### High reliability

Build resilient and highly serviceable, durable, and long-lasting products.



#### Low impact

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



#### Circular economy

Reuse, refurbish, or recycle end-of-life equipment and materials.

“As power demands increase with high-density computing, responsible execution starts with system-level design. We focus on designing and building power architectures that are efficient, resilient, and adaptable over time. This helps our customers balance performance, reliability, and resource considerations as infrastructure requirements continue to evolve.”



**Kyle Keeper**

Sr. Vice President, Power Business Unit, Vertiv

## Supporting our customers in their responsible business goals

These principles also provide the foundation for how we define and communicate key efficiency considerations, including energy, water, waste, and carbon efficiency across our product portfolio. These are now highlighted more explicitly as Key Benefits in our product literature to help customers better understand how specific products and systems support their operational and resource management objectives.



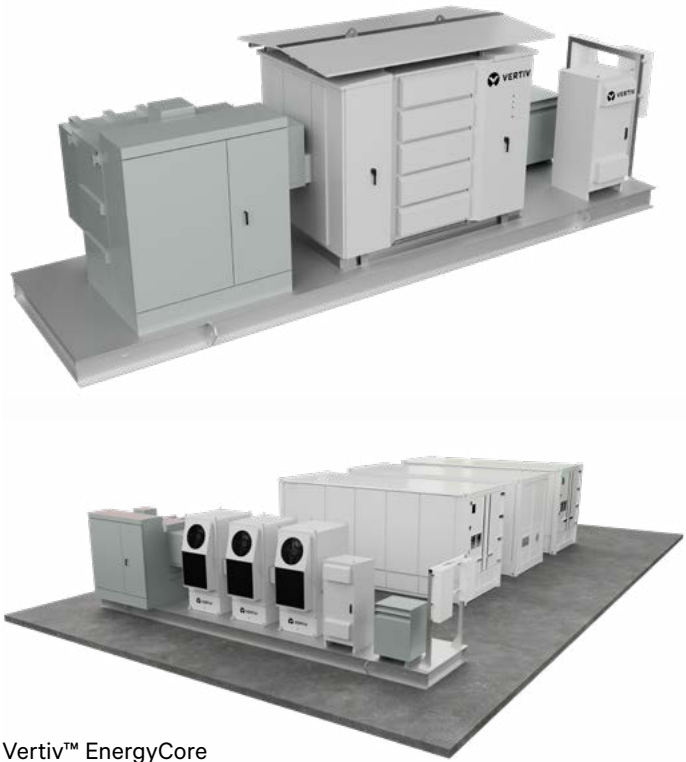


# Power and energy systems: Enabling efficient, grid-responsive design

Our customers continue to seek solutions to improve electrical efficiency, reduce material intensity per kilowatt, and provide flexibility in sourcing, storing, distributing, and managing energy. Power architectures are evaluated at the system level to support efficiency, resilience, and grid-responsive integration.

Vertiv™ EnergyCore Grid, launched in 2025, supports microgrid-ready power architectures for large-scale digital infrastructure deployments, including environments with grid constraints or complex energy requirements. When deployed as part of an integrated microgrid or grid-interactive power system, the utility-grade battery energy storage platform supports operating strategies such as peak shaving, load shifting, and demand management, aligned with site-specific grid conditions and regulatory frameworks.

As part of these architectures, Vertiv™ EnergyCore Grid functions as an enabling component that contributes to coordinated operation across multiple energy sources, including utility supply, on-site generation, and distributed energy resources (DERs). These capabilities can support operational flexibility and resilience, depending on system design and deployment conditions.



Vertiv™ EnergyCore



Vertiv™ Trinergy™ UPS

The Vertiv™ Power Module H2 reflects our exploration of lower-carbon backup power approaches that can support DERs. Based on proton exchange membrane (PEM) fuel cell technology, the system generates electricity with no direct on-site carbon emissions during operation, producing water as a byproduct. Overall lifecycle emissions depend on hydrogen production methods. It is designed to support backup power applications in regions with environmental or grid constraints.

Our high-efficiency power portfolio includes products and systems designed to support high-power density applications. These include the Vertiv™ Trinergy™ UPS (2 MW block), launched in 2024, which delivers efficiency up to 99% in Dynamic Online mode, and the Vertiv™ PowerIT Rack PDU, which supports high-density racks and provides granular monitoring to help identify underutilized loads. Modular power distribution systems further enable reconfiguration during technology refreshes, helping to reduce material use and electronic waste over time.



# Thermal management: Efficient cooling for high-density computing

Effective thermal management is a critical factor in managing energy use, water consumption, and system performance as rack densities increase. Our cooling portfolio continues to evolve toward liquid-ready, low global warming potential (GWP), refrigerants and water-efficient designs suitable for a range of climates and deployment models.

Liquid cooling systems — including Vertiv™ CoolCenter Immersion, Vertiv™ CoolChip CDU, and Vertiv™ CoolPhase Flex systems introduced or expanded in 2025 — support high-density workloads and enable configurations that can reduce or avoid water consumption under certain conditions. Vertiv™ CoolPhase Flex uses refrigerant as the heat rejection medium and supports hybrid air cooling and liquid cooling modes that can adapt over time, helping customers align cooling architectures with evolving performance requirements while minimizing future infrastructure replacement.

Depending on the climate, system configuration, and operating profile, these cooling solutions may improve power usage effectiveness (PUE) and water usage effectiveness (WUE). Contributing features can include economization, hybrid wet-dry operation, and water-efficient operating modes.

During design and deployment, we evaluate anticipated energy, water, and thermal performance using system-level modeling and customer-specific inputs to inform solution selection and configuration. Actual performance varies based on site conditions and operating profiles.



## Low-GWP refrigerants and cooling portfolio transition

We continued our transition to low-GWP refrigerants across our cooling portfolio in 2025. This includes the use of refrigerants such as R1234ze, R454B, R513A, and R32 in chillers, evaporative free cooling systems, and perimeter cooling solutions.

These refrigerant selections are intended to reduce potential direct greenhouse gas (GHG) emissions associated with refrigerant leakage while maintaining cooling performance, safety, and regulatory readiness across global markets. We evaluate refrigerant choices alongside energy efficiency, system design, and site-specific requirements.

### Manufactured and converged infrastructure systems

Our manufactured infrastructure systems are designed to help reduce construction complexity, deployment timelines, on-site labor, and material waste by shifting more work into controlled factory environments and integrating critical systems before they reach the site. This approach builds on Vertiv's systems-focused view that efficiency and resiliency are best achieved when critical digital infrastructure is designed, built, and operated as an integrated system across IT and facilities infrastructure.

Launched in 2025, Vertiv™ OneCore is a converged infrastructure system designed for large-scale, high-density deployments. It brings together power, cooling, controls, and deployment execution in a factory-integrated architecture that helps customers simplify site construction, reduce on-site coordination, and accelerate the path from infrastructure planning to operational capacity. By integrating key systems before deployment, OneCore can help streamline logistics, reduce field complexity, and support more predictable execution for high-density environments.

Vertiv also provides manufactured modular infrastructure systems, including Vertiv™ PowerNexus, Vertiv™ MegaMod™, Vertiv™ MegaMod™ HDX, and Vertiv™ TimberMod™. These offerings help customers move more infrastructure work off-site, simplify power room and facility construction, and improve deployment consistency. Depending on project scope, these systems can support broader converged infrastructure strategies by integrating critical power, thermal, IT, and deployment elements into repeatable, scalable architectures.

Vertiv™ TimberMod™ uses mass timber, a type of engineered wood used in building construction, as a primary structural material. This approach may reduce embodied carbon compared to conventional steel construction, depending on project design, sourcing, location, and lifecycle assumptions.

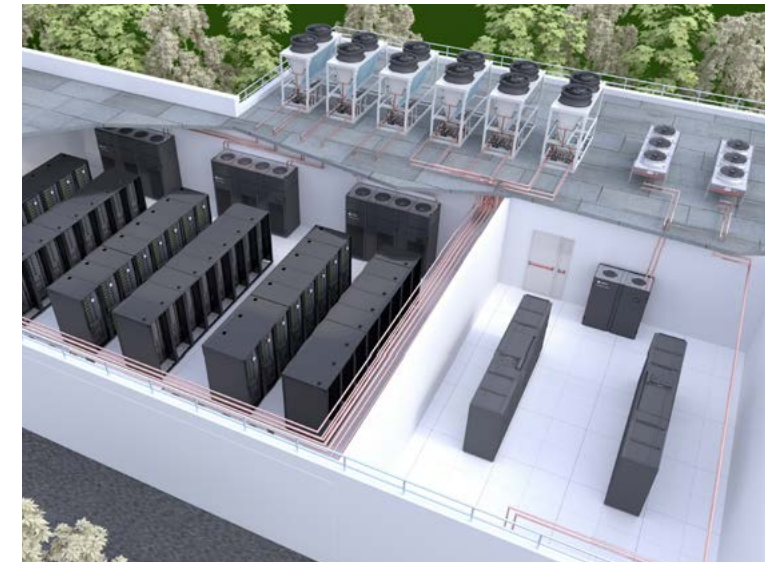


Vertiv™ OneCore

## Carbon efficiency across the infrastructure lifecycle

Our approach to carbon efficiency considers both operational and embodied drivers. Operational carbon efficiency is influenced by energy-efficient power and cooling systems, grid-responsive capabilities, integration of alternative energy sources, and the use of low-GWP refrigerants. Embodied carbon considerations include material selection, modular and prefabricated construction methods, and lifecycle design choices intended to reduce rework and waste.

Tools such as embodied carbon assessments (ECAs), lifecycle assessments (LCAs), and environmental product declarations (EPDs) support customer decision-making by providing product-level insights into material and lifecycle impacts, where requested.



Vertiv™ Trinergy™

## Circular economy and lifecycle design

We integrate circular economy considerations into product design and service models to support durability, serviceability, and responsible end-of-life (EOL) management. Design practices emphasize reliability, modularity, and replaceable components to extend product life and reduce premature replacement.

Programs such as the Vertiv™ Trade-In Program provide customers with an option to return eligible equipment for responsible retirement and recycling for select products. Partnerships with certified recyclers also help manage materials at the end of life. We continue to evaluate battery technologies and system architectures that support recyclability, safety, and efficient use of materials.



Vertiv™ Liebert® PS15 Lithium-Ion UPS



OCP Global Summit 2025, San Jose, California, USA

## Partnering for progress

Advancing efficient digital infrastructure depends on close collaboration with customers, technology partners, and industry organizations. It is why we participate in industry initiatives, academic partnerships, and collaborative research efforts focused on power, cooling, materials, and system design. These partnerships support product development, standards engagement, and shared learning related to energy efficiency, thermal management, and resilience. Collectively, this helps inform our system-level designs and technology roadmap.

### Open Compute Project (OCP)

OCP is a collaborative initiative focused on developing open, scalable hardware technologies for data center designs. Vertiv participates in OCP activities related to power, thermal, rack, and IT systems, contributing our technical expertise, supporting standards development, and engaging in working groups that advance open hardware designs across a range of data center applications.

### iMasons Climate Accord

The iMasons Climate Accord is an industry initiative focused on improving carbon transparency across digital infrastructure. We contribute to Accord activities related to carbon accounting methodologies and environmental data transparency, including workstreams associated with maturity models and environmental product disclosures.

### The European Data Centre Association (EUDCA)

Vertiv is part of EUDCA, which plays a role in shaping the Climate Neutral Data Centre Pact. Through this engagement, we provide technical input on power, cooling, and infrastructure design considerations to inform industry dialogue aligned with European policy objectives.

### RISE (Research Institutes of Sweden) Partnership Program

Vertiv is a founding partner in the RISE Partnership Program, an academic-industry collaboration focused on advancing energy and resource-efficient data center technologies. Through RISE, we contribute system-level expertise in power and thermal systems to support applied research and technology development.

### Liquid Cooling Coalition (LCC)

LCC is an industry forum dedicated to advancing the adoption of liquid cooling technologies for data centers and high-performance computing. As a member of the coalition, we contribute technical perspectives and support the development of scalable liquid cooling architectures aligned with increasing rack densities.

### AI Infrastructure Coalition

Vertiv participates in the AI Infrastructure Coalition, an industry-led group focused on supporting the development of scalable power and cooling approaches for AI workloads. Our engagement focuses on system-level efficiency, reliability, and deployment considerations associated with high-density computing environments.



## Vertiv Operating System (VOS) and product governance

VOS provides the operational framework that supports consistency, quality, and continuous improvement across product development and delivery.

VOS emphasizes waste elimination, standardized processes, and disciplined execution across new product development, manufacturing, and service operations.

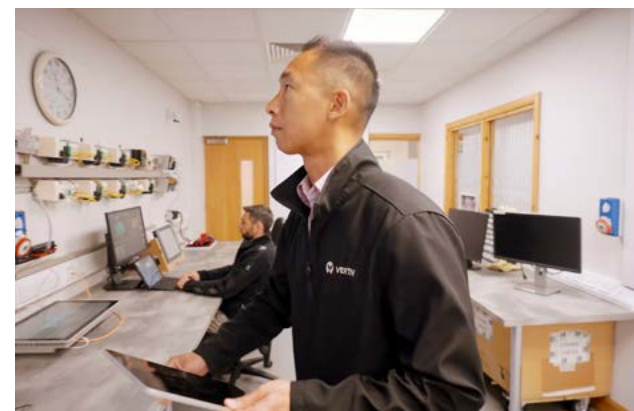
By embedding quality, environmental, health, and safety considerations into our product and process governance, VOS supports integrating efficiency considerations — energy, water, waste, and carbon — into product design and lifecycle management.



## Product quality, compliance, and lifecycle transparency

Vertiv's product quality and safety practices are supported by a quality management framework aligned with ISO 9001 standards and applied across manufacturing operations. Our product compliance processes address applicable regulatory requirements across global markets, including chemical, environmental, and material regulations, and are integrated into our product design, sourcing, and manufacturing activities.

We also provide ECAs, LCAs, and EPDs for select products upon request. These assessments are conducted using recognized methodologies and third-party verification where applicable, supporting customer transparency and informed decision making.



## Global manufacturing and operations

Vertiv continued to strengthen its global manufacturing and operations footprint in 2025 to support growing demand for critical digital infrastructure and to enhance supply chain resilience. We expanded, added, and optimized facilities across key regions to improve capacity, reduce lead times, and better support customers deploying high-density, power, and cooling-intensive systems.

### ***Throughout 2025, facility investments focused on:***

- Increasing regional manufacturing and assembly capacity to support faster delivery of integrated power, cooling, and prefabricated systems
- Enhancing proximity to customers in high-growth data center and digital infrastructure markets
- Supporting scalability and modular production, including prefabricated and system-level designs
- Improving operational efficiency and resilience across the supply chain through upgraded layouts, tooling, and workflows

These facility additions and enhancements support our ability to deliver timely, reliable, and efficient designs while accommodating evolving product architectures, higher power densities, and more complex system configurations. Facility investments are evaluated alongside operational efficiency, quality, safety and environmental and geographic risk considerations to verify alignment with customer requirements and long-term business needs.



# Customer success stories



**Company profile:**

Greenenergy designs and operates data center facilities in Northern Europe, where regional energy characteristics and climate conditions support efficient power and cooling configurations. The company works with partners to scale capacity across the Baltic region while maintaining consistent operational and efficiency standards.

**Industry:** Data center

**Region:** Europe

**Challenge:**

Rapid growth in AI-driven and high-performance computing workloads required Greenenergy to scale power infrastructure while accommodating rising rack power densities and variable customer demand. Beyond adding capacity, the company needed infrastructure that provided visibility into power use, supported informed operational decisions as IT loads evolved, and aligned with EN 50600 design principles.

**Solution:**

Working with A-Kaabel, a Vertiv authorized sales and service partner, we provided Vertiv™ rack power distribution units (rPDUs) to support scalable, high-density data center operations. The rPDUs were initially deployed in lower density configurations and remained in service as rack power requirements increased over time. Integrated monitoring provided rack level load visibility, supporting predictive maintenance and capacity planning. Modular design options and configurable socket layouts enabled compatibility across a range of customer hardware requirements.

**Results:**

Our rPDUs enabled customer-level IT load measurement, giving Greenenergy clearer insight into how power was distributed and utilized as rack densities increased. This visibility supported capacity planning and operational control aligned with EN 50600 design and operational standards. Continuous monitoring strengthened Greenenergy’s ability to manage efficiency and reliability as IT loads scaled, with the rPDU deployment supporting stable operations across multiple years of service.

“ Vertiv’s monitored PDUs have played a key role in our ability to scale while staying efficient and reliable. Initially designed for 4-6kW racks, they’ve adapted seamlessly as our power demands more than doubled. The built-in monitoring features provide real-time data that feeds directly into our predictive maintenance system, helping us prevent issues before they occur. Their modular design and socket flexibility meet a wide range of customer needs, and the units have proven incredibly resilient — even under stress testing. With their support, we are on track to reach our PUE target of 1.2 as IT load continues to grow, and we have consistently exceeded our uptime expectations, far exceeding industry standards.”

**Toomas Kell**  
Greenenergy Chief Technology Officer



# Customer success stories



### Company profile:

Inwi is a leading telecommunications company and major internet service provider in Morocco. The company plays a central role in supporting digital connectivity and the expansion of Morocco's digital economy.

**Industry:** Telecommunications/internet services provider (ISP)

**Region:** North Africa

### Challenge:

To support the expansion of digital services, Inwi needed to improve cooling performance at its Technopolis Rabat data center in Morocco. The site operates in a high-ambient environment, with summer temperatures that can exceed 45°C (113°F), requiring cooling systems that maintain reliable operation under demanding conditions. The project required integration of new cooling infrastructure without disrupting live operations, while improving energy efficiency and enabling future capacity expansion.

### Solution:

Vertiv delivered scalable precision cooling and chilled water solutions to support reliable, energy-efficient operations. The deployment included Vertiv™ Liebert® AFC air-cooled chillers with integrated free-cooling capabilities, configured with N+1 redundancy to enhance system availability.

To further maintain consistent environmental conditions in IT spaces, we implemented Vertiv™ Liebert® PCW CRAH units with chilled water cooling, integrated with Vertiv™ Liebert® iCOM™ control systems for centralized monitoring and control. The modular system design enabled a phased installation, allowing capacity to expand while operations remained online. We also provided installation, commissioning, technical consultancy, and ongoing maintenance services.

### Results:

The cooling solution enabled reliable operation by maintaining stable thermal conditions through chilled water and precision cooling systems. Integrated free-cooling capabilities contributed to reduced energy use and operating costs, aligning with efficiency objectives. The N+1 redundant configuration and modular system design facilitated continued availability during maintenance or component failure while allowing capacity to scale without disrupting operations.

*“By implementing advanced chilled water and precision cooling solutions at our Technopolis Rabat site — building on previous projects in Marrakech and Settat — Vertiv has played a key role in our strategic initiative to upgrade and modernize Inwi's data center facilities, enabling us to meet the growing demands for data processing and storage.”*



**Abdelilah Idrissi**  
Inwi Head of Datacenters Design & Operations



# Customer success stories



**Company profile:**

Polar is a European high-performance data center operator developing and operating facilities optimized for AI and high-performance computing workloads. The company operates data centers powered by renewable electricity, including hydroelectric sources, and applies modular design strategies to support efficient deployment and future expansion in cold climate environments.

**Industry:** Colocation data center

**Region:** Norway

**Challenge:**

As demand for AI-driven and high-performance computing increased, Polar required a data hall design capable of supporting high-density workloads while remaining adaptable to evolving cooling technologies and future expansion. In addition to meeting performance requirements, the project needed infrastructure that could provide visibility into power and cooling operations, support continuous operation in a cold-climate environment, and meet development and maintenance timelines as IT loads evolved.

**Solution:**

We delivered a prefabricated, modular data center solution designed for AI-ready, high-density environments like Polar's. Factory-tested prior to deployment, the integrated system combines modular power and cooling infrastructure to support diverse liquid cooling architectures while reducing on-site construction. The solution includes Vertiv™ EXL S1 uninterruptible power supply (UPS) systems with Li ion batteries and Vertiv™ Liebert® AFC glycol-free, free cooling chillers using low-GWP refrigerant. Its scalable design enables efficient expansion without full-system replacement, with system-level integration, operational visibility, and adaptability supporting consistent performance and responsible growth.

**Results:**

The modular solution supported faster deployment than traditional construction while enabling flexible scaling as technology and workload requirements evolve. Our prefabricated, factory-integrated systems improved reliability and simplified on-site installation, while optimizing space and infrastructure use as capacity grows. This approach is particularly effective for AI-ready data centers in cold climates, where efficiency and resilience are critical.

*“Partnering with Vertiv allows us to push the boundaries of what is possible in AI and HPC data center deployment. Their expertise and advanced modular solutions enable us to achieve our goals of sustainability, technological innovation and rapid business expansion. We are confident that this collaboration will set new benchmarks in the industry and provide our customers with state-of-the-art infrastructure that meets their evolving needs.”*



**Tom Chubb**  
Polar Chief Operating Officer



# Responsible operations





# Responsible operations

**Improving efficiency and reliability across our global facilities is essential to responsible operations. We do this through a series of disciplined operational processes and continuous improvement initiatives.**

These efforts focus on reducing energy consumption and water demand, managing site specific safety and environmental risks, maintaining compliance with applicable wastewater regulations, and minimizing carbon emissions and operational waste.

To support oversight and continuous improvement, we monitor operational metrics related to energy use, water consumption, waste and recycling, GHG emissions, safety performance, and environmental management practices. Consistent with the Greenhouse Gas Protocol, we track Scope 1 (direct) and Scope 2 (purchased electricity) emissions across operated facilities, as well as relevant Scope 3 (indirect) emissions to support risk assessment, decision-making, and future disclosure readiness.

In parallel, we continue to strengthen facility-level resilience by assessing physical, environmental, and operational

risks and incorporating mitigation considerations into site design, maintenance planning, and capital improvement decisions. These efforts are intended to support continuity of operations under a range of operating conditions while maintaining alignment with safety, environmental, and quality management systems.

We collaborate with local facility and procurement leaders to identify and implement site-specific improvement initiatives, including on-site alternative energy projects and targeted energy efficiency upgrades to lighting, building systems, and industrial equipment. These efforts build on progress achieved across our global footprint and are supported by operational controls and governance practices designed to reduce environmental impacts while maintaining resilient and efficient operations.



## Environmental management

Across our manufacturing operations, we maintain environmental management systems aligned with internationally recognized standards, including ISO 14001. A significant portion of our manufacturing sites are ISO 14001-certified, supporting consistent environmental risk management, regulatory compliance, and continuous improvement across the company's global footprint.

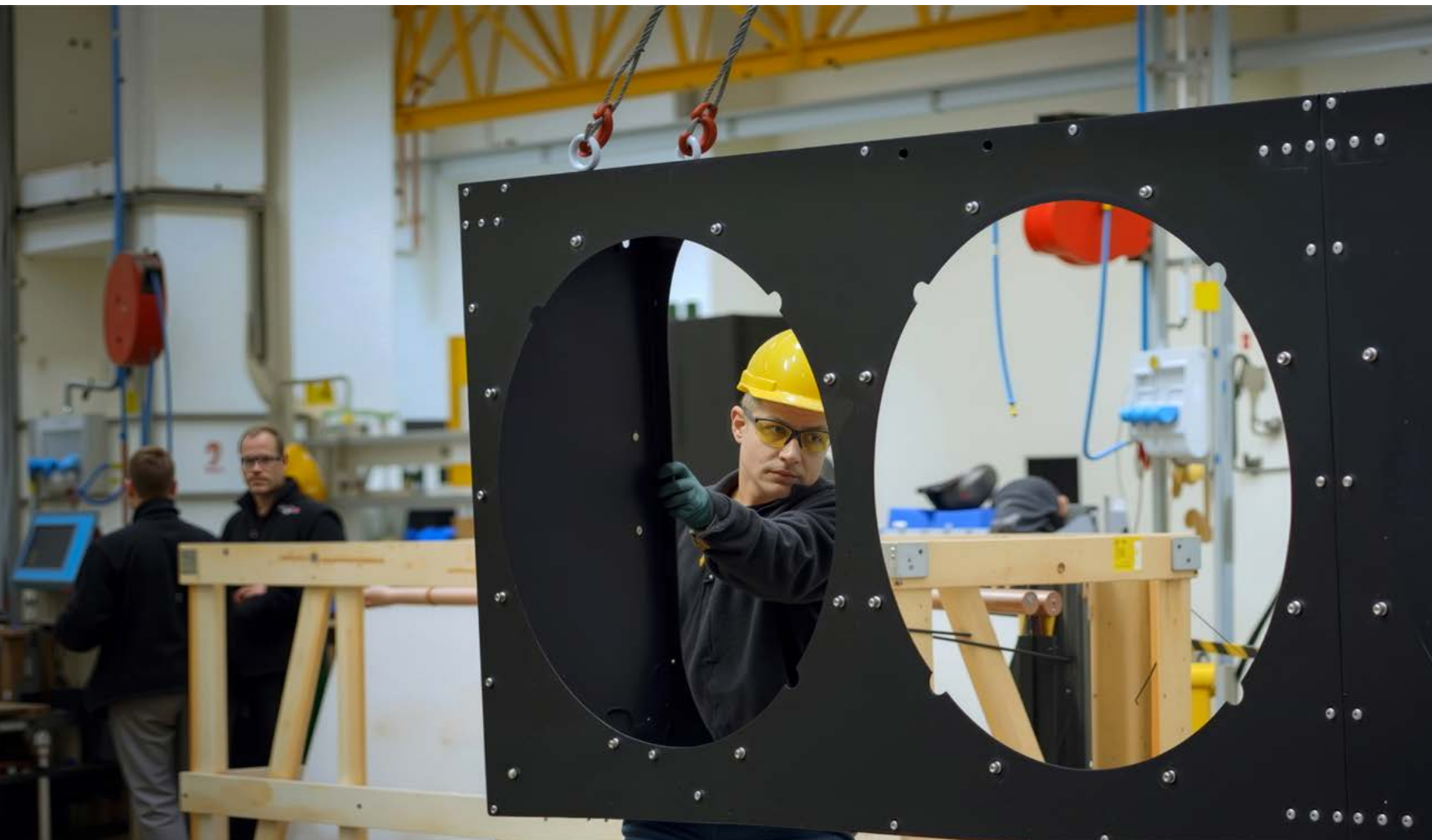
Certification decisions are determined on a site-specific basis, informed by operational scope, environmental risk profile, and regulatory context, and guided by a prioritized roadmap for key locations. Corporate environmental policies establish a consistent global framework for environmental management across our operations, with local facilities responsible for implementing controls and practices that maintain compliance with applicable regulations and reflect site-specific conditions.

“Responsible operations require disciplined execution across people, processes, and systems. We focus on improving efficiency and managing environmental and safety risks, so our global operations can scale reliably while meeting compliance expectations.”



**Sebastien Guery**  
Vice President of Operations, Strategy and M&A, Vertiv





## Operational efficiency

A continuous improvement approach informs the implementation of energy, water, and waste reduction initiatives across global operations, strengthening efficiency and overall operational performance. Project selection is guided by clear prioritization criteria, including the potential to improve processes, reduce resource intensity, and support reliable manufacturing and operations.

Operational efficiency is supported by quality management systems aligned with ISO 9001, which promote consistent processes and continuous improvement across our manufacturing operations. These operational practices reinforce our focus on efficiency as a business advantage, strengthening operational resilience while supporting responsible and scalable growth.

### Energy, water, and waste efficiency

Energy, water, and waste efficiency improvements are advanced through a combination of on-site generation, process enhancements, and coordinated collaboration with internal teams and external stakeholders. We evaluate and implement initiatives while considering site-specific conditions to support reliable, efficient, and resilient operations.

### Water stewardship

Efforts to manage water use prioritize reducing overall demand and, where practical, incorporating reuse or recycling practices within operations. Water reuse solutions are assessed in consideration of site-specific conditions, local water availability, regulatory requirements, and operational needs, with particular attention to water-stressed regions.

Water and wastewater practices are governed through internal environmental reviews and compliance assessments conducted under our environmental management programs. Where identified, findings are addressed through appropriate corrective actions to support ongoing compliance.

Across our operations, we apply water efficiency and reuse practices where appropriate, including closed-loop cooling systems, condensate recovery, process water reuse, and the use of alternative water sources. These practices are considered in new facility design, major expansions, and retrofit projects, and are supported by ongoing monitoring of water consumption and system performance.

While not all locations are suitable for water reuse, we continue to assess opportunities to expand reuse and recycling practices where they provide environmental benefit and support operational reliability, such as HVAC condensate water reuse at the Monterrey, Mexico facility.

### Energy management

Energy management efforts focus on reducing overall demand through efficiency-focused design, operational enhancements, and continuous performance monitoring. We evaluate and apply energy efficiency measures based on site-specific conditions and incorporate them, where appropriate, into new facilities, expansions, and retrofit projects to support reliable and efficient operations.

Energy-related initiatives may include on-site alternative energy projects and efficiency upgrades to building systems and industrial equipment, where appropriate. Several of our manufacturing facilities operate on-site solar power systems, and we continue to evaluate additional energy options, such as regenerative load bank systems at the Mianyang, China facility, that reduce the energy required for equipment testing.

### GHG inventory and management

We maintain a consolidated corporate GHG inventory calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, covering Scope 1 and Scope 2 emissions across facilities using an operational control approach. Scope 3 emissions are calculated to support climate-related risk assessment and decision-making, with a focus on improving data quality for priority categories.

GHG emissions data is governed through defined organizational boundaries, standardized methodologies, and internal controls. This data informs climate-related risk management, strategic planning, and performance management. At Vertiv, we continue to strengthen our emissions management processes, documentation, and governance in response to evolving stakeholder expectations and regulatory requirements.

We strive to advance emissions reduction through energy efficiency initiatives, low-GWP refrigerant transitions, renewable energy projects, and operational improvements. We continue to evaluate methodologies to support future time-bound climate target setting.



## Environmental, health and safety (EHS)

**Safety is a fundamental value at Vertiv and a core component of our operational discipline. We maintain a structured approach to providing a safe working environment for employees across our global operations.**

We strengthen our safety practices by evaluating evolving safety standards, engaging employees to identify and address workplace risks, and verifying the effectiveness of controls through inspections and audits. Through proactive risk management, training, and operational controls, we work to reduce workplace incidents over time while continuing to strengthen the application of safety management systems across our global footprint.



### Corporate EHS policies

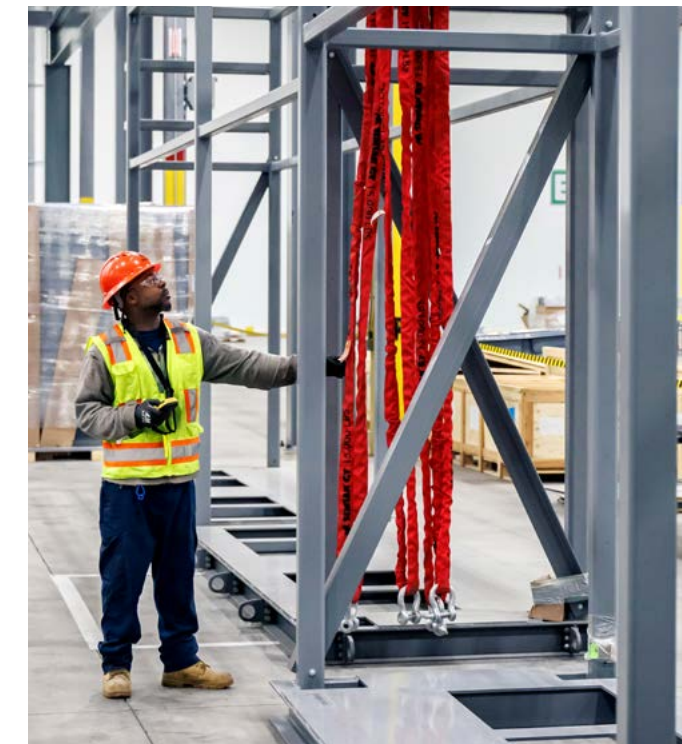
The Vertiv Corporate EHS Policies apply to all employees, contractors, and visitors, whether on Vertiv premises or working on our behalf. These policies establish baseline requirements for managing environmental, health, and safety risks across our global operations.

The EHS policies define expectations for risk identification, training, and compliance and are supported by structured management systems and governance processes designed to promote consistent application across sites and activities.

EHS performance is monitored using leading and lagging indicators and reviewed through our operating cadence at the site and management levels. Performance trends and oversight information are reviewed by executive leadership, including the CEO, and inform reporting and oversight by the Vertiv Board of Directors.

[Safety Policy Statement](#)

[Environmental Policy Statement](#)



### Occupational health and safety management system

We maintain occupational health and safety management systems aligned with recognized international standards, including ISO 45001. These systems provide a structured framework for identifying, assessing, and managing health and safety risks across our global operations.

Vertiv locations are routinely assessed against applicable occupational health and safety requirements, with identified gaps tracked through defined corrective action processes. A growing proportion of our manufacturing sites are certified to ISO 45001, supporting consistent safety controls, risk management, and continuous improvement.

For more information about our management system certification, see our website.

[Quality Policy & Certifications](#)



## EHS risk management

At Vertiv, we identify, assess, and mitigate work-related hazards and risks across our operations through structured processes. These include incident reporting, hazard communication initiatives, and stop-work authority that supports early identification of risks and timely corrective action.

Our Incident Reporting Safety Program provides a consistent mechanism for reporting injuries, incidents, and potential incidents. Reports are reviewed by appropriate supervisors and managers, investigated to identify contributing factors, and used to implement corrective actions. Where appropriate, findings are shared across the organization to help prevent recurrence. This program applies to our employees, contractors, and visitors across our facilities and applicable customer sites.



### **To support comprehensive risk management, we maintain programs, policies, and systems addressing key EHS risk areas, including:**

- Hazardous energy control and equipment safety
- Emergency preparedness and fire protection
- Hazard communication and hazardous materials management
- Ergonomics and industrial hygiene
- Incident reporting, investigation, and corrective action
- Personal protective equipment and tool safety
- Training systems, records, and safe work practices

Together, these controls support consistent EHS risk management and continuous improvement across Vertiv's global operations.

## Protecting our contractors and visitors

Our contractor and visitor safety policies define applicable requirements for work performed on our premises and on our behalf. These policies support safe work practices and consistent expectations for contractors operating within our facilities.

Safety protocols are designed to protect visitors at our sites, including during activities such as customer visits and product demonstrations. We also assess and prequalify contractors performing work at customer sites by evaluating their safety policies and programs for alignment with our safety expectations.

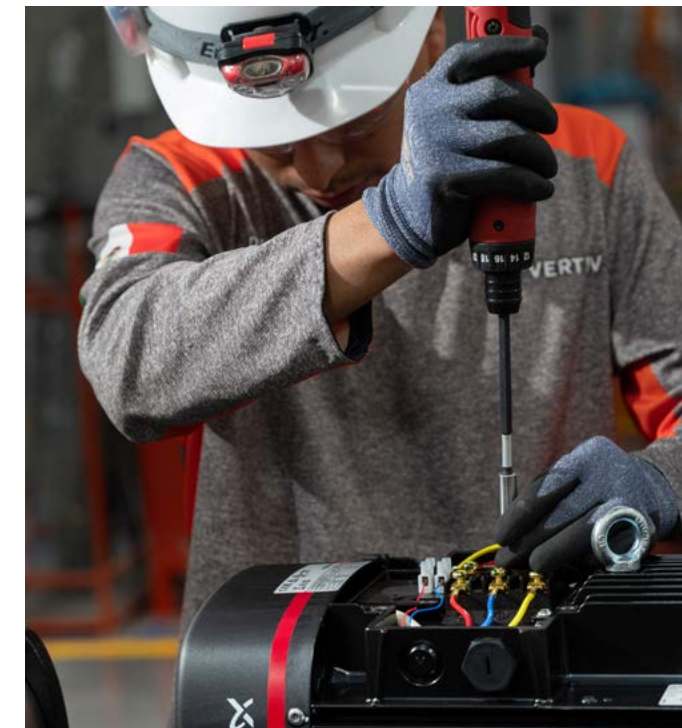
Contractor and visitor safety practices are supported by site-level monitoring and periodic safety reviews to verify adherence to applicable requirements and safe work practices.

## Creating a culture of safety

In 2025, we continued our global safety program, "We Lead With Safety," reinforcing shared responsibility for maintaining safe work environments across our operations. The campaign emphasizes individual accountability and interdependence, recognizing that collective action strengthens safety outcomes.

As part of this focus, we continued to emphasize "Good Catch" reporting, encouraging employees to proactively identify and report unsafe conditions or behaviors. When potential risks are observed, employees are empowered to stop work where appropriate, address conditions when feasible, and report observations so preventive measures and learnings can be shared more broadly.

In addition to strengthening foundational safety programs, we expanded our global safety award program to recognize site-level and individual contributions that demonstrate strong safety leadership. These recognitions reinforce consistent safety behaviors and support the continued development of a safety focused culture across our global operations.



## Supporting safety through training

Safety training is a core preventive control within our EHS risk-management framework and supports the mitigation of workplace hazards across our operations.

Our employees complete EHS training upon hire and receive refresher training throughout their tenure, with content tailored to job roles, site-specific risks, and applicable regulatory requirements.

Training topics are aligned to identified risk areas and may include incident reporting, emergency response procedures, personal protective equipment usage, lockout-tagout protocols, safe tool utilization, and other job-relevant safety practices. This risk-based training approach supports ongoing efforts to reduce incidents and strengthen continuous improvement in safety performance.

## Measuring EHS performance

We monitor EHS performance using defined leading and lagging indicators at both global and regional levels to support oversight and continuous improvement. Performance data is reviewed to identify trends, inform risk management actions, and reinforce consistent application of EHS controls across operations.

### **Key safety performance indicators for the reporting period include:**

**Total Recordable Incident Rate (TRIR)<sup>1</sup>** 0.35

**Lost Time Incident Rate (LTIR)<sup>2</sup>** 0.18

<sup>1</sup> TRIR is calculated as the total number of recordable cases multiplied by 200,000, divided by the total hours worked by all employees during the reporting period, consistent with standard OSHA methodology.

<sup>2</sup> LTIR is calculated as the total number of lost-time incidents multiplied by 200,000, divided by the total hours worked by all employees during the reporting year.



# Supply chain integrity



Vertiv™ Power Module

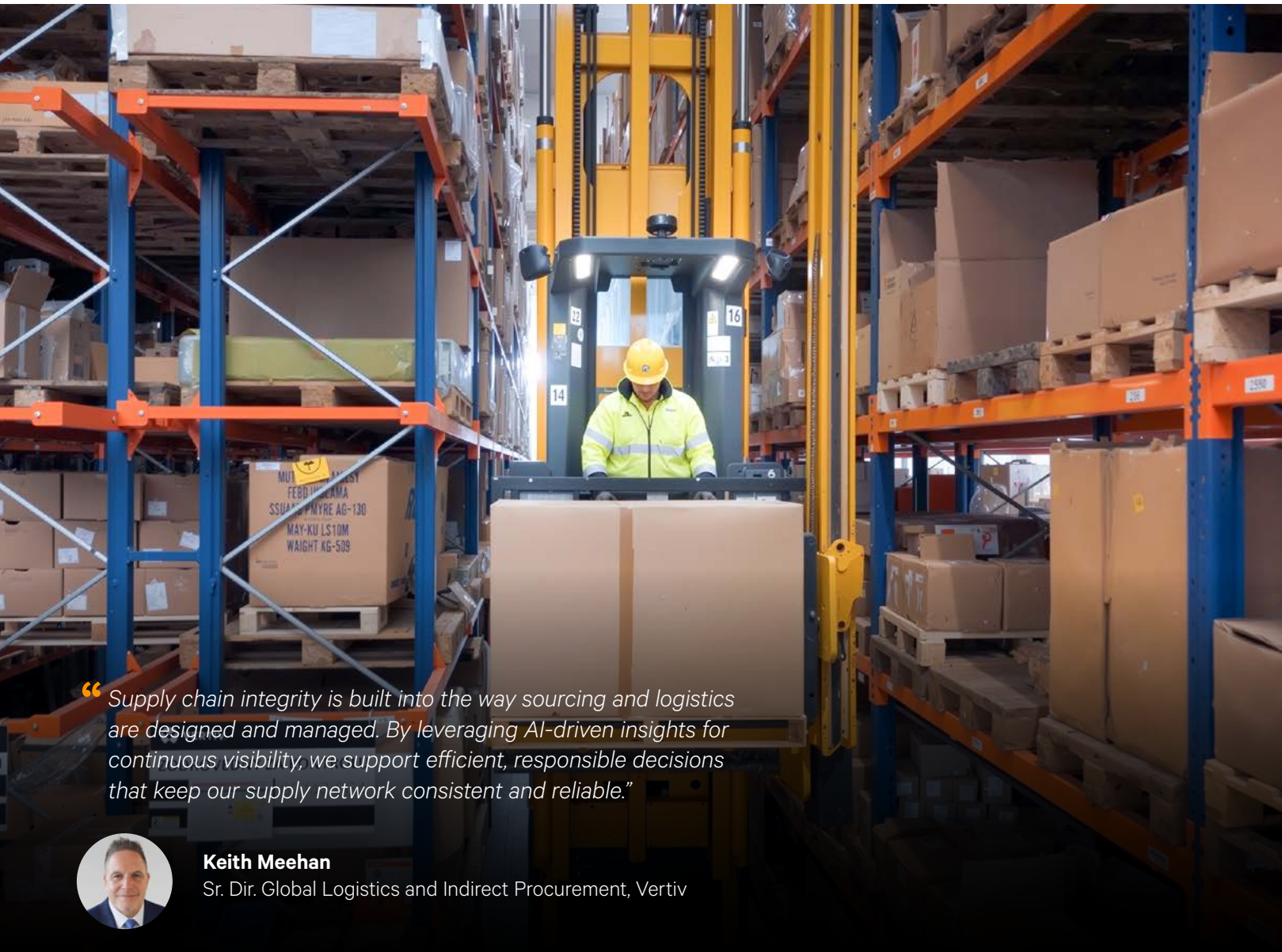


# Supply chain integrity

**Vertiv partners with a global network of suppliers, including component manufacturers, logistics providers, and subcontracted service firms.**

We select suppliers in part based on their ability to meet the expectations set out in our Supplier Code of Conduct, which establishes requirements for responsible business conduct

across the supply chain, including labor and human rights practices, environmental compliance, and anticorruption standards.



*“Supply chain integrity is built into the way sourcing and logistics are designed and managed. By leveraging AI-driven insights for continuous visibility, we support efficient, responsible decisions that keep our supply network consistent and reliable.”*



**Keith Meehan**  
Sr. Dir. Global Logistics and Indirect Procurement, Vertiv

## “Local +1” strategy

In 2025, we continued executing the “Local +1” sourcing strategy, which is designed to support supply chain resilience and operational efficiency. The approach includes reducing reliance on single-country sourcing by maintaining at least one additional qualified source within or near key end markets, where feasible. This regional diversification supports continuity of supply, improves responsiveness to customers, and helps mitigate risks associated with geopolitical disruption or supplier concentration.

We also focus on streamlining supply chain processes to reduce waste and improve efficiency, including optimizing material flows and strengthening supply chain resilience while managing risk. These efforts support responsible operations while improving component lead times and finished goods delivery performance.

## Supplier Code of Conduct

Our Supplier Code of Conduct establishes clear expectations for supplier practices aligned with the Vertiv Core Principles and values, including respect for human rights and labor practices, health and safety, environmental management, and responsible business conduct. The Supplier Code of Conduct applies to Vertiv suppliers and relevant supplier parties across their own operations and, where applicable, their supply chains.

In early 2026, we updated the Vertiv Supplier Code of Conduct to reflect the latest version of the Responsible Business Alliance (RBA) Code of Conduct. The updated Code provides a strengthened framework for responsible supply chain practices and sets clearer expectations for suppliers across these areas.

The Supplier Code of Conduct requires suppliers to formally acknowledge and adhere to the Code, establish appropriate due diligence and management systems, and, where applicable, cascade these requirements to relevant sub-tier suppliers. It also reflects evolving regulatory and stakeholder expectations through expanded environmental and disclosure-related provisions, including new material restrictions and climate-related reporting requirements.

### Key highlights of the Supplier Code of Conduct include:

- Setting clear expectations for supplier conduct across human rights, labor, health and safety, environmental management, and responsible business practices
- Requiring formal supplier acknowledgment, risk-based due diligence expectations, and cascading of requirements, where applicable
- Expanding environmental and disclosure-related provisions reflecting evolving regulatory expectations

Overall, our Supplier Code of Conduct is designed to promote responsible business practices, respect for people and the environment, and consistent standards of conduct throughout our global supply base.

### Supplier Code of Conduct



### Onboarding suppliers

All suppliers complete a registration process to verify the accuracy of submitted information before being integrated into our systems. As part of onboarding, suppliers confirm their understanding and acceptance of our Supplier Code of Conduct and applicable Terms and Conditions of Purchase.

When appropriate, we also conduct a pre-boarding audit for potential production part suppliers. This assessment evaluates compliance, quality standards, and key business practices to support alignment with our requirements.



## Responsible sourcing

A responsible sourcing approach is applied to conflict minerals, including tin, tantalum, tungsten, and gold (3TG), with corresponding expectations set for suppliers through the Supplier Code of Conduct and related purchasing requirements. Our conflict minerals due diligence program is informed by the five-step framework described in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-risk Areas and the related supplements for 3TG.

Consistent with applicable regulatory requirements, we conduct a Reasonable Country of Origin Inquiry (RCOI) in good faith to assess whether 3TG minerals used in certain products may have originated from the Democratic Republic of the Congo (DRC) or adjoining countries. Based on the most recent inquiry, we were unable to conclude that all 3TG minerals did not originate from these covered countries and therefore conducted additional due diligence, which is described in our annual Conflict Minerals Report.

Our General Terms and Conditions of Purchase require suppliers to source 3TG minerals from smelters and refiners that have demonstrated conformance with recognized responsible sourcing programs. Suppliers are expected to conduct due diligence within their own supply chains and to provide relevant disclosures to us using standardized reporting tools. Due to the complexity of global supply chains, complete traceability to conflict-free sources cannot always be fully verified.

In addition to 3TG, our extended minerals reporting program collects cobalt-related information from suppliers using the EMRT. This program supports supply chain transparency, supplier engagement, and customer reporting related to responsible mineral sourcing. Through this process, we seek to improve visibility into the potential presence of cobalt in products, support risk-based assessment of cobalt-sourcing considerations, and respond to customer and regulatory information requests related to this mineral.

[Conflict Minerals Report](#)

### Supplier due diligence

We apply a risk-based approach to supplier due diligence to identify and assess potential risks related to human and labor rights, environmental compliance — such as REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances) — and the responsible sourcing of minerals, including conflict minerals and cobalt. These assessments are supported through periodic supplier surveys and other information-gathering processes designed to inform risk evaluation across our supply base.

In 2025, we continued collecting climate-related data from certain suppliers, including Scopes 1, 2, and 3 emissions information, to support our own internal assessment and disclosure readiness. Participation in these activities is

prioritized based on supplier criticality and operations in regions with potential heightened risk factors.

To support consistency and comparability across our supplier base, we use recognized external sources, tools, and standardized reporting templates. These include the U.S. Department of State Trafficking in Persons Report, the Responsible Minerals Initiative smelter database, and templates such as the Slavery and Trafficking Risk Template, Conflict Minerals Reporting Template, and Extended Minerals Reporting Template (EMRT).





## Human rights

At Vertiv, we respect the dignity and human rights of individuals and set corresponding expectations for suppliers and business partners through our Supplier Code of Conduct and related human rights and labor policies. Our approach to human rights is informed by internationally recognized standards, including the principles of the United Nations Global Compact and the Universal Declaration of Human Rights.

Our Human Rights Policy applies across the company's operations, including subsidiaries, branches, and operating units, as well as partnerships and joint ventures where we have management responsibility. The policy outlines expectations and, where applicable, requirements related to topics such as forced and child labor, recruitment and wages, migrant workers, equal opportunity, discrimination and harassment, retaliation, data privacy, worker housing, and environmental impacts.



### Efforts to combat slavery and human trafficking

To identify and address potential forced labor, human trafficking, and modern slavery risks within our operations and supply chain, we apply a risk-based, due-diligence approach. This includes participating in the Slavery and Trafficking Risk Template (STRT) Development Committee of the Social Responsibility Alliance and incorporating STRT-informed principles into our relevant human resources and supply chain policies, procedures, and standards.

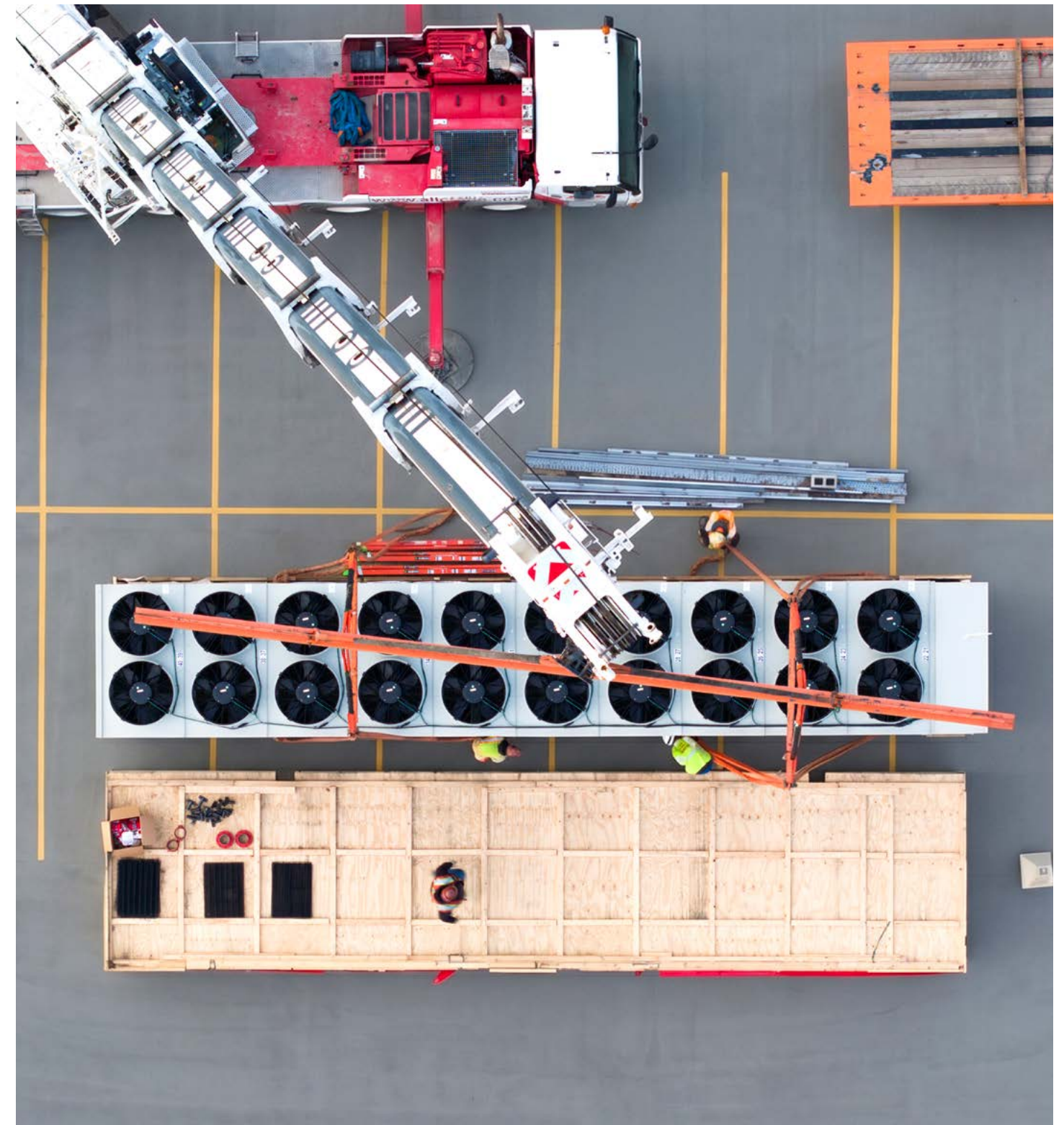
Our Supplier Code of Conduct and General Terms and Conditions of Purchase set expectations about human rights practices. These policies outline applicable legal and integrity requirements for suppliers, including prohibitions on forced labor and discrimination, as well as a commitment to humane treatment and safe working conditions.

To support risk identification, we conduct risk-based evaluations of our supply base through supplier monitoring, review procedures, and targeted human rights inquiries. Each year, we analyze direct and indirect supplier spend to identify suppliers with potential heightened risk and request their participation in slavery- and trafficking-focused assessments, including the STRT. Where we identify risks, we may ask suppliers to establish or strengthen relevant policies and controls and may apply additional due diligence measures as appropriate.

#### **Statement of Efforts to Combat Slavery and Human Trafficking**

In 2025, we strengthened internal and external training and engagement programs related to supply chain integrity. Responsible business operations and corporate social responsibility were core themes at our global Supplier Day held in Ohio in October 2025, reinforcing expectations across our supplier network. Throughout the year, we also enhanced responsible business execution by strengthening collaboration between regional leaders and the Procurement Responsible Business team, supported by regular regional performance reviews focused on compliance-related initiatives.

We continued to shift our approach from reactive compliance toward building longer-term supply chain resilience. This included more proactive supplier engagement, earlier risk identification, and ongoing capability strengthening across regions.



Vertiv™ CoolLoop Trim Cooler



# Our people

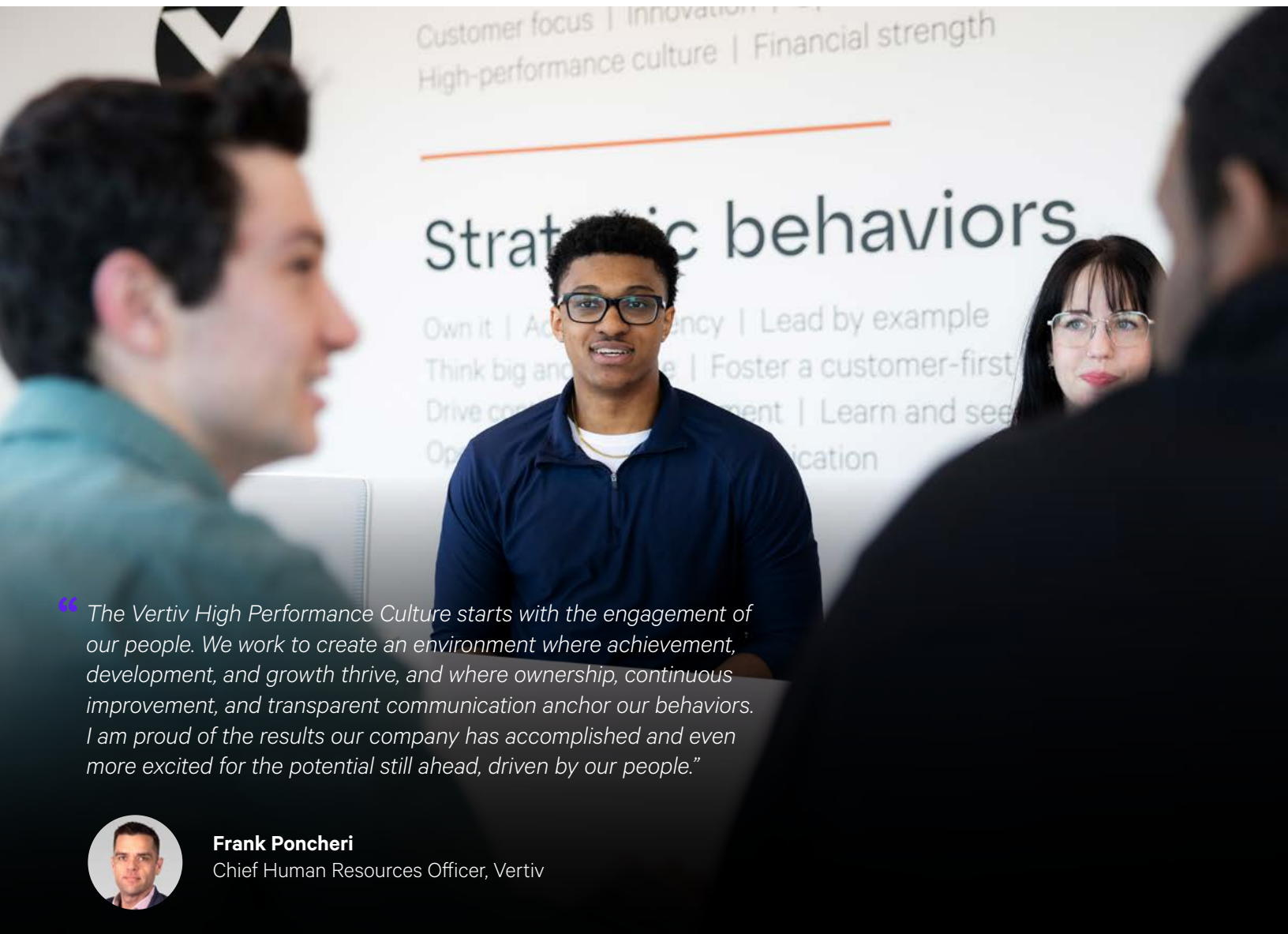




# Our people

**At Vertiv, our Core Principles are the foundation of how we operate as a company. Our Vertiv Behaviors guide how work is performed, and our Strategic Priorities provide a framework for executing our strategy.**

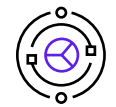
Together, these elements establish clear expectations for accountability and high performance across the organization. Through this approach, we seek to support employee contribution while advancing customer and business outcomes.



*“The Vertiv High Performance Culture starts with the engagement of our people. We work to create an environment where achievement, development, and growth thrive, and where ownership, continuous improvement, and transparent communication anchor our behaviors. I am proud of the results our company has accomplished and even more excited for the potential still ahead, driven by our people.”*



**Frank Poncheri**  
Chief Human Resources Officer, Vertiv



### Core Principles

- Safety
- Integrity
- Respect
- Teamwork
- Inclusion



### Vertiv Behaviors

- Own it
- Act with urgency
- Foster a customer-first mindset
- Think big and execute
- Lead by example
- Drive continuous improvement
- Learn and seek out development
- Transparent and open communications



### Strategic Priorities

- Customer focus
- Operational excellence
- Innovation
- Financial strength
- High-performance culture

## Foundations for inclusion

In alignment with our commitment to integrity and legal compliance, the Vertiv Code of Conduct (the “Code of Conduct”) establishes expectations for employees and other stakeholders. The Code of Conduct sets forth principles intended to promote respectful, inclusive, and professional conduct across our workforce. These principles include:

- Supporting equal opportunity in employment-related decisions, including hiring, terms of employment, mobility, training, compensation, and occupational health
- Encouraging openness to different perspectives and backgrounds
- Fostering an environment where employees have opportunities to develop and contribute

Embedded within our Code of Conduct, our Equal Employment Opportunity policy affirms our approach to preventing discrimination and harassment in employment practices, consistent with applicable laws. The policy applies to employees and applicants and addresses protected characteristics as defined under relevant local legal frameworks.





## Employee Resource Groups

Our Employee Resource Groups (ERGs) are voluntary, employee-led networks that support connection, learning, and engagement across Vertiv. ERGs are open to all employees and are intended to provide opportunities for dialogue, professional development, and cultural awareness, consistent with our people and culture objectives.

ERG activities, participation, and programming may vary by region and are conducted in accordance with our policies, including the Code of Conduct and applicable local laws and business practices.

## Emphasis on early career hiring

Vertiv recruits professionals across the organization while continuing to build a strong internal talent pipeline. As employees apply our Core Principles and Vertiv Behaviors in their day-to-day work, they may have opportunities to pursue internal roles and leadership pathways aligned with their experience and development goals. A key focus of this approach includes early career, rotational, and leadership development initiatives across functions such as engineering, operations, finance, human resources, information technology (IT), and sales. These programs are designed to support skill development, provide exposure to different parts of the business, and prepare employees for future roles, with structure and participation varying by region and local market conditions.

## Investing in our talent

In a competitive labor market for technology and engineering talent, Vertiv focuses on attracting, developing, and retaining employees with the skills and capabilities needed to support our business and customers. To support this focus, Vertiv maintains a global talent framework that includes recruitment, learning, performance management, and development processes designed to build capability and support career growth across the organization.

## Creating a global learning ecosystem

To support evolving customer and business needs, we created a global learning ecosystem designed to build employee capability and support performance across the organization. Learning opportunities are managed through Vertiv Learning, the company's global learning management system, which provides access to internal training and development resources. We also offer specialized development opportunities tailored to specific job functions and business needs.

With the support of external learning providers, such as DataCamp and OpenSesame, employees have access to educational content that supports skill development and technical expertise. We also support continuous growth and education by offering tuition sponsorship or assistance for third-party certifications and higher education programs. These opportunities are available to eligible employees where supported by local policies and requirements.

Upon joining Vertiv, new employees participate in My First 90 Days @Vertiv, an orientation program that supports onboarding and provides an overview of the company and its offerings. We encourage employees, based on their roles and responsibilities, to develop proficiency in VOS, supporting operational efficiency and continuous improvement.

Employees also complete regular training on topics such as health and safety, the Vertiv Code of Conduct, and other role-relevant requirements.

In 2025, Vertiv employees and partners completed approximately 920,000 hours of general and role-specific training.





SupercomputingAsia Conference 2025, Singapore

## Technical learning and development highlights

### Service engineers

Our service engineers have access to role-specific technical training to support product knowledge, technical capability, and safe execution of field service activities. Upon joining Vertiv, new service engineers participate in structured onboarding and technical training designed to prepare them for their assigned responsibilities. As proficiency is demonstrated, additional training is provided to support their qualifications in more advanced and complex products and systems, consistent with role requirements and applicable safety standards.

### Manufacturing operators

Manufacturing operators receive structured training to support foundational manufacturing knowledge, technical skills, and role readiness. Training begins with onboarding that combines classroom-based instruction and hands-on learning to support quality, safety awareness, and problem-solving in manufacturing environments.

Operator proficiency is supported through role-based training, skills validation, and periodic reassessment, as applicable. This helps maintain alignment with operational requirements, evolving manufacturing processes, and technical advancements. Training content is designed to address industry-relevant needs and support productivity, quality, and operational discipline across manufacturing operations.

### Professional development

Professional development opportunities are offered to help build on employees' existing skills and support the continuous expansion and refresh of professional capabilities across the organization. These offerings address topics such as conflict resolution, resilience, and other role-relevant capabilities, reflecting evolving workplace practices and business needs. Managers also have access to leadership development resources that support ongoing capability development and performance expectations.

### Learning centers

We operate a network of eight global training academies and regional training centers, located across 19 countries, designed to support accessibility and consistency in technical training. This network supports role-based, product-focused learning for service engineers and other technical roles. This training is structured to reinforce product knowledge, technical capability, and safe field practices.





## Competitive benefits

We offer a range of competitive benefits designed to support employees' health, financial security, and work life needs, with eligibility and offerings varying by role, employment status, and geographic location. Benefit programs are implemented in accordance with local laws and market practices.

**We also offer resources intended to support employee well-being, organized around three focus areas:**



### Health:

Access to core healthcare benefits, preventive care, and wellbeing resources



### Wealth:

Savings and investment programs that support financial planning and retirement readiness



### Life:

Time-off programs, parental leave, and mental health resources

## Health plans

Our health plans are designed to promote healthy behaviors and support employee well-being through preventive care, wellness participation, and access to healthcare resources. These programs may include incentives that encourage participation in preventive services and health monitoring activities.

Employees have access to medical, dental, and vision coverage, as well as wellness checkups and lifestyle-focused support programs. In recognition of employees' individual needs, we also offer additional benefits in certain regions, including legal plans, identity protection, and supplemental health coverage.

Recognizing the importance of employees' support systems, our health plans provide coverage options for eligible family members. Availability and eligibility vary by role, employment status, and geographic location, and all benefits are governed by applicable local laws and plan documents.



## Incentive pay

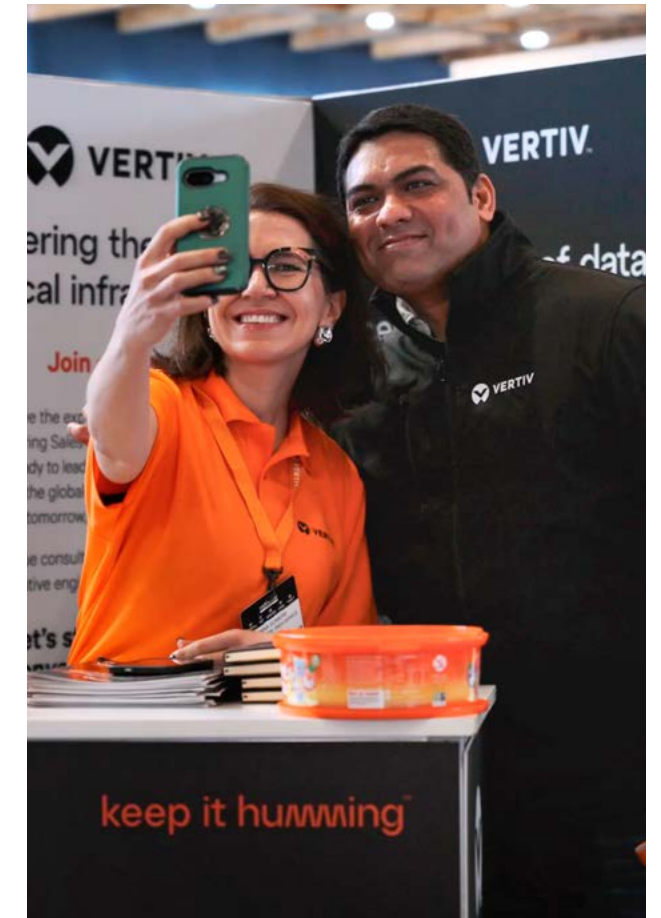
Vertiv provides eligible employees with long-term equity-based incentive compensation under the **2020 Stock Incentive Plan**. Equity-based incentives may include grants of restricted stock units and stock options.

Eligible employees may also participate in variable, performance-based cash incentive programs under the **Vertiv Incentive Plan**, consistent with plan terms and local requirements. In addition, eligible sales employees may qualify for performance-based cash compensation under applicable local sales incentive plans.

## Workforce transition

Upon employee departure, we take steps to gather feedback to help inform workplace improvements and employee experience. In instances of workforce reductions or other circumstances affecting employees, we provide transition assistance consistent with applicable laws and regulations.

In the United States, exiting employees, to the extent eligible under our programs, are offered outplacement services, with costs covered by Vertiv, to support their transition to new employment. Similar services are provided to employees in the EMEA region. In other regions, transition support and employee assistance are provided, where applicable, in accordance with local legal requirements.





# Our neighbors



Pelotonia Ride Weekend, Columbus, OH, USA



# Our neighbors

**We are committed to supporting the communities where we operate through volunteer initiatives and corporate philanthropy aligned with business priorities and local needs.**

We focus on building collaborations at both the national and local levels, directing activities toward defined areas of impact.



## Areas of focus

In 2025, we continued our global community and philanthropic activities on four focus areas:

- STEM education
- Health research
- Crisis response
- Local priorities

We support employee participation by providing structured opportunities for employees to contribute time and resources in alignment with our focus areas and company policies.

## Impact stories

### **Coding with Columbus Crew on COSI STEM day – United States**

In 2025, we celebrated our fourth consecutive STEM Day in partnership with the Columbus Crew, our hometown professional soccer team. Students participated in coding workshops led by the Center of Science and Industry (COSI), explored the science behind player analytics, and toured behind-the-scenes stadium operations, including the data center and Vertiv™ Customer Experience Center. These hands-on activities demonstrate real world STEM applications, helping students understand how sports and technology intersect and inspire future STEM career pathways.

“Our community involvement is focused on where we do business and where our employees are active. We support volunteer and giving initiatives that align with local needs and business priorities, so teams can contribute in ways that are relevant to them and grounded in real impact.”



**Anand Sanghi**  
President, Americas, Vertiv



**Classroom support – Philippines**

This employee-driven community engagement in the Philippines included two initiatives delivered through Assisting Communities Together, a volunteer group focused on education and youth wellbeing. Our employees in Manila partnered with a local elementary school through the Department of Education’s “Brigada Eskwela (School Brigade)” program, with approximately 100 volunteers repainting 11 classrooms ahead of the school year.

During a second initiative, those employees supported Kythe Foundation and I Am MAD (Making a Difference) Volunteers Inc. to assemble self-care kits for children with critical illnesses and school supplies for public school students.

**Higher education resources – Mexico**

Through the “Vertiv Cares” initiative in Mexico, we focused on strengthening local higher education resources by donating advanced graphic and video processing equipment to Instituto Tecnológico de Tijuana, to support student learning and project work.

As part of this initiative, we contributed processing units, expanding the center’s computing capacity and enabling them to serve more students.

**Pelotonia cycling event – United States**

Employees participated as part of Team Vertiv in Pelotonia’s “Ride Weekend” in 2025, a community cycling event that brings riders and volunteers together across Central Ohio to raise funds for cancer research. We joined more than 12,000 participants, with 28 Team Vertiv riders participating.

Team Vertiv raised \$200,230 in support of Pelotonia’s mission of ending cancer, thanks to employee-led fundraising efforts and contributions matched by our company.



**COSI science fair – United States**

We participated in the “COSI Big Science Celebration” in Columbus, Ohio, engaging the local community through more than 100 exhibitor stations, featuring hands-on science activities hosted by STEM professionals from Central Ohio and beyond. Our exhibit highlighted the reduced environmental impact of the Vertiv™ TimberMod™ prefabricated infrastructure solution, demonstrating how mass timber construction can replace steel in modern data center builds. A Vertiv employee developed a “Power Game” and an immersive virtual reality data center tour, provided interactive, practical exposure to applied STEM concepts.



### WAVE + WARM food drive – United States

The Women at Vertiv Excel (WAVE) ERG organized a food drive in 2025 to aid the local Westerville community near our headquarters.

In support of the Westerville Area Resource Ministry (WARM) Food Pantry, we collected 7,079 pounds of food, providing nearly 5,900 meals to individuals and families in the surrounding area. Donations included essential pantry items and household staples distributed through WARM's food assistance programs.

### Bike to work – Slovakia

During the nationwide “Bike to Work 2025” campaign in Slovakia, we promoted healthier commuting habits and environmental responsibility by choosing cycling over automobile driving. Seventy participants across 20 local Vertiv teams logged 1,195 rides and 16,218 kilometers, earning 26th place nationally of 4,304 teams. Together, their efforts helped avoid approximately 4,055 kg of CO2 emissions, demonstrating a measurable positive impact on the environment.



### Reforestation at La Mesa Ecopark – Philippines

In October 2025, 94 of our Manila employees collaborated with the Manila Water Foundation at La Mesa Ecopark in Quezon City to support reforestation and watershed protection. Over two weekends, they planted 300 native tree seedlings and participated in biodiversity education, invasive species clearing, and site restoration activities to strengthen the area's local ecology while reinforcing our shared values of environmental responsibility and community impact.

### Tree plantation drive – India

Vertiv employees in India supported tree-planting activities in 2025 to promote environmental awareness in local communities. Employee volunteers from our Vertiv Chennai office partnered with the Vizhigal Foundation to organize a tree planting drive in Ottiyapakkam Village.

Through this initiative, volunteers planted saplings and engaged with community members to highlight the role of trees in supporting environmental stewardship and the local environment.





# Governance



Vertiv manufacturing facility, Monterrey, Mexico



# Governance

**Vertiv was founded on principles of integrity and strong corporate governance.**

Our governance framework is supported by policies, programs, and operating practices that align with these values and guide decision-making across the organization. Together, they foster a culture of responsibility, accountability, and security to protect information and maintain stakeholders' trust.

## Business conduct

The Vertiv Code of Conduct underpins our standards for business conduct and governs our relationships with stakeholders, internally and externally. It defines expected behaviors for all our employees and members of the Board of Directors.

Employees have access to confidential channels to report Code of Conduct concerns or suspected violations, including anonymously and without fear of reprisal. Reports are reviewed and investigated by the appropriate function based on the nature of the concern.

Oversight of the Code of Conduct is the responsibility of our Chief Legal Officer and Vice President, Compliance, who report quarterly to the Audit Committee of the Board on Code of Conduct risks and performance. We track integrity and compliance activity at an aggregated level, including reports and substantiated cases, to support effective governance and continuous improvement.

The Board of Directors reviews the business conduct program and related policies annually to promote compliance and effectiveness. Our commitment to responsible business practices also extends to our policies on political activities, which prohibit the use of corporate funds for political contributions and outline the nature of our lobbying activities.

For additional information, please refer to our Anti-Corruption and Fair Competition Programs.

[Vertiv Code of Conduct](#)

[Global Compliance and Integrity Assistance and Reporting](#)

[Vertiv Anti-Corruption and Fair Competition Programs](#)



Vertiv Academy, Westerville, OH, USA

“Effective governance starts with people, supported by clear standards and strong systems. We focus on building a culture of accountability and integrity, backed by technology and controls that help protect data, manage risk, and support responsible operations.”



**Mike Giresi**  
Chief Information Officer, Vertiv



## Data privacy

As a global organization, Vertiv maintains a structured approach to protecting the data and information of our employees, company, and customers, to comply with applicable data-privacy regulations across the jurisdictions where we operate.

Our data privacy policy defines how personal data is collected, used, and shared by us, our subsidiaries, and affiliates, and outlines the privacy options available to users of our services. Employees receive annual training on data-privacy requirements, and compliance monitoring is overseen jointly by our IT and legal teams.

[Data Privacy and Cookies Policy Business continuity](#)

## Cybersecurity

We employ a defense-in-depth approach to protect company and customer information, recognizing that cybersecurity risk cannot be fully eliminated. This approach incorporates multiple layers of technical and operational controls, supported by ongoing monitoring and incident-response processes to address evolving threats. Our systems align with recognized cybersecurity standards, including NIST 800-171 and, in certain regions, ISO 27001.

Cybersecurity training is provided based on role and risk, including regular phishing-awareness activities. All our employees, and certain contractors and consultants, are required to complete cybersecurity awareness training annually. Oversight of our company's cybersecurity program rests with the Chief Information Officer.

At the Board level, the Audit Committee assists the Board in overseeing data-protection and cybersecurity policies, procedures, and activities, consistent with its charter.

[Audit Committee Charter](#)

[Vertiv ISO Certifications](#)

## Product security

Our defense-in-depth approach extends to product and solution design, addressing the interconnected nature of digital infrastructure and the sensitive data involved. Product-security controls are informed by relevant standards, including UL 2900-1 and ISA/IEC 62443, where applicable. The application of these standards varies by product and customer requirements, and we work with customers on addressing product-specific security requirements.

Our Security Incident Response Team (SIRT) is responsible for reviewing, validating, and addressing reported product and platform vulnerabilities. SIRT coordinates the timely assessment and remediation of security issues across our software, hardware, services, and solutions to help mitigate potential risks.



Vertiv manufacturing facility, Pelzer, South Carolina, USA



## Business continuity

Business continuity and disaster recovery processes are in place to support the resilience of critical operations. Business Impact Analyses (BIAs) are conducted annually at each location to identify and assess the potential effects of disruptions on our key business activities. We also operate a Network Operations Center (NOC), where IT professionals monitor and manage network and infrastructure performance and coordinate incident response activities.

We implemented the globally recognized ISO 22301 Business Continuity Management System (BCMS) across our operations and achieved our first ISO 22301 certification in 2022. Since then, we have expanded certification coverage across multiple locations. Business continuity controls are supported through structured audits and exercises, reinforcing our ability to respond effectively to operational disruptions.



## Responsible business oversight

Responsible business oversight at Vertiv begins with our Board of Directors. The Board is regularly informed of our responsible business performance, including key risks and opportunities. Climate-related risks and opportunities are integrated into the Vertiv enterprise risk-management processes and governed alongside other material enterprise risks, supporting informed strategic and operational decision-making.

Our Responsible Business Executive Steering Committee, composed of C-suite officers and global leaders, oversees the development and execution of responsible business strategy, programs, policies, and performance. The committee meets quarterly and engages with our Board to share updates on progress and emerging topics.



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NYSE does not recommend or endorse any investments, investment strategies, companies, products or services.

## Responsible Business Executive Steering Committee


Our Chief Legal Officer & Corporate Secretary leads the Responsible Business Executive Steering Committee, which includes representation from the following leaders:

- Chief Human Resources Officer
- Executive Vice President, Manufacturing, Logistics & Operational Excellence
- Senior Vice President, Corporate Strategy & Development
- Vice President, General Counsel – Global Corporate
- Vice President, Treasurer and Investor Relations
- Vice President, General Counsel – Compliance & Government Relations
- Vice President, Real Estate and Facilities
- Senior Director, Global Responsible Business & Environmental Affairs

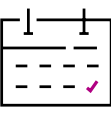
## Corporate governance

As of January 1, 2025, our Board membership stood at 10 directors and three standing committees: Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee. For an overview of our Board's corporate governance practices and committee charters, please refer to our Corporate Governance Guidelines.


### Board composition\*


 **10**  
Total Board of Directors Membership

 **3**  
Board Standing Committees

 **5.2 years**  
Average Tenure of Board Directors

 **66**  
Average Age of Board Directors

 **80%**  
Director Independence

 **100%**  
Standing Committee Independence

\*as of January 1, 2026



## Corporate governance highlights

The Board recognizes that one of its key responsibilities is to evaluate and determine its optimal leadership structure to provide oversight of management and to have an engaged Board. When evaluating the structure, the Board may take into consideration a variety of criteria, such as strategic priorities, skill sets of the independent directors, current market environment, the strengths and talents of our management team, and stockholder feedback. Thus, instead of taking a “one-size-fits-all” approach to Board leadership, our Board defines the structure that it believes will provide the most effective leadership and oversight for the Company, taking into consideration our needs and circumstances at any given time.

We are agnostic as to whether the role of Chairman and CEO should be separate or combined, and, if it is to be separate, whether the Chairman should be selected from the non-employee directors or be an executive officer. This approach provides the Board with flexibility to determine whether the two roles should be separate or combined based upon our needs, considering the dynamic environment in which we operate, and the Board’s assessment of our leadership needs at such time.

Currently, we separate the roles of Chairman of the Board of Directors and CEO. Mr. Cote serves as the Executive Chairman of our Board of Directors. This structure enables the Board of Directors to effectively exercise its role in oversight of our management team while allowing our CEO to focus on the management of the day-to-day operational execution of our business.

Mr. Cote’s role as Executive Chairman includes acting as the primary liaison between senior management and the independent directors, providing strategic leadership, and advice and counsel based on his experience and expertise, to our executive officers. In support of the management team in their decision-making processes and implementation of strategy, management and the Executive Chairman may communicate daily, and Mr. Cote attends regular meetings with management.

With input from the other Board members, committee chairs, and senior management, Mr. Cote develops the agenda for Board meetings, sets Board meeting schedules,

and presides over meetings of the Board of Directors. As the Vertiv Executive Chairman and Board member since our inception, Mr. Cote combines a detailed and in-depth knowledge of our day-to-day operations with an ability to identify strategic priorities essential to our future success and effectively advise our management team on execution and implementation processes to achieve our strategic plans. Mr. Cote leads the executive sessions of the independent directors, focused on an agenda developed by the committee chairs to address our most critical issues. In this role, he helps support such sessions as effective forums for promoting open and candid discussion among the independent directors regarding issues of importance to our company, including evaluating the performance and effectiveness of members of our management team.

In evaluating potential Board members, the Nominating and Corporate Governance Committee considers an array of factors, including experience, skills, expertise, diversity, personal and professional integrity, character, business judgment, time availability in light of other commitments, dedication, conflicts of interest, applicable listing standards, and such other relevant factors that the Nominating and Corporate Governance Committee considers appropriate in the context of the needs of the Board of Directors.

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### **Additional governance highlights include:**

- Annual Board elections and a declassified Board
- Code of Conduct
- No poison pill
- Stock-ownership guidelines for officers and directors
- Prohibition of hedging and pledging

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For more information on our corporate governance, please see our Investor Relations website and 2025 Proxy Statement.

[Investor Relations](#)  
[Annual Report and Proxy](#)

# Appendix



Vertiv manufacturing facility, Nove Mesto, Slovakia



# Appendix

**The Vertiv Responsible Business Report includes disclosures prepared with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Standard for the Electrical & Electronic Equipment industry.**

The Appendix provides additional detail, reference tables, and indexes to support transparency and enable readers to locate information aligned with these frameworks.

Unless otherwise stated, all quantitative data and key performance indicators reflect our most recent fiscal year, ending December 31, 2025, and include all entities within Vertiv Holdings Co's consolidated financial statements, consistent with financial reporting boundaries. Certain qualitative disclosures and contextual information may reference periods before or after the fiscal year where relevant to provide appropriate background or continuity.

References to "Vertiv," "we," "our," or the "Company" refer to Vertiv Holdings Co and its consolidated subsidiaries unless otherwise specified.

Our climate-related disclosures are informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Detailed TCFD-aligned disclosures are planned to be published separately and, when available, will be accessible via [www.Vertiv.com](http://www.Vertiv.com)

We continue to evaluate evolving reporting expectations, regulatory requirements, and industry standards and may update the scope, structure, and content of future disclosures accordingly.

## SASB Index

Vertiv discloses financially material responsible business information aligned with the SASB Standard for the Electrical & Electronic Equipment industry. The SASB Index included in this Appendix identifies relevant metrics and indicates where corresponding information can be found within this report or our publicly available disclosures.

## GRI content index

Vertiv reports with reference to the GRI Standards and has included applicable Topic Standards aligned with its material responsible business topics, as identified through its materiality assessment process.

## SASB Index 2025

SASB Code	Metrics	Location or Description
RT-EE-000.A	Global revenue	Vertiv 2025 Form 10-K, Item 8 (Financial Statements and Supplementary Data).
RT-EE-000.B	Number of employees	Vertiv 2025 Form 10-K, Item 1 (Business – Human Capital Resources).
RT-EE-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Vertiv collects this information for internal management purposes. This metric is not currently disclosed publicly.
RT-EE-150a.1	(1) Amount of hazardous waste generated (2) Percentage recycled	Vertiv collects this information for internal management purposes. This metric is not currently disclosed publicly.
RT-EE-150a.2	(1) Number and aggregated quantity of reportable spills (2) Quantity recovered	Zero reportable spills or ongoing remediation activities from prior reportable spills as of December 31, 2025.
RT-EE-250a.1	(1) Number of recalls issued (2) Total units recalled	Zero notable product recalls as of December 31, 2025, that would rise to the significance of inclusion in our annual Form 10-K or quarterly Form 10-Q filings.
RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	Zero notable monetary losses as a result of legal proceedings associated with product safety as of December 31, 2025, that would rise to the significance of inclusion in our annual Form 10-K or quarterly Form 10-Q filings.
RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Vertiv does not track products by revenue that contain IEC 62474 declarable substances.
RT-EE-410a.2	Percentage of eligible products, by revenue, certified to an energy efficiency certification	This metric is not disclosed publicly. Energy efficiency certifications apply to a small subset of Vertiv products.
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Vertiv collects this information for internal management purposes. This metric is not currently disclosed publicly.
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Supply Chain Integrity section of this report.
RT-EE-510a.1	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	Supply Chain Integrity and Governance sections of this report and the Vertiv Code of Conduct and Vertiv Supplier Code of Conduct policies.



SASB Code	Metrics	Location or Description
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Zero notable monetary losses as a result of legal proceedings associated with bribery or corruption as of December 31, 2025, that would rise to the significance of inclusion in our annual Form 10-K or quarterly Form 10-Q filings.
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Zero notable monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations as of December 31, 2025, that would rise to the significance of inclusion in our annual Form 10-K or quarterly Form 10-Q filings.

## GRI Index 2025

GRI Standard	Disclosure	Location or Description
<b>GRI 2: General Disclosures</b>	2-1 Organizational details	Introduction section of this report and 2025 Form 10-K, Item 1 (Business).
	2-2 Entities included in the organization's sustainability reporting	Appendix preface (reporting scope and entities included); see also Vertiv 2025 Form 10-K, Item 1 (Business).
	2-3 Reporting period, frequency and contact point	This report covers the period January 1, 2025, to December 31, 2025. Vertiv publishes this report annually, and the reporting period aligns with Vertiv's financial reporting year. This report was published in May 2026. For questions regarding this report, please refer to the Responsible Business section of Vertiv.com
	2-6 Activities, value chain and other business relationships	Vertiv 2025 Form 10-K, Item 1 (Business) and Supply Chain Integrity section of this report. Vertiv's supply chain includes a global network of suppliers that provide components, manufacturing support, and services supporting the design, production, and delivery of our products and solutions across our operating regions.
	2-7 Employees	Vertiv 2025 Form 10-K, Item 1 (Business - Human Capital Resources).
	2-8 Workers who are not employees	Vertiv 2025 Form 10-K, Item 1A (Risk Factors).
	2-9 Governance structure and composition	Governance section of this report and Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance.

GRI Standard	Disclosure	Location or Description
	2-10 Nomination and selection of the highest governance body	Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance.
	2-11 Chair of the highest governance body	Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance.
	2-12 Role of the highest governance body and senior executives in overseeing the management of impacts	Governance section of this report and Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance.
	2-13 Delegation of responsibility for managing impacts	Governance section of this report and Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance.
	2-14 Role of the highest governance body in sustainability reporting	Governance section of this report and Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance; subsection titled Commitment to Responsible Business Initiatives.
	2-15 Conflicts of interest	Governance section of this report.
	2-16 Communication of critical concerns	Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance; subsection titled Communication With the Board of Directors.
	2-18 Evaluation of the performance of the highest governance body	Vertiv 2026 Proxy Statement section titled Board of Directors and Corporate Governance; subsection titled Board Committees.
	2-19 Remuneration policies	Vertiv 2026 Proxy Statement section titled Compensation Discussion and Analysis.
	2-20 Process to determine remuneration	Vertiv 2026 Proxy Statement section titled Compensation Discussion and Analysis.
	2-21 Annual total compensation ratio	Vertiv 2026 Proxy Statement sections titled Compensation Discussion and Analysis and CEO Pay Ratio.
	2-22 Statement on sustainable development strategy	Introduction section of this report.



GRI Standard	Disclosure	Location or Description
	2-23 Policy commitments	<p>Please refer to the following policies:</p> <ul style="list-style-type: none"> <li>• Vertiv Code of Conduct</li> <li>• Vertiv Environment, Health and Safety (EHS) Policy</li> <li>• Vertiv Supplier Code of Conduct</li> <li>• Vertiv Statement on Conflict Minerals</li> <li>• Vertiv Human Rights Policy</li> <li>• Vertiv Statement on Efforts to Prevent Slavery and Human Trafficking</li> <li>• Vertiv Privacy Policy</li> </ul>
	2-24 Embedding policy commitments	<p>Please refer to related sections of this report where the oversight, implementation and outcomes of the aforementioned policies are discussed:</p> <ul style="list-style-type: none"> <li>• For the Vertiv Code of Conduct and the Vertiv Privacy Policy, please refer to the Governance section of this report.</li> <li>• For the Vertiv EHS Policy, please refer to the Responsible Operations section of this report.</li> <li>• For the Vertiv Supplier Code of Conduct, Statement on Conflict Minerals, Human Rights Policy and Statement on Efforts to Prevent Slavery and Human Trafficking; please refer to the Supply Chain Integrity section of this report.</li> </ul>
	2-25 Processes to remediate negative impacts	Governance section of this report; subsection titled Business Conduct.
	2-26 Mechanisms for seeking advice and raising concerns	Governance section of this report; subsection titled Business Conduct.
	2-27 Compliance with laws and regulations	Introduction section of this report and monetary losses metrics within the SASB Index of this report. Material, legal and regulatory issues are disclosed in our annual Form 10-K and quarterly Form 10-Q filings.
	2-28 Membership associations	Responsible Products and Solutions and Supply Chain Integrity sections of this report.
<b>GRI 3: Material 2021</b>	3-1 Process to determine material topics	Introduction section of this report; subsection titled Our Key Responsible Business areas.
	3-2 List of material topics	Introduction section of this report; subsection titled Our Key Responsible Business areas.

GRI Standard	Disclosure	Location or Description
	3-3 Management of material topics	See relevant sections of this report describing how each topic is managed: Responsible Products and Solutions; Responsible Operations; Supply Chain Integrity; Our People; Our Neighbors; Governance.
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Vertiv 2025 Form 10-K, Item 7 (Management's Discussion and Analysis of Financial Condition and Results of Operation) and Item 8 (Financial Statements and Supplementary Data).
	201-2 Financial implications and other risks and opportunities due to climate change	Vertiv's climate-related financial risks and opportunities are discussed in this report and in our SEC filings. Vertiv is developing TCFD-aligned disclosures, which are planned for publication when regulatory conditions allow.
	201-3 Defined benefit plan obligations and other retirement plans	Our People section of this report; subsection titled Competitive Benefits and Vertiv 2025 Form 10-K. Also Item 8 (Financial Statements and Supplementary Data) subsection titled Notes to Consolidated Financial Statements, Pension Plans.
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Responsible Products and Solutions section of this report.
	203-2 Significant indirect economic impacts	Responsible Products and Solutions section of this report.
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Governance section of this report; subsection titled Business Conduct.
	205-2 Communication and training about anti-corruption policies and procedures	Governance section of this report; subsection titled Business Conduct.
	205-3 Confirmed incidents of corruption and actions taken	SASB Index of this report. Material, legal and regulatory issues are disclosed in our annual Form 10-K and quarterly Form 10-Q filings.
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During calendar year 2025, Vertiv did not face any material legal actions regarding anti-competitive behavior, anti-trust, or monopoly practices.
<b>GRI 302: Energy 2016</b>	302-5 Reductions in energy requirements of products and services	Responsible Products and Solutions section of this report.



GRI Standard	Disclosure	Location or Description
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Responsible Operations section of this report. Our operations are not particularly water-intensive and our environmental management systems have been developed in alignment with globally recognized standards, such as ISO 14001.
<b>GRI 305: Emissions 2016</b>	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Responsible Operations section of this report. Our operations include few regulated air emissions and our environmental management systems have been developed in alignment with globally recognized standards, such as ISO 14001.
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Supply Chain Integrity section of this report.
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Integrity section of this report.
<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People section of this report. Certain benefits described in this section are provided to full-time employees and may not be available to temporary or part-time employees, depending on employment status and local requirements.
	401-3 Parental leave	Our People section of this report (parental leave described as part of time-off programs). Parental leave utilization and return/retention metrics are not currently disclosed.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Responsible Operations section of this report.
	403-2 Hazard identification, risk assessment, and incident investigation	Responsible Products and Solutions and Responsible Operations sections of this report.
	403-3 Occupational health services	Responsible Operations section of this report.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Responsible Operations section of this report.
	403-5 Worker training on occupational health and safety	Responsible Operations and Our People sections of this report.
	403-6 Promotion of worker health	Responsible Operations and Our People sections of this report.

GRI Standard	Disclosure	Location or Description
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Operations section of this report.
	403-8 Workers covered by an occupational health and safety management system	Responsible Operations section of this report.
	403-9 Work-related injuries	See Responsible Operations section for TRIR/LTIR and methodology; additional disaggregations are not currently disclosed.
	403-10 Work-related ill health	See Responsible Operations section for TRIR/LTIR and methodology; additional disaggregations are not currently disclosed.
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Our People section of this report (total training hours disclosed). Average hours of training by gender and employee category are not currently disclosed.
	404-2 Programs for upgrading employee skills and transition assistance programs	Our People section of this report.
	404-3 Percentage of employees receiving regular performance and career development reviews	Our People section of this report. Vertiv maintains regular performance and career development review processes; however, the percentage of employees receiving reviews by gender and employee category is not currently disclosed.
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain Integrity section of this report; Vertiv Human Rights Policy; and Vertiv Statement on Efforts to Combat Slavery and Human Trafficking.
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Integrity section of this report; Vertiv Human Rights Policy; and Vertiv Statement on Efforts to Combat Slavery and Human Trafficking.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Supply Chain Integrity section of this report.
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Integrity section of this report.
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Governance section of this report and Vertiv's Code of Conduct.
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Responsible Products and Solutions section of this report.



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