



# Responsible Business Report 2024

[Vertiv.com](https://www.vertiv.com)



- Patrick Graine, Director Global Supply Chain Risk and Resiliency



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in the United States (“U.S.”) and numerous foreign entities; 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 in emerging markets including economic, political and production level risk; risks associated with future legislation and regulation of Vertiv’s customers’ markets both in the United States and abroad; 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 and any actions we may take in response thereto; 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 the ability to incur additional indebtedness; our ability to comply with the covenants and restrictions contained in our credit agreements, including restrictive covenants that restrict operational flexibility; our ability to comply with the covenants and restrictions contained in our credit agreements is not fully within our control; 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; and other risks and uncertainties indicated in Vertiv’s SEC reports or documents filed or to be filed with the SEC by Vertiv.

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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.

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# CEO letter



Vertiv is a global leader in critical digital infrastructure. We serve the data center, telecommunications, and commercial and industrial markets and we have done it for decades. With 80% of our sales in 2024, the data center market is absolutely our biggest segment and the one that is growing fastest. Our products, systems, and services are at the heart of the digital world and are enabling the AI revolution.

Today the market is accelerating, the IT loads that our solutions support are changing very rapidly. We are a thought leader in the industry, and we operate in a close-knit ecosystem of customers and partners. Together we define the future of global data center infrastructure, which is critical to economies and societies. This requires determination, collaboration and innovation. Doing this with integrity and responsibility has never been more important. Therefore, we constantly strive to evolve in ways that optimize environmental and social impacts and drive long-term value for our stakeholders. We also help and encourage our customers and partners to do the same. The One Vertiv, One World plan is our guide.

One Vertiv, One World is how we embody the principles of environmental stewardship, foster a safe, inclusive, and engaged workforce, and conduct our business in a responsible way. Core to this plan is a focus on driving efficiencies and improvements within our facilities, operations, business processes, and products.

For 2024, Vertiv's products continued to support our customers' responsible business goals of energy, water, waste, and carbon efficiency. Our innovative technologies are increasingly central and ubiquitous, given the unprecedented growth driven by the buildout of

artificial intelligence (AI) infrastructure and increase in data traffic in general. Water usage effectiveness and energy efficiency are top concerns within the data center industry that Vertiv is working to address. Our product innovations in 2024 allow users to integrate alternative energy sources, reduce carbon emissions, improve power and water utilization, remove heat efficiently, and generate energy and carbon savings.

To further drive value for customers, Vertiv is able to bring these technologies together across the power, cooling, and IT infrastructure, which is especially helpful as the AI-era infrastructure becomes more complex and more critical. Using our end-to-end expertise and systems-focused approach, we have helped thousands of customers, like those featured in this report, achieve success through improved operating efficiencies.

Working with customers isn't the only way we drive advancements in energy, water, carbon, and waste efficiencies. Vertiv is also collaborating with other industry and technology leaders, and participating in various initiatives, to address environmental concerns associated with critical digital infrastructure. The Open Compute Project, Infrastructure Masons, Climate Accord, and AI Infrastructure Coalition are just a few of these notable strategic partnerships.

Advancing responsible innovation is both an external and internal focus for Vertiv. We are constantly advancing forward-thinking strategies in all areas of our operations. In 2024, Vertiv opened several new facilities to drive capacity and a more resilient supply chain. In these facilities, and throughout Vertiv, our Vertiv Operating System (VOS) relentlessly drives us toward operational excellence while reducing waste and inefficiencies.

At Vertiv, we understand that excellence happens when employees are empowered and when they are encouraged to be influential across the business. As individuals grow and make a difference on their job, they become inspired to make a difference in their communities, amplifying our commitment to being a responsible business partner.

Keeping us focused on these corporate and social responsibilities is our Responsible Business Executive Steering Committee. Guided by these leaders, and working together, our aim is to develop a resilient future for Vertiv, one in which we responsibly meet the demands of our customers and strive for advancement of the industry.

I invite you to explore this fourth annual Responsible Business Report for the many ways Vertiv makes a positive impact on our planet and for our plans to endure as a good corporate citizen.

Sincerely,

**Giordano Albertazzi**  
Chief Executive Officer



One Vertiv,  
One World

www





Vertiv's Mexicali facility celebrated its 40th anniversary on September 13, 2024, marking four decades of innovation, growth, and teamwork.



Vertiv employees supported Pelotonia in 2024 to raise money for cancer research.

## ONE VERTIV ONE WORLD™

At Vertiv, we recognize that our financial success is directly tied to operating our business in a manner that considers the environmental and social impacts on the planet, our employees, customers, communities, and other stakeholders. A commitment to integrity underpins our corporate culture as we continuously evolve our products and solutions, improve efficiencies in our operations and business processes, and seek to unlock the potential of our company and our employees.

We focus on advancing principles that make good business sense, such as environmental stewardship, fostering a safe, inclusive, and engaging workplace, and conducting our business responsibly. Our goal is to provide critical digital infrastructure that is highly reliable and highly energy- and water-efficient, striving to meet our business objectives while supporting our stakeholders' needs.

“ The One Vertiv, One World plan reflects our dedication to achieving Vertiv’s strategic long-term business goals by addressing environmental and social challenges responsibly, driving innovation and efficiency in our business and operations, and supporting customers’ objectives.”



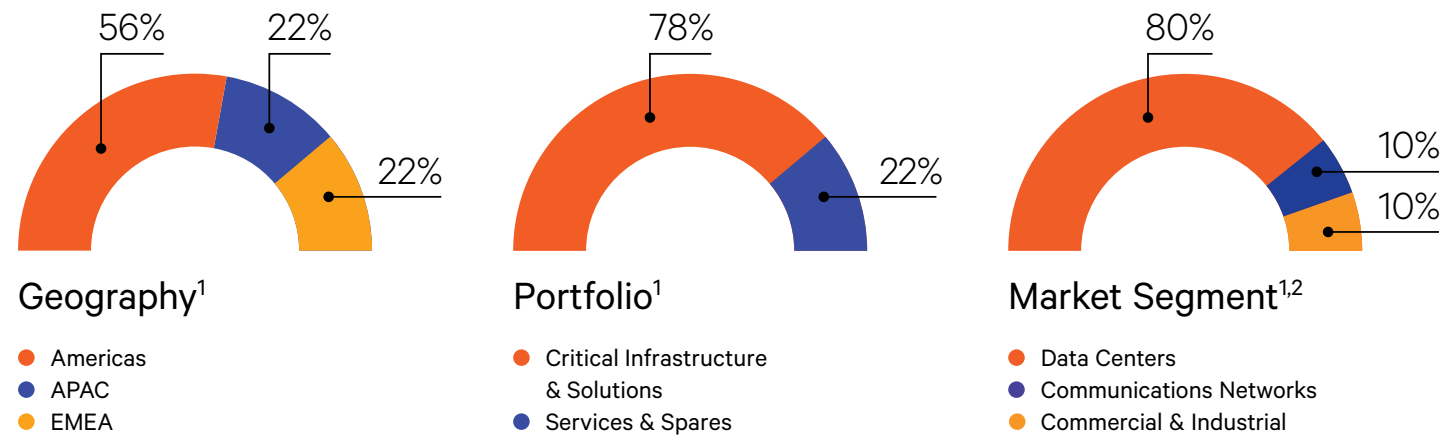
**Dan Rapp**

Sr. Dir. Responsible Business and Environmental Affairs, Vertiv



## Vertiv at-a-glance, fiscal 2024

~\$8.0B USD revenue <sup>1</sup>	~31,000 employees globally
24 manufacturing locations	60+ years in the industry
~4,000 field service engineers	310+ service centers
130+ countries served	Westerville, Ohio, USA global headquarters
#1 in 3-phase large UPS <sup>4</sup> and power switching & distribution <sup>5</sup>	#1 in thermal management <sup>3</sup>



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

## Global presence, local expertise

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



### Americas

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

### Asia Pacific

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

### Europe, Middle East, and Africa

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

### Worldwide

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

Company information as of December 31, 2024.



## Our approach to operating responsibly

With the passion and energy of our global team of 31,000 employees, we are continuously developing and implementing strategies and programs in our operations that drive efficiencies in our products and solutions. These efforts are directly beneficial to Vertiv's business goals as they enhance our ability to support and enable our customers' business objectives. By reducing the environmental impacts of our products, we enable our customers to achieve their objectives and further strengthen our operational performance and support long-term value for our stakeholders. This report further showcases initiatives that we have undertaken that contribute to Vertiv's overall business strategy and long-term growth.



### Efficient products and systems

We meet the demands of customers by providing high-quality, reliable water- and energy-efficient products, systems, and services. We strive to continuously innovate to reduce energy consumption and minimize waste while maximizing efficiency. We help our customers save energy and water and avoid waste to landfill.



### Supply chain integrity

We expect our suppliers to uphold our high standards of integrity in compliance with laws and supplier codes of conduct. To this end, we conduct all business with zero tolerance for corruption, and respect for human rights throughout our supply chain. We take action to support our suppliers in their commitment to responsible mineral-sourcing practices and the avoidance of human trafficking and modern slavery.



### Our neighbors

We endeavor to make a positive difference in the communities where we have a presence. We seek to engage and support these communities through philanthropic opportunities and volunteering efforts, providing science, technology, engineering, and mathematics (STEM) education and experiences for students, and supporting the protection and restoration of water resources.



### Responsible operations

We continuously refine our operations to reduce our overall environmental impact. We strive to increase efficiency while maintaining a culture of safety that protects our team. We have internal metrics that we monitor for energy, water, carbon, and waste reduction with a specific focus on saving energy and water and avoiding waste to landfill. We believe in adherence to environmental regulations and standards and seek to exceed them whenever possible.



### Our people

Our values form the foundation of our efforts to create a safe, positive, and inclusive workplace culture where our employees thrive. We strive to provide opportunities for success for our employees, aim to convert many of our interns into full-time Vertiv employees, and encourage Vertiv employees to volunteer in their local communities.



### Governance

Vertiv was founded on principles of integrity and strong leadership, which guide the way we do business. We strive for an independent leadership team that represents the interests of all stakeholders. We promote a culture of leading with integrity, ensuring full compliance with laws and regulations while seeking to proactively manage risks that may impact our business and stakeholders.






## Our key responsible business topics

Our approach to environmental and social considerations is rooted in addressing the topics that we believe hold the greatest significance for both our company and our stakeholders.

Additionally, we have integrated certain key standards and frameworks, such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the United Nations Sustainable Development Goals (SDGs) into our evaluation process.

We have identified the following topics as the most relevant to us:

-  **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**





## Connecting to the United Nations Sustainable Development Goals (SDGs)

We have evaluated how our identified topics relate to the United Nations SDGs at the target level. While acknowledging the significance of all 17 goals, our relevant topics most closely correlate with the following:





# Efficient products and systems





“ At Vertiv, we recognize that growth is accelerating for high-density computing systems, such as those used in AI. Our advanced research in increasing efficiency in power systems and direct-to-chip cooling systems continues to push the boundaries of technology, allowing us to increase power system density in parallel with computing density. This helps meet Vertiv customers’ ever-increasing density and power needs.”



**Greg Ratcliff**  
Chief Innovation Officer, Vertiv



## Efficient products and systems

The unprecedented growth in AI and the demand for digital infrastructure continue to push utility sources to their limits. Data centers and other systems integral to the global digital framework can require significant amounts of energy and water and can create high levels of waste heat. Vertiv rises to the challenge for highly efficient products and systems that can support this growth while simultaneously striving to manage environmental impacts.

Through our systems-focused approach, we design, manufacture, install, and maintain integrated critical digital infrastructure with a focus on optimizing and enhancing energy, water, carbon, and waste efficiencies. We believe that true efficiency and resiliency can only be achieved by designing, building, and operating the data center as a single system across the IT and facilities infrastructure. We actively engage with industry leaders and create partnerships to drive advancements in these critical areas, with the aim of furthering our commitment to responsible business and environmental stewardship.

## Supporting our customers in their responsible business goals

Our approach rests on five fundamental principles. These principles drive us to continuously innovate solutions that address the infrastructure needs of our customers while also helping them manage their environmental and social impact. These principles guide our efforts to develop and deliver the high-performing products and solutions that our customers have come to expect from us.



### High efficiency

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



### 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 product packaging.



### Low touch

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



### Circular economy

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

At Vertiv, we strive to provide products and solutions that meet our customers’ core needs. Recognizing the growing emphasis on responsible business practices, evolving technological demands, and aligning business goals, we focus on adopting innovative solutions that prioritize long-term value and resource conservation. We aim to engineer products that integrate high performance and enhanced efficiency and resilience with reduced environmental impacts.

[Responsible Solutions Spotlight](#)



Solar panels, commissioned in 2024, help reduce energy use and carbon emissions at Vertiv's Nove Mesto, Slovakia, facility.

## Supporting alternative energy

Vertiv solutions are designed to help enterprises and data center operators transition their facilities to more efficient and lower-carbon energy sources. We work with partners and customers to test and integrate their respective distributed energy resources (DERs), battery energy storage systems (BESS), and real-time monitoring platforms to generate, distribute, stabilize, and manage facilities' energy use. We also continue to offer customers firsthand understanding in our Vertiv Customer Experience Centers in the US and Europe. Visitors can find Vertiv products' optimized performance, seamless interoperability, and reliable efficiency, featuring various demonstrations, tests, customized sessions, and AI load simulations for alternative power and cooling solutions.

## Solar energy solutions for telecom

To meet growing connectivity demands, telecom providers are expanding networks while aiming to increase savings and reduce carbon emissions. Vertiv supports these goals with energy-efficient solutions like advanced power systems, low-impact batteries, robust enclosures, and real-time intelligent monitoring tools.

### Microgrids: Integrated and localized grids for grid independence

The rise of AI and high-performance computing (HPC) services is significantly increasing global data and energy demand. Bring your own power (BYOP), which focuses on microgrids and localized power systems, has emerged as an effective strategy to address these challenges. Operators can minimize their reliance on utility grids and diesel generators by adopting alternative energy sources such as fuel cells, battery storage, and on-site distributed energy resources (DERs) such as wind and solar.

With increasingly innovative technologies such as BESS and power modules, facilities can use DERs and manage the generation and distribution of power whenever needed, especially during times of peak demand. Compared to diesel generators' stranded capacities, microgrids can be used actively to stabilize the power distribution at the facility without contributing to the power demands on the community.

In 2024, Vertiv listened to customers' feedback as they considered alternative approaches to generators as backup power sources during outages and emergencies. We support these efforts with energy-efficient solutions for enterprises and data centers to meet their operational and efficiency goals.

### Zero on-site carbon emissions

In 2024, we furthered our focus on innovating lower-carbon alternatives for primary and backup power. We entered a strategic partnership with Ballard Power Systems to focus on scalable backup power applications for data centers and critical digital infrastructures.

The Vertiv™ Power Module H2 now offers a lower-carbon alternative to traditional diesel generators. Using Ballard Power Systems proton exchange membrane fuel cells (PEM FCs), the Vertiv™ Power Module H2 system generates no direct (on-site) carbon emissions during operation and produces only pure

water as a byproduct, which Vertiv defines as "zero on-site carbon emissions." Upstream emissions from hydrogen production may vary based on hydrogen sourcing methods. This system is ideal for data center backup in regions with environmental and power grid constraints, providing flexible power and eliminating Scope 1 greenhouse gas emissions.

Power Module H2 can also allow data center operators to actively manage power demand from the grid and become flexible power consumers. To facilitate this, Power Module H2 can be expanded to 3,000 kilowatt (kW) net output, matching the power rating of a typical data center backup system.

### Efficient power solutions

Vertiv uninterruptible power supply (UPS) systems such as Vertiv™ Trinergy and Vertiv™ PowerUPS 9000 work to safeguard mission-critical networks and support DERs while providing energy and space savings through highly efficient configurable installations. These adaptable systems also support various battery technologies like lithium-ion and nickel-zinc.

Integrated with our UPS systems and switchboards, system technologies such as close coupling work to reduce power loss, equipment footprint, installation costs, and deployment time.

Whether assembled on-site or prefabricated, our Vertiv™ PowerNexus modular solutions possess a configuration flexibility that caters to various installation needs, allowing for more white space utilization and prioritization.

Our Vertiv™ Unify monitoring software accompanying Vertiv PowerNexus enables integration with other data center management systems (DCMS) for unified, system-wide monitoring and compatibility.

These solutions are key to providing an "always-on" energy system while optimizing energy use, saving space, enhancing utility transmission and distribution reliability, supporting renewable energy integration and microgrids, and enabling new grid services.



## Energy and carbon savings through dynamic grid support

To tackle the challenges of balancing electrical energy supply and demand, many data center operators are adopting advanced energy- and demand-management strategies. Vertiv supports these efforts with highly efficient products and innovative solutions like UPS systems featuring Dynamic Grid Support. This technology enables functions such as peak shaving, allowing operators to manage costly demand spikes.

By integrating alternative energy sources such as solar and wind with innovative battery storage, these systems can charge when energy sources are available and distribute stored energy at night or during peak demand. This integrated approach helps operators meet energy efficiency and carbon emissions reduction goals while supporting grid stability.



## Liquid cooling

Liquid cooling can offer improved efficiency for heat removal compared to traditional air cooling in appropriate data center environments. This facilitates denser racks, smaller physical footprints, and in certain applications, it can also enable opportunities for energy recovery and heat reuse. As the industry transitions from traditional air cooling to liquid cooling, Vertiv offers innovative hybrid solutions that accommodate businesses' immediate needs and long-term objectives.

Our products, such as Vertiv™ CoolChip coolant distribution unit (CDU) and Vertiv™ CoolPhase Flex, give customers flexibility and support as they consider their current and future needs. Our hybrid cooling products and components (like the Vertiv™ CoolPhase CDU and Vertiv™ CoolChip Fluid Network in-rack manifold) enable data centers and enterprises to take advantage of efficient direct-to-chip liquid cooling with refrigerant-based heat rejection by retrofitting existing facilities, without the need for complex chilled water loops.



## Prefabricated modular solutions

At Vertiv, we strive to innovate highly efficient power and cooling systems that support alternative energy sources and reduce resource consumption. We also understand that the development, installation, and deployment of solutions needs to address the requirements of today while preparing for tomorrow's growth.

Our products, like the Vertiv™ MegaMod™ CoolChip, a liquid cooling-equipped prefabricated modular (PFM) data center solution, are engineered to support the platforms of leading AI compute providers, can be scaled to customer requirements, and can reduce deployment time by up to 50%. PFM solutions are factory-assembled and tested in a controlled environment, accelerating the time to build and improving control over quality, cost, time and resources.



## Collaborative advantage

More than ever, we believe in continuously working with leading industry partners and customers alike to drive progress, research, and technologies forward. With Vertiv™ power and cooling infrastructure matched and closely coupled with the NVIDIA Blackwell platform, the complete reference architecture of the NVIDIA GB200 NVL72 platform co-developed with NVIDIA exemplifies the efficiency and responsibility in data center operations.

The reference architecture integrates hybrid cooling technologies, combining liquid and low-global warming potential (GWP) air systems to achieve lower annual cooling costs compared to traditional methods. It also optimizes power management using space-saving technologies, such as Vertiv™ Trinegy™ UPS and Vertiv™ EnergyCore lithium battery cabinets, reducing stranded power and enabling better utilization of energy resources. By accelerating deployment with preconfigured modules and factory integration, the platform facilitates more rapid, cost-effective, and environmentally conscious transitions to AI-ready data centers.

## Carbon emissions efficiency

Vertiv seeks to deliver carbon-efficient solutions that meet high-performance standards, exemplified by the Vertiv™ TimberMod™. Initially launched in the United States in 2023 and expanded to Africa in 2024, this innovative prefabricated modular option uses mass timber, a type of engineered wood used in building construction, that can produce up to three times less carbon emissions than steel production. By addressing Africa's critical digital infrastructure needs, Vertiv helps customers achieve business objectives while minimizing resource depletion and lowering carbon dioxide (CO<sub>2</sub>) emissions across the lifecycle of data center operations.

## Low-GWP refrigerants

Vertiv's low-GWP refrigerant offerings are designed to help reduce greenhouse gas emissions associated with cooling while maintaining high-performance cooling for data centers. Vertiv strives to provide our customers with the best refrigerant choice in terms of GWP value while balancing cost effectiveness, energy efficiency, and safety. These innovative solutions not only support regulatory compliance but also align with business goals of reducing environmental impacts, making them an ideal choice for organizations aiming to optimize efficiency and environmental responsibility.

## Circular economy

As UPS units approach the end of their lifecycle and are replaced by newer, even more efficient versions, users must consider what to do with old equipment. To address this challenge, we launched the Vertiv Trade-In Program in the U.S., offering our customers a solution to upgrade their legacy single-phase UPS systems at a discounted rate while responsibly disposing and recycling the retired units.

In alignment with the Recycling Industry Operating Standard (RIOS), Vertiv facilitates the safe transportation of returned equipment to an R2:2013-certified recycler, at no additional cost to our customers. This program not only minimizes the risk associated with aging UPS units but also promotes recycling.



## Vertiv's Data Center Guide to Sustainability

In 2024, we updated our [Data Center Guide to Sustainability](#) to include the latest statistics and insights, including five key technologies bulleted below to minimize environmental impact.

- Intelligent power management
- Liquid cooling
- Renewable energy
- Lithium-ion and other advanced battery chemistries
- Water- and energy-efficient thermal management

Data centers are essential drivers of digital innovations addressing climate change; however, they also face mounting pressure to undergo their own transformations. As demand for data capacity grows, the environmental footprint of data centers may increase unless forward-thinking strategies are employed to curb their impact.

### During the product design stage, we prioritize integrating circular principles by focusing on the following aspects:

- Designing products to minimize the chance of catastrophic failures that could render the product irreparable before the end of its useful life.
- Developing replaceable parts that can be recycled or refurbished and minimizing scrap throughout the product's lifecycle.
- Reducing the frequency of service visits needed throughout the product's lifespan by enhancing reliability and implementing remote diagnostic capabilities.

### Nickel-zinc (NiZn) batteries

NiZn batteries are an increasingly popular option due to their high power density and lower environmental impact compared to other battery technologies. These batteries are highly recyclable, non-flammable, and have a low-carbon footprint, making them a great choice for UPS applications.

In 2024, Vertiv partnered with ZincFive to offer NiZn battery solutions compatible with select large and medium Vertiv™ UPS systems, providing higher power density and facilitating white space savings. This collaboration supports customers in reducing the environmental footprint of their data centers while meeting evolving regulatory standards and safety requirements.





## Facility highlights

Vertiv continued to improve supply chain resilience in 2024 by opening new facilities for operations worldwide. Responding to the increasing demand for critical digital infrastructure in key regions, our additional, expanded, and relocated facilities and offices reflect our commitment to delivering best-in-class, timely solutions and services to our customers.

### Pelzer, South Carolina, U.S.:

The new Vertiv Pelzer manufacturing facility produces a variety of prefabricated and pre-engineered infrastructure solutions, including integrated modular solutions, modular power systems, and other integrated systems leveraging Vertiv's portfolio of power, cooling, and IT infrastructure technologies for data centers. The facility is projected to create up to 300 skilled job opportunities in South Carolina. For Americas and global customer, this accomplishment will be central to meeting the rapidly increasing need for updated skill sets, facility scalability, the reduction of overall data center time-to-market, and site labor.

### Chakan, Pune, India:

Vertiv opened a new manufacturing facility in Pune to meet the increasing demand for data centers and supporting infrastructure worldwide, particularly solutions for thermal management and colocation, cloud, telecommunications, and enterprise data centers catering to India and the APAC region. The 4.8-acre (210,000 square feet) facility produces Vertiv cooling solutions ranging from 200 watts (W) to two megawatts (MW) and more, including adiabatic free cooling chillers, large custom air handling units (AHU), thermal wall units, a new range of large direct expansion (DX), packaged DX, and free cooling with economizer units, a new range of in-row cooling units, wall mount units, and rack cooling systems. It also houses state-of-the-art psychrometric laboratories for research and performance testing, a dedicated Customer Experience Center (CEC), and design support capabilities.

### Mexico City, Mexico, and Bogota, Colombia:

The new Vertiv office in Mexico City functions as a meeting and operations hub to accommodate the strategic location and growing demand for emerging and innovative technologies. Meanwhile, the office in Bogota includes a training center, enabling the expansion and education of a team of local experts to support customers throughout the region. These offices further Vertiv's confidence in Latin America's growing business environments for critical digital infrastructure and crucial operational proximity to key partners and customers in the region.

### Manila, Philippines:

Vertiv expanded its Manila office to accommodate rapid workforce expansion from an estimated 700 to more than 1,200 employees. The Vertiv Manila office hosts skill sets that work with key stakeholders across the APAC region, North America, and Europe. It also houses a new CEC and Vertiv Academy to accommodate the surging interest among Philippine customers from various sectors, particularly on how to build "future-friendly" critical digital infrastructure in the face of increasing use of AI and telecommunications developments at the local, regional, and global levels.





## Customer success stories



**Oxigen integrates Vertiv’s free cooling and energy-saving technology into its new high-performance data center**

**Company profile:** Provides energy-efficient, and high-performance private cloud and colocation data center platform services

**Industry:** Data center

**Region:** Barcelona, Spain

### Challenge:

Considering Oxigen’s rapid growth pace and the company’s commitment to sustainability, they needed to find a reliable and highly energy-efficient cooling solution that could keep up with their growth, the power needs of AI, and demand for new technologies.

### Solution:

Vertiv provided several solutions for optimized performance and reliability of cooling, power distribution, and unified monitoring solutions for critical digital infrastructure. As the data center load increases, the high-performance Vertiv™ Liebert® AFC chiller and the Vertiv™ Liebert® CRV row-based cooling units maintain efficient cooling to precisely control humidity and temperature. These units provide direct expansion cooling for UPS rooms for optimal performance and reliability. For enhanced, scalable, and flexible power distribution with remote access and real-time tracking, Oxigen chose Vertiv™ Powerbar iMPB systems and Vertiv™ Geist™ rack power distribution units (rPDUs). Oxigen implemented Vertiv™ Critical Insight for proactive maintenance and real-time visibility of all integrated equipment powering the infrastructure, regardless of the provider.

### Results:

In addition to enabling Oxigen to meet its capacity requirements and planned growth efficiently, Oxigen and Vertiv extended their collaboration for additional PDUs and Vertiv™ PowerBar iMPB solutions in three phases, concluding in 2025. There are also plans to install additional high-performance Vertiv™ Liebert® AFC chillers for Oxigen’s anticipated growth.

**“ We have been working together with the Vertiv team for over 20 years and in this time, they have shown us their great professionalism and the capacity of their technology. Knowing both their products and their team well and having always achieved satisfactory results, we feel comfortable in trusting their ability to adapt to our needs. We believe they are the ideal partner.”**



**Benjamin Rovira**  
Oxigen CEO



### Gulf Data Hub features energy-efficient solutions to enable effective data center builds

**Company profile:** Provider of purpose-built data centers specializing in disaster recovery, cloud solutions, software as a service (SaaS), and infrastructure as a service (IaaS) in the Middle East

**Industry:** Data center hosting, colocation

**Region:** Dubai Silicon Oasis, Abu Dhabi-UAE, Jeddah, Dammam-KSA



### Challenge:

Gulf Data Hub (GDH) needed to concretize an ambitious concept: enable a modern and energy-efficient biotechnology and generation research facility integrating architectural vision and technology. However, they faced vulnerability to extreme weather conditions and environmental and integrity guidelines due to the site's proximity to environmentally delicate areas. Other challenges included strict budgetary constraints, low-carbon energy generation, seamless integration of alternative energy resources, and efficient water recycling and waste management systems.

### Solution:

Through meticulous coordination efforts across multiple regions and teams, Vertiv provided Vertiv™ Liebert® EXL S1 UPS systems and Vertiv™ Liebert® CWA thermal wall for IT room cooling. The Liebert® EXL S1 UPS is known for its efficient and stable provision of power, reliability, and ease of maintenance. It enables energy savings by reducing energy consumption and optimizing cooling systems. With its Dynamic Online Mode, efficiency can reach up to 99%, supporting lower power usage effectiveness (PUE). Combined with the Liebert® CWA thermal wall units, designed to raise the technology threshold of chilled water air handling units for slab applications, these units work in tandem thanks to algorithms developed especially for non-raised floor installations. With the Liebert CWA thermal wall solution, airflow control and temperature are precise and constant to improve efficiency, albeit only using a small 4.5 square meter footprint, contributing to the optimized energy efficiency of the data center.

### Results:

With the efficiency of reliable UPS and cooling products, Vertiv provided a suitable solution for GDH, and their end users receiving colocation services. GDH and Vertiv are involved in recurring expansion projects to meet the growing demands of AI, integrating and exploring new technologies and products, such as the Vertiv™ Trinergy Cube.

**“ Vertiv’s commitment to innovation and reliability has been a driving force in shaping the data center landscape. As we navigate the dynamic challenges of the era of AI, Vertiv continues to stand out as a strategic partner, providing cutting-edge solutions that promote operational efficiency and resilience. I am confident that Vertiv’s forward-thinking approach will play a pivotal role in addressing the evolving needs of businesses in the ever-changing technological landscape.”**



**Himmath Mohammed**  
GDH Chief Information Officer



### Good neighbors: Compass and Vertiv team up to address locals' concerns

**Company profile:** Designs and constructs data centers across the globe

**Industry:** Data centers

**Region:** North America, EMEA



#### Challenge:

Compass and Vertiv received a concern from the community regarding noise from one of the data center campuses. While the intermittent operational noise — a fan unit emitting a noticeable pitch — was well below the local ordinance, the companies were determined to find the cause of the elevated tone.

#### Solution:

The two companies teamed up to find the root cause through rounds of various studies. Sound engineers found decibel peaks at specific lower frequencies caused by one fan support and coil structure, creating a periodic pitch. The joint engineering and infrastructure teams redesigned and developed prototypes of the outdoor cooling unit's coil and support bracket structure. After reinstallation, calculations and tests showed improved peak frequencies with an equivalent of a 50% decrease in loudness. Even 100 feet from the unit, the overall on-site sound level was significantly decreased and neighboring areas experienced less noise.

#### Results:

In addition to prioritizing the residents' concerns and improving Compass' relationship with their neighbors, this support structure redesign helped advance the solution's deployment within the industry.

**“ Our long-standing partnership with Vertiv makes continuous improvement possible. This small change, made possible by clever and collaborative teams, will have a positive impact for our neighbors and the future of our industry.”**



**Chris Crosby**  
Compass Datacenters CEO



## Partnering for progress

Vertiv remains committed to fostering collaboration with customers, peers, and industry and technology leaders to address environmental concerns related to critical digital infrastructure. As part of this commitment, we actively engage in various initiatives to mitigate our industry's environmental impact. Some notable examples of these efforts include:



### Open Compute Project (OCP)

The Open Compute Project is a collaborative initiative aimed at designing hardware technology to enhance efficiency and scalability in data center infrastructure. Vertiv continues to be a powerful voice in the OCP, contributing to product development, serving on multiple OCP committees, co-authoring papers and presenting on various topics at Open Compute events.

### iMasons Climate Accord

The Climate Accord aims to achieve global carbon accounting of digital infrastructure to influence market-based decisions and drive the industry to achieve carbon neutrality. In 2024, Vertiv participated in multiple iMasons projects, including the introduction of a Maturity Model to guide emissions reduction efforts and the adoption of Environmental Product Declarations (EPDs).

### The EcoEdge PrimePower (E2P2)

In 2024, Vertiv played a key role in the EcoEdge PrimePower (E2P2) project, a collaborative initiative aimed at developing low-carbon fuel cells for data centers. The project focused on integrating solid-oxide fuel cells with UPS technology and lithium-ion batteries to provide resilient and sustainable primary power solutions.

### The European Data Centre Association (EUDCA)

EUDCA plays a crucial role in shaping the Climate Neutral Data Centre Pact, a significant self-regulatory endeavor aimed at establishing guidelines aligned with the European Commission's objective of achieving climate-neutral data centers by 2050. Vertiv stands among a select group of companies engaged in this pact, offering insights, feedback, and guidance to steer the collective response toward the European Commission's objectives.

### RISE Partnership Program

RISE, a prominent academic and research institute collaborating with Vertiv, leads a program dedicated to driving sustainability within the data center sector. As founding partners alongside Meta, Ericsson, and ABB, we are actively involved in this initiative, pooling our expertise to develop innovative technologies, system solutions, and components aimed at enhancing the energy and resource efficiency of data centers.

### Sustainable Tropical Data Centre Testbed (STDCT)

Vertiv was actively involved in the Sustainable Tropical Data Centre Testbed (STDCT) initiative in 2024, contributing to advanced thermal management technologies, including row-based CDUs with liquid-to-liquid heat exchangers to support efficient cooling in tropical climates.

### U.S. Department of Energy

Vertiv participated in the ARPA-E COOLERCHIPS initiative in 2024, focusing on developing efficient and reliable cooling technologies for data centers. Our contributions included advancing liquid cooling systems, such as direct-to-chip and immersion cooling, to significantly reduce cooling energy consumption and carbon emissions. Collaborating with industry leaders, Vertiv aimed to achieve cooling energy expenditure under 5% of a data center's IT load, aligning with the initiative's energy efficiency goals.

### Net Zero Innovation Hub

The Net Zero Innovation Hub for Data Centers (NZIH) was founded to accelerate the deployment at scale of innovative Net Zero solutions in the AI-era. In 2024, Vertiv collaborated on projects to replace diesel backup generators with clean energy alternatives and advancing scalable technologies to meet the industry's net-zero goals. Vertiv's expertise in critical digital infrastructure played a key role in driving these efforts.

### Liquid Cooling Coalition (LCC)

The Liquid Cooling Coalition (LCC) is an industry forum dedicated to advancing the adoption of liquid cooling technologies for data centers and HPC applications. Vertiv supported the LCC by expanding our portfolio of solutions to meet the growing demand for high-density computing. These innovations, including the Vertiv™ CoolPhase CDU and CoolChip Fluid Network, enabled modular and cost-effective liquid cooling deployments.

### AI Infrastructure Coalition

Vertiv contributed to the AI Infrastructure Coalition by advancing scalable power and cooling technologies tailored to AI workloads. Our efforts focused on energy efficiency and sustainability in high-density computing environments. Vertiv collaborated with industry leaders to establish best practices for deploying responsible and efficient AI-ready data centers, aligning with the coalition's mission.



## Vertiv Operating System (VOS)

The Vertiv Operating System (VOS) serves as a cornerstone for driving operational excellence and fostering a customer-centric culture while enabling a highly efficient and effective organization.

A core principle of VOS is waste elimination in all forms. Integrating this into our operating model, VOS strives to enhance operational efficiency while reducing environmental impact by promoting resource optimization across our entire value chain.

VOS also seeks to drive resilience and excellence in new product development and introduction (NPDI), end-to-end processes, and service operations. By embedding environmental, health, and safety (EHS) and quality principles into the framework, VOS helps processes align with the responsible business principles outlined in this report by defining and tracking uniform key performance indicators (KPIs) across the organization.

Ultimately, VOS seeks to transform operational excellence into a model where customer value, operational performance, and environmental stewardship coexist, helping to deliver superior results.

## Product quality and safety

Vertiv's quality management adheres to ISO 9001:2015 standards across all manufacturing facilities, ensuring high-performance benchmarks. The company upholds stringent quality protocols through advanced factory inspections, effectively managing chemicals of concern in its products while complying with global regulations. Conducting annual chemical usage reviews, Vertiv tracks and assesses usage at each facility to maintain adherence to local environmental and safety requirements for chemical reporting.

Upon the arrival of chemicals at Vertiv facilities, they undergo thorough hazard evaluations, with compatible storage and delivery equipment provided for safe handling. Personnel are safeguarded with appropriate protective gear, and the company emphasizes responsible practices such as reducing, reusing, and recycling materials, opting for safe disposal only as a last resort. New chemicals or process changes are rigorously evaluated, and suppliers are informed promptly about safety and compliance concerns.

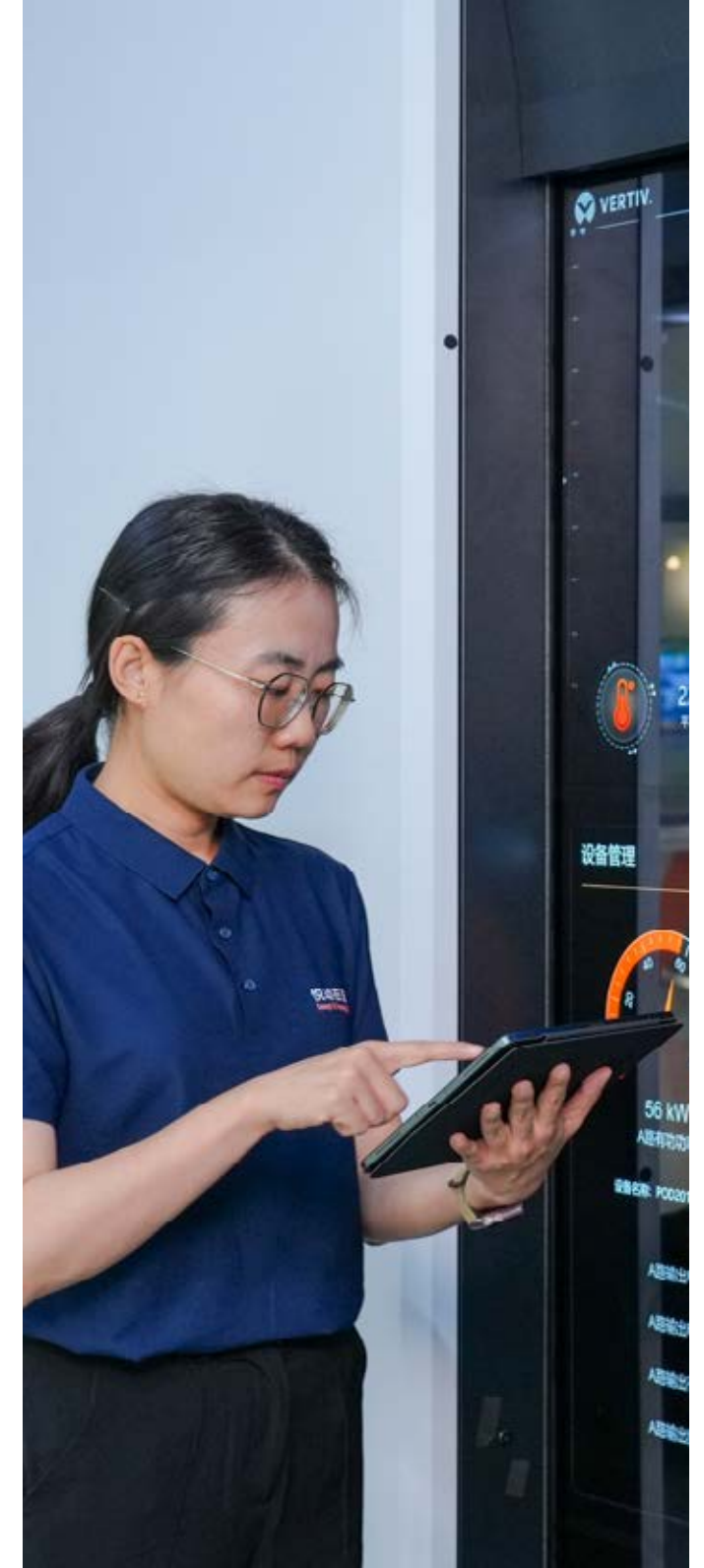
To ensure ongoing compliance, Vertiv's facilities maintain comprehensive and updated chemical inventories through regular walk-throughs. This proactive and detailed approach reflects Vertiv's commitment to operational excellence, environmental responsibility, and safety across all aspects of manufacturing.

## Embodied Carbon Assessments (ECAs), Lifecycle Assessments (LCAs) and Environmental Product Declarations (EPDs)

Vertiv provides ECAs and LCAs upon request. These are calculated per the CIBSE TM65 standard utilizing the widely accepted material carbon database from Ecoinvent. We are working to expand the LCA database to include all products in the near future.

Vertiv has also started to support EPDs upon request. EPDs are completed in compliance with ISO 14025 requirements and are published through the Product Environmental Profile (P.E.P) Association.

These EPDs, also called "ecopassports," are designed to provide reliable environmental data on equipment and related products and to meet global environmental impact reporting regulations. They are reviewed and verified by a neutral third-party auditor and by the P.E.P. Association before publication.





# Responsible operations





“ At Vertiv, safety is not just a policy. It is a core value and mindset for each of us, which led to the development of our new safety slogan: “We Lead With Safety.” Safety leadership isn’t about titles – it’s about action. Empowering everyone to share and implement a safety-first vision strengthens our culture and company.”



**Bob Marshall**  
EHS, Vice President, Vertiv

## Responsible operations

At Vertiv, we are committed to engaging in business practices that benefit our employees, customers, shareholders, and the communities we serve. Our continuous efforts focus on implementing processes and programs to reduce energy consumption and minimize our carbon and waste footprints. We achieve this through ongoing enhancements and improvement initiatives in our facilities and operational processes.

To track our progress in improving our operations, we monitor key metrics such as energy use, water consumption, waste, recycling, safety protocols, and environmental management practices. Aligned with the Greenhouse Gas (GHG) Protocol, we also monitor carbon emissions across Scope 1 (direct emissions) and Scope 2 (purchased electricity) and relevant Scope 3 (value chain) emissions.

We will continue to collaborate with local facility and procurement leaders to introduce environmental improvement initiatives and build upon the positive changes already implemented across our global locations. Through these collective efforts, Vertiv continues to advance our efforts to minimize our ecological impact.

## Environmental management

Vertiv implements environmental management systems across our manufacturing facilities worldwide. These systems are designed in accordance with globally recognized standards established by ISO, the International Organization for Standardization, and we are working toward obtaining ISO certification for all significant sites and business units.

A considerable number of our sites have already attained ISO 14001 certification, which is widely regarded as the premier accreditation for the responsible administration of an environmental management system. We continue to conduct thorough assessments to identify relevant certifications for each site and have developed a strategic roadmap prioritizing certification efforts at key locations.

We maintain corporate environmental policies that serve as the cornerstone of our operations, establishing a universal standard across our global footprint. Additionally, individual locations may implement supplementary measures to comply with local regulations.





## Operational efficiency

As part of our continuous improvement process to drive operational efficiency, we implemented energy-, water-, and waste-reduction and recycling projects across our global operations in 2024. Projects were selected that prioritized efficiency, operational process improvements, and environmental impact improvements across our manufacturing and operations. These initiatives have established metrics that are monitored and tracked for progress.

As of 2024, four of our manufacturing facilities have installed on-site solar power generation, and we are exploring on-site renewable energy options for several other manufacturing and operations facilities. Our operations and manufacturing organizations continue to collaborate and ideate on innovative ways to reduce energy, water and waste usage, and share ideas and best practices across the organizations.

Such key initiatives include our Monterrey, Mexico, facility installation of a water reclamation system that collects condensate from the air conditioning system and purifies it for use in the facility, as well as a regenerative load bank system at our Mianyang, China, facility that significantly reduces the power needed for equipment testing.



## Environmental, health and safety (EHS)

Safety remains a fundamental value at Vertiv. We strongly believe that businesses and organizations have a duty to provide and enable a safe working environment for their employees.

We strive to enhance our safety practices by evaluating the latest developments in safety, engaging our global workforce to identify and develop new practices, and verifying the effectiveness of our practices through inspections and audits. Our goal is to create a workplace free from incidents, injuries, and occupational illnesses. By partnering with our employees, we proactively identify and mitigate safety risks.

### Corporate EHS policy

Our Corporate Environmental and Safety Policies apply to all Vertiv employees, contractors, and visitors, whether on our premises or working on our behalf. We reinforce our partners' and employees' knowledge in the latest EHS practices through regular training. We conduct rigorous hazard assessments before any task, confirming that everyone understands the hazards, has the tools, and knows how to prevent injuries and incidents.

We also measure our EHS performance using leading and lagging KPIs, reviewed daily at each site through our robust VOS tier meeting structure. Moreover, our EHS performance is reviewed at least monthly by all levels of management, including our CEO and executive leadership team, informing our EHS reporting to the Vertiv Board of Directors.

[Safety Policy Statement](#)

[Environmental Policy Statement](#)

### Occupational health and safety management system

We have established a global occupational health and safety management system to oversee our EHS practices. This management system encompasses employees, temporary associates, contractors, and subcontractors, and aligns with ISO 45001:2018. All our sites are routinely audited against this standard and gaps are tracked to closure. For a detailed list of Vertiv locations with external ISO certification for their management systems, please visit our website.

[Quality Policy & Certifications](#)







## EHS risk management

Vertiv employs robust processes to regularly identify and mitigate work-related hazards and risks. These measures include incident reporting, hazard communication safety initiatives, and a stop-work authority policy. Our Incident Reporting Safety Program facilitates a channel for reporting injuries, incidents, and near-misses to the relevant supervisors and managers, conducting thorough investigations to identify contributing factors, sharing these findings globally, and implementing corrective actions at all locations to prevent future occurrences. This program extends to all Vertiv employees, contractors, and visitors across Vertiv facilities and customer sites.



### Vertiv maintains many other programs, policies and systems designed to mitigate EHS risk. These include:

- Confined space entry
- Contractor safety
- Control of hazardous energy
- Emergency planning
- Environmental management
- Ergonomics
- Facility management
- Fall protection
- Fire protection
- Hazard communication
- Hazardous materials
- Incident reporting
- Industrial hygiene
- Job safety analysis
- Management systems
- Material handling and storage
- Machine guarding
- Medical and first aid
- Personal protective equipment
- Safe behavior observations
- Signs and marking of physical hazards
- Support committees
- Training systems and records
- Walking-working surfaces
- Vendor management

### We Lead With Safety

In 2024, we introduced a new safety slogan and campaign titled “We Lead With Safety”. We believe that every individual has a responsibility to keep themselves and others around them safe. Through a system of interdependence, we can collectively be safer than any one of us individually. We also renewed our emphasis on “Good Catch” reporting. When an employee observes a risky condition or behavior, everyone is expected to stop work, correct the situation if possible, and report the situation so that preventive measures can be shared to all our colleagues.

### EHS training

At Vertiv, EHS training is mandatory for all employees upon hiring and continues throughout their tenure with the company. This training covers all relevant EHS aspects of their work, including incident reporting, emergency response procedures, personal protective equipment usage, lockout-tagout protocols, safe tool utilization, and other topics related to workplace hazards.

### EHS performance

We monitor essential EHS performance metrics on both global and regional scales. To drive continual improvement, we have established internal leading and lagging indicators. Notably, our key rates are consistently significantly better than the industry averages within our sectors of operation.

<b>Total Recordable Incident Rate (TRIR)<sup>1</sup></b>	<b>0.37</b>
<b>Lost Time Incident Rate (LTIR)<sup>2</sup></b>	<b>0.19</b>

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

<sup>2</sup> LTIR is calculated as total number of Lost Time incident x 200,000, divided by total hours worked by all employees during the reporting year.

### Protecting our contractors and visitors

We have established contractor and visitor safety policies that outline the rules, regulations, and requirements for contractors operating within our premises. Rigorous safety protocols protect customers visiting our sites for purposes such as product demonstrations.

We also assess and pre-qualify contractors working at customer sites, evaluating their safety policies and programs to confirm alignment with our safety expectations. Moreover, we conduct regular site safety audits to verify compliance with safe work practices.





# Supply chain integrity





## Supply chain integrity

Vertiv partners with a wide range of global suppliers, such as component manufacturers, logistics providers, and subcontracted service firms. We require our suppliers to align and uphold our values and principles, stay updated with the necessary skills and technological advancements, act with integrity, and prioritize respect for individuals and the environment. We carefully select partners who demonstrate adherence to principles reflected in our Supplier Code of Conduct, including labor rights, environmental compliance, and anti-corruption standards.



“ At Vertiv, we strive to create a ripple effect of positive change. We cherish our partners, the communities we serve, and the environments we operate in. Our commitment to these values is reflected in our supply chain practices and Vertiv Supplier Code of Conduct.”



**Sandra Balazovicova**

Procurement Manager, Responsible Business, Vertiv

## Supply chain efficiency

### "Local +1" strategy

In 2024, we strengthened our "Local +1" strategy execution in alignment with our overarching goals and commitments. Additionally, we focused on efficiency and carbon reduction by streamlining our supply chain processes to minimize waste and reduce our carbon emissions. This approach strengthens our supply chain resilience and supports our responsible business objectives.

This approach strives for an efficient and balanced supply chain with heightened regional autonomy, reducing or mitigating risks associated with over-reliance on specific countries for component sourcing and manufacturing. "Local +1" optimizes both component lead and delivery times of finished goods to our customers.



## Supplier Code of Conduct

Vertiv expects our suppliers to project our values and principles, to stay current with technology, to act with integrity, and to treat people and the environment with respect. These actions reflect Vertiv's priorities.

Vertiv has modeled its Supplier Code of Conduct on the Responsible Business Alliance (RBA) code of conduct. We expect each supplier, including supplier parties, to adhere to these principles within their own operations and throughout their entire supply chain.

[Supplier Code of Conduct](#)

## Onboarding suppliers

All suppliers undergo a registration process to verify the accuracy of their submitted data before integrating into any of Vertiv's systems. Additionally, suppliers must confirm their understanding and acceptance of Vertiv's Supplier Code of Conduct and Terms and Conditions of Purchase.

Potential production part suppliers undergo a comprehensive Vertiv supplier audit conducted by a Vertiv supply chain expert before formal onboarding. This audit evaluates compliance, quality standards, and key business practices to promote alignment with Vertiv's expectations.

## Supplier due diligence

Vertiv evaluates suppliers' risk levels concerning human and labor rights abuses, environmental compliance (e.g., REACH and RoHS in the European Union), and responsible business practices related to extracting and processing conflict minerals and cobalt through regular surveys. In 2024, Vertiv expanded its surveys to top suppliers' Scope 1, 2, and 3 emissions and their emissions reduction targets. Our Supplier Code of Conduct and General Terms and Conditions of Purchase provide detailed guidelines that outline the standards we expect our suppliers to uphold.

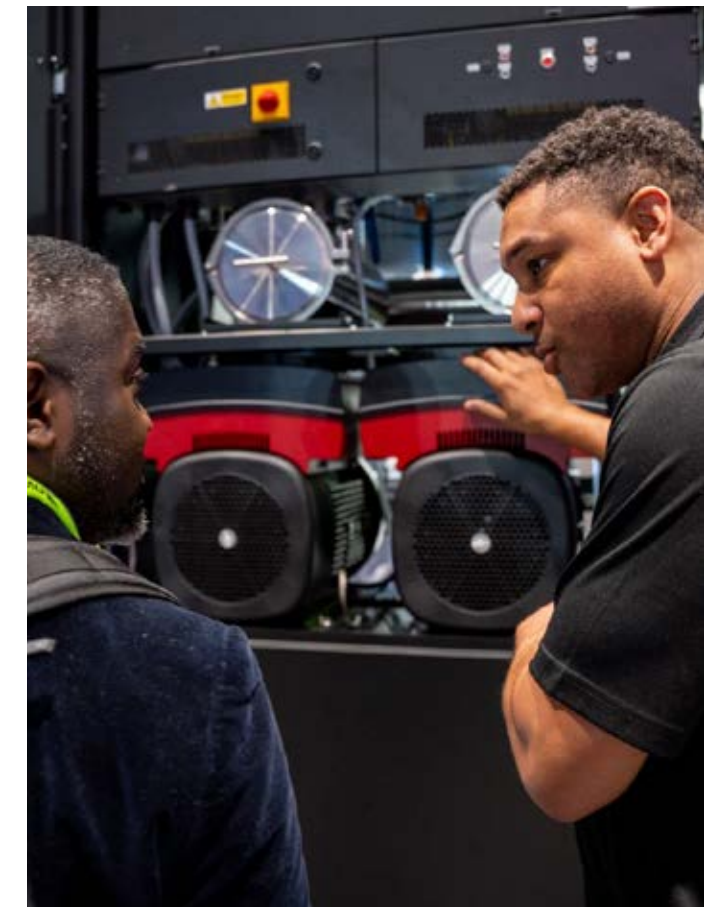
The selection for inclusion in our survey process is determined by the supplier's strategic importance to Vertiv and their operations in regions with potential heightened risk factors. For these risk assessments, Vertiv relies on reputable sources such as the Trafficking in Persons (TIP) Report issued by the U.S. Securities and Exchange Commission or the Responsible Minerals Initiative smelter database.

As a committed member of the Responsible Business Alliance (RBA), Responsible Minerals Initiative, and the Social Responsibility Alliance, Vertiv uses standardized reporting documents, including the Slavery and Trafficking Risk Template, Conflict Minerals Reporting Template, and Extended Minerals Reporting Template provided by these organizations for supplier surveys. In 2024, Vertiv also started participating in the RBA Validated Assessment Program (VAP), a globally recognized leading standard for on-site third-party compliance verification. Five Vertiv facilities completed the VAP process in 2024, with more verifications planned throughout 2025.

[Responsible Business Alliance](#)

[Responsible Minerals Initiative](#)

[Social Responsibility Alliance](#)





## Conflict minerals

Vertiv is committed to responsibly sourcing 3TG metals (tin, tantalum, tungsten, and gold) and expects the same from its suppliers. Our conflict minerals due diligence measures are designed to conform to the five-step framework described in the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas in all material aspects, and the related supplements for tin, tantalum, tungsten, and gold (hereon referred to as “OECD Guidance”). Vertiv established company management systems, assessed supply chain risks, implemented response strategies to these identified risks, leveraged independent third-party support for our supply chain due diligence efforts, and reported on supply chain due diligence in our Conflict Minerals Report.

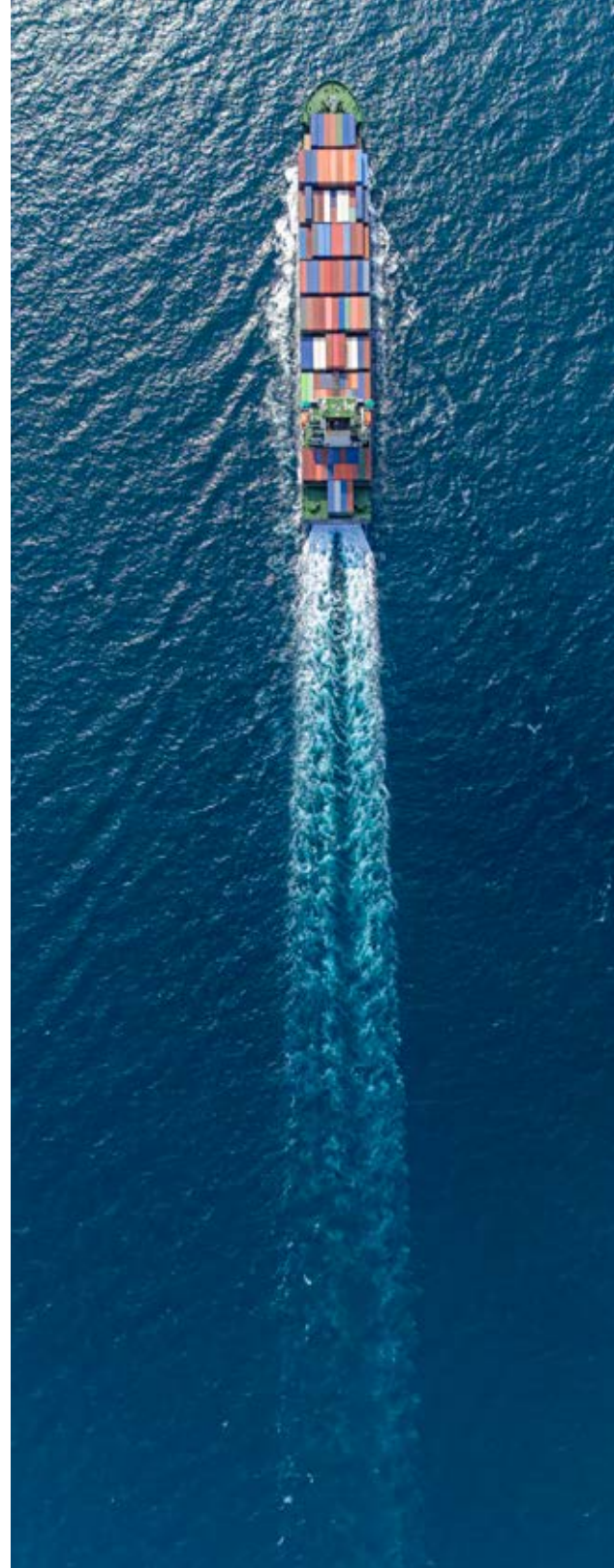
Through our Conflict Minerals program, we determined that 3TGs are necessary for the functionality and production of some of our products manufactured or contracted to be manufactured. Accordingly, we conducted a Reasonable Country of Origin Inquiry (RCOI) in good faith to identify if the 3TG minerals originated from the Democratic Republic of Congo (DRC) or adjoining countries (hereon referred to as “Covered Countries”). Based on the RCOI, Vertiv could not conclude that the 3TG minerals did not originate from the Covered Countries.

In compliance with the Dodd-Frank Wall Street Reform and Consumer Protection Act (also known as the Dodd-Frank Act), Vertiv performs due diligence on the source and chain of custody of the 3TG minerals in question to determine whether products are “DRC conflict-free” or responsibly sourced. Our Conflict Minerals Policy aims to reduce the risk that such conflict minerals originate from the DRC region as specified in the Dodd-Frank Act.

In our General Terms and Conditions of Purchase, we require suppliers to source conflict minerals only from conflict-free smelters and refiners. To fulfill the requirements regarding the use of conflict minerals in our products, Vertiv encourages suppliers to complete annual conflict minerals surveys, conduct due diligence on their supply chains, and disclose information to Vertiv. Due to the complexity of global supply chains, complete traceability to conflict-free sources cannot always be fully verified.

Along with the Conflict Minerals program, Vertiv also established its cobalt reporting program, collecting cobalt-focused data via the Extended Minerals Reporting Template (EMRT), which asks suppliers to report on smelters and refiners used in their supply chain. Vertiv aims to understand whether its products contain cobalt, educate our supply chain on cobalt-sourcing risks, reduce the risks categorized as not in line with responsible sourcing, and report on cobalt content to customers.

[Conflict Minerals Report](#)



## Human rights

Vertiv respects the dignity and human rights of individuals and expects our suppliers and business partners to do the same. We are committed to upholding the principles of the United Nations Global Compact and the Universal Declaration of Human Rights. For more detailed information, please refer to our Human Rights Policy, which applies to Vertiv and all its divisions, subsidiaries, branches, and operating units, including partnerships and joint ventures where Vertiv has management responsibilities.

The [Human Rights Policy](#) sets forth requirements and prohibitions, as applicable, on the following topics, among others:

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

## Efforts to combat slavery and human trafficking

Vertiv remains a member of the Slavery and Trafficking Risk Template (STRT) Development Committee of the Social Responsibility Alliance, dedicated to eradicating human trafficking and modern slavery from global supply chains. Having integrated STRT principles into our policies, we continue to follow STRT principles into our human resources and supply chain policies, procedures, and supporting standards.

Vertiv holds its suppliers accountable to all relevant laws and regulations concerning forced labor, as outlined in the General Terms and Conditions of Purchase and the Supplier Code of Conduct. The Supplier Code of Conduct defines the standards of integrity and human rights principles that Vertiv expects all its suppliers worldwide to uphold and integrate into their business. These principles prohibit any form of forced labor or discrimination, emphasizing the significance of fostering humane treatment and providing a safe and healthy work environment for all employees.

Vertiv conducts risk-based evaluations of potential human trafficking and forced labor risks within our supply chain through

vendor monitoring and review procedures. Our supplier verification framework includes targeted inquiries into human rights practices and efforts to combat human trafficking. Through our Anti-Human Trafficking and Slavery program, we endeavor to prevent such abuses in our supply chain.

Annually, Vertiv conducts a thorough analysis of our supply base, covering both direct and indirect expenditures. We identify suppliers perceived to carry potential human rights risks and request that they complete the Slavery and Trafficking risk-focused survey. Suppliers identified with significant risks are prompted to establish or update their respective policies and anti-human trafficking measures. We closely review how suppliers spend and implement supplementary due diligence with both direct and indirect suppliers.

[Statement on Efforts to Combat Slavery and Human Trafficking](#)



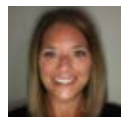
# Our people





Vertiv's Reynosa plant culture and performance earns inaugural Vertiv Safety Award.

**“ Our people are the driving force behind everything we achieve. We focus on building an environment where everyone feels valued, empowered, and equipped to excel by fostering collaboration, providing opportunities for growth, and cultivating a high-performance culture. When our people succeed, so do we!”**



**Beth Hawkins**

Senior Director, Global Operations L&OD and HR, Vertiv

## Our people

At Vertiv, our core principles are the foundation of everything we do. Our Vertiv behaviors guide how we achieve success and our strategic priorities provide the framework for what we strive to accomplish. Through these principles, we seek to cultivate a culture and environment where people can make a difference and accomplish great things. This culture of performance unlocks value for our employees, customers, and stakeholders, enabling Vertiv to achieve its full potential.

### 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

### Strategic priorities

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

## Foundations for inclusion

In line with our commitment to integrity and legal compliance, Vertiv's Code of Conduct outlines expectations for employees and other stakeholders. This document defines key principles of inclusion, which are outlined as follows:

- We promote equal opportunities in hiring, terms of employment, mobility, training, compensation, and occupational health, without discrimination.
- Employees are encouraged to be open and welcoming to a variety of different points of view and backgrounds.
- We wish to build and foster a culture where employees have opportunities to grow, develop, lead, and effect positive change.

Embedded within our Code of Conduct is our Equal Employment Opportunity policy, which unequivocally asserts our commitment to preventing discrimination or harassment against any employee or applicant based on age, race, color, religion, creed, sex, marital status, sexual orientation, gender identity, genetic information, citizenship status, national origin, protected veteran status, political affiliation, disability, or any other status or characteristic safeguarded by applicable law.





## Employee Resource Groups

Vertiv's Employee Resource Groups (ERGs) establish a supportive community where all employees, regardless of personal identity or background, are welcome to participate. Our ERGs are open to all employees and provide opportunities for broad impact by creating a space for sharing different cultural knowledge and contributing to the communities where Vertiv employees live and work. Our ERG initiatives include Women at Vertiv Excel (WAVE), Vertiv Pride, and Black Resource and Inclusion Team for Excellence (BRITE).

## Investing in our talent

With the ongoing competition for top technology and engineering talent in today's labor market, Vertiv seeks to attract, nurture, and retain exceptional professionals. To achieve this goal, we persistently explore, refine, and enrich our programs, which are designed for talent attraction, development, and retention.

## Emphasis on early career hiring

Vertiv remains dedicated to recruiting professionals for positions throughout the organization while continuing to build our talent pipeline within our workforce. Particularly noteworthy is our emphasis on rotational and leadership development hiring at our corporate headquarters, specifically in the domains of sales, finance, and human resources. As our employees adopt and integrate our Vertiv core principles into their everyday operational and functional areas, they are further given the opportunity to internally explore and lead the teams that best fit their goals and experience.

Moreover, we are actively establishing the requisite framework to augment and sustain early career recruitment at Vertiv's global and regional HUB locations, including Manila, Pune, Cluj, Monterrey, Xi'an, and Westerville. Additionally, we prioritize our ongoing internship initiatives to engage and hire participating students as permanent employees upon graduation.

## Vertiv Global Learning

To adapt to the evolving needs of our customers, Vertiv offers an array of internal learning opportunities for employees, complemented by on-demand courses available through platforms like OpenSesame and Vertiv Learning. Additionally, Vertiv supports eligible employees seeking to enhance their skills or pursue further education by providing tuition sponsorship or assistance for third-party certifications or higher education programs.

Upon joining Vertiv, all new employees participate in "My First 90 Days @Vertiv," an orientation program designed to expedite their integration into the company and provide an overview of our product offerings. Throughout 2024, we continued our extensive efforts to facilitate and enable all employees to become proficient in the VOS, which is designed to enhance operational efficiency and drive continuous improvement across the organization.

All employees undergo regular training sessions covering topics such as health and safety, the Vertiv Code of Conduct, and other relevant areas. Moreover, Vertiv offers specialized development opportunities tailored to the needs and job functions of individual employees.

In 2024, Vertiv employees and partners received approximately 606,000 hours of both general and position-specific training.

## Vertiv Global Learning: Technical learning and development highlights

### Service engineers

Our service technicians undergo training programs aimed at enhancing their technical expertise and verifying their safety while performing field service tasks on our products. Upon joining Vertiv, all new service technicians participate in an intensive training program. As they gain proficiency, additional training is provided to qualify them to service more advanced and complex products and systems.

### Manufacturing operators

Our manufacturing associates participate in a structured training program that provides foundational manufacturing knowledge and technical skills through an onboarding process that combines theoretical learning with hands-on experience. This approach strengthens safety, quality control, and problem-solving abilities while fostering a culture of operational excellence.

To confirm proficiency, associates' competencies are validated through certifications, hands-on skills tests, and periodic re-certifications, keeping them current with the latest industry knowledge and technical advancements. Our manufacturing training is tailored to address the needs and challenges of the industry, enhancing both skills and productivity.







## Professional development

Vertiv offers a range of professional development opportunities for all employees, covering topics like conflict resolution and resilience building. In addition, managers have access to leadership training resources, including on-demand courses from OpenSesame libraries and regular in-house programs like Leading@Vertiv.

## Learning centers

Vertiv operates five global training academies and 26 regional training centers, strategically positioned to facilitate accessibility and consistency in our training programs. This global network allows our service engineers to receive up-to-date training on our products while prioritizing safety in the field.

## Competitive benefits

Vertiv continues to provide a range of benefits designed to meet the diverse needs of full-time and part-time employees, with variations based on geographical locations.

Vertiv also has various resources to support employee well-being, categorized within three strategic pillars:

- Health: Access to core healthcare benefits and preventive care
- Wealth: Savings and investment plans for retirement readiness
- Life: Time-off, parental leave, and mental health resources

## Health plans

Our health plans are structured to promote healthy behaviors, encourage employees to use wellness and preventive services, and incentivize proactive health monitoring. Annual wellness checkups and lifestyle management coaching programs are available, and employees can access standard medical, dental, and vision plans applicable within their respective regions. In recognition of our employees' individual and unique situations, Vertiv also provides benefit options such as legal plans, identity protection, and supplemental health coverages.

We understand that our employees' support systems are vital to their overall well-being. Therefore, Vertiv also provides coverage to qualified primary family members for wellness checks and lifestyle coaching, as well as medical, dental, vision, and supplemental coverage.

## Incentive pay

Vertiv provides eligible employees with long-term equity incentive compensation under its 2020 Stock Incentive Plan and corresponding plan documents. These incentives may include grants of restricted stock units and stock options. Additionally, eligible employees receive variable performance-based cash bonus compensation in accordance with the Vertiv Incentive Plan. Moreover, eligible sales employees may qualify for local performance-based cash compensation under the terms of local sales incentive plans.

## Workforce transition

Upon employee departure, we gather feedback aimed at enhancing the workplace environment and employee satisfaction. In instances of workforce reductions or other circumstances affecting employees, Vertiv offers transition assistance. In the U.S., exiting employees receive outplacement services, with costs covered by Vertiv, to aid in securing new positions. Similar services are extended to employees in the EMEA region. Additionally, where applicable, we provide employee assistance in compliance with local laws and regulations.





# Our neighbors





Vertiv, The Columbus Crew and COSI unite to inspire Youth through STEM education.

“Vertiv is committed to making a meaningful difference in the communities where we live and work. We strive to foster growth, opportunity, and resilience by supporting local initiatives, building strong relationships, and investing in the well-being of the people around us.”



**Ray West**

Director, Inside Sales & Operations, Vertiv

## Our neighbors

Vertiv supports the communities where we operate through volunteer and corporate philanthropy endeavors. We engage in partnerships at both national and local levels, channeling resources and efforts to address the needs of those most vulnerable.

### Areas of focus

In 2024, we continued to focus our global community and philanthropic efforts on supporting four impact areas:

- STEM education
- Health research
- Crisis response
- Supporting local communities

Encouraging employee engagement in our community programs remains a priority. We actively organize opportunities for our employees to contribute their time and resources to causes aligned with our philanthropic impact areas. This reflects our desire to make a positive difference in the communities we serve.

### Impact examples

#### Columbus Crew STEM Day - United States

In 2024, [STEM Day](#) marked its third consecutive year of inspiring young minds through hands-on learning at Lower.com Field. This annual event, in partnership with the Columbus Crew Ohio soccer team, provides students with a unique opportunity to explore the real-world applications of science, technology, engineering, and mathematics (STEM). From analyzing player performance in the locker room to coding with COSI and exploring a fully functioning data center, students engaged with STEM in ways that sparked curiosity and excitement. By immersing students in interactive experiences, STEM Day continues to broaden perspectives, ignite passion for learning, and encourage future careers in the STEM fields — helping shape the next generation of innovators.



## Pelotonia – United States

In Central Ohio, Vertiv continues to support healthcare nonprofit Pelotonia, which engages bike-riding supporters to advocate for ending cancer. Riders commit to a well-planned and traveled route between 20 and 190 miles, with supporters pledging donations that go to Pelotonia’s One Goal — funding innovative research to fight cancer. The Vertiv team raised more than \$58,000 for the cause in 2024.

## NC4K Kick Childhood Cancer – United States

For the second year, Vertiv partnered with NC4K, a nonprofit supporting pediatric cancer patients, to host their presence at the Columbus Crew’s [Kick Childhood Cancer](#) night at Lower.com Field. This collaboration provided NC4K with event space and a platform to raise awareness in the community, strengthening its mission and expanding its impact. Vertiv remains committed to supporting children and families facing pediatric cancer through meaningful partnerships like this one.



## Brisbane Super Bowl fundraiser - Australia

Brisbane’s annual Super Bowl fundraiser was a huge success, raising \$15,000 for the Pancare Foundation with Vertiv’s support. In its sixth year, the event continues to grow, bringing the IT community together for a great cause. Pancare Foundation provides vital support, research, and advocacy for Australians affected by upper gastrointestinal cancers.

## Alianza Anticancer - Mexico

Vertiv’s Monterrey manufacturing facility and the Childhood Cancer Alliance have teamed up to fight childhood cancer. The program collects plastic caps that, when recycled, contribute to the support of children in the anti-cancer association who have access to therapies, medicine, and medical visits.



### Disaster relief - Spain

In November of 2024, employees in Spain rallied to provide donations to the National Food Bank to help those impacted by the floods in the Valencia area.



### Vertiv Cares - Mexico

As part of our Tijuana facility's local "Vertiv Cares" support initiatives, employees organized a donation drive to assist a local nursing home. This effort reflects the company's dedication to making a positive impact in the communities it serves.



### Treadom Vertiv Forest - International

In 2022, in collaboration with Treadom, we started a tree-planting initiative to underscore our commitment to environmental responsibility and community support. Each tree can have positive environmental and social benefits, such as combatting soil erosion, enriching biodiversity, protecting soil fertility, creating sustainable ecosystems, and providing economic opportunities.

Today, the Treadom Vertiv Forest contains more than 5,000 trees planted across four continents and 12 countries and anyone, including Vertiv employees, family, friends, and colleagues can plant a tree in the Treadom Vertiv Forest.





“ At Vertiv, cybersecurity is at the core of good governance. It’s about making smart, proactive decisions to protect the data and systems our customers rely on. For me, it’s about staying ahead of threats and building trust through accountability. That’s how we strive for solutions that are secure and resilient in an ever-changing digital world.”



**Mike Orosz**

Chief Information Security Officer, Vertiv

## Governance

Vertiv was founded on the principles of integrity and strong Corporate governance. Our actions are governed by policies, programs, and operating principles that align with our core principles.

## Business conduct

The Vertiv Code of Conduct underpins Vertiv’s high standards and governs our relationships with all our stakeholders, internally and externally. This code delineates the expected actions and behaviors for every Vertiv employee and member of the Vertiv Board of Directors.

Employees have convenient online access to guidelines for reporting Code of Conduct concerns or suspected violations anonymously and without fear of reprisal. Reports are treated confidentially to the extent possible and investigated by the appropriate department, depending on the nature of the concern.

Regional human resources vice presidents maintain the company’s log for reported concerns within their respective regions. Oversight of the Code of Conduct falls under the purview of Vertiv’s Chief Legal Counsel and Global Compliance Officer, who report to the Audit Committee of the Board quarterly on Code of Conduct risks and performance.

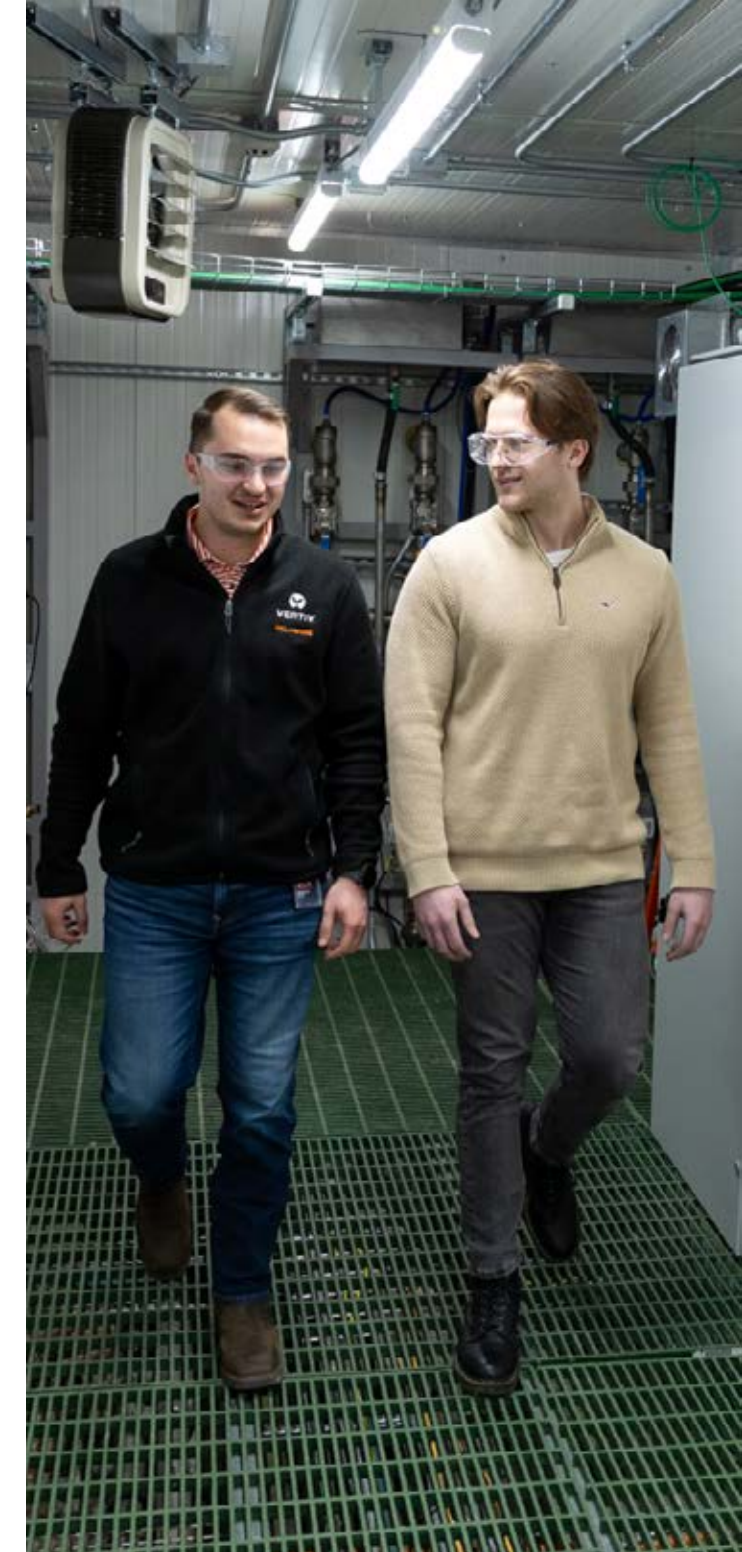
Annually, the Board of Directors reviews the business conduct program and policies to promote compliance and effectiveness. Our commitment to honesty and integrity also extends to our policies on political activities, prohibiting the use of corporate funds for political contributions and outlining the nature of our lobbying activities.

For further insight into our efforts to uphold integrity and compliance with laws, please refer to Vertiv’s Anti-Corruption and Fair Competition Programs.

[Vertiv Code of Conduct](#)

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

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





## Data privacy

As a multinational corporation operating in and serving customers around the world, Vertiv implements a robust strategy to protect the data and information of our employees, company, and customers. We maintain multiple systems to ensure compliance with relevant data privacy regulations across the jurisdictions where we conduct business.

Our data privacy policy outlines the procedures for collecting, utilizing, and sharing personal data by Vertiv, its subsidiaries, and affiliates, along with the privacy options available to users of our services. Our employees undergo annual training sessions on data privacy matters, and we designate data privacy champions throughout our organization, providing them with specialized training. Compliance monitoring falls under the purview of both the information technology (IT) and legal teams.

[Data Privacy and Cookies Policy](#)



## Cybersecurity

Vertiv employs a “defense-in-depth” strategy to safeguard company and customer information, recognizing that no system can eliminate cybersecurity risks entirely. We maintain ongoing monitoring and incident response processes to address evolving threats.

This approach employs multiple layers of defense mechanisms to fortify systems and data, ensuring that if one layer is compromised, others remain intact to thwart attacks and breaches. Our systems adhere to NIST 800-171 and, in certain regions, ISO 27001.

Depending on their role within the organization, employees and other network users receive cybersecurity training as frequently as monthly, which includes regular “phishing” testing. All employees, as well as many contractors and consultants, are mandated to complete cybersecurity awareness training annually. Oversight of our cybersecurity function ultimately rests with our Chief Information Officer.

At the Board level, the Audit Committee is responsible for helping the Board supervise data and cybersecurity policies, procedures and activities, as outlined in its charter.

[Charter of the Audit Committee](#)

[Vertiv ISO Certifications](#)

## Product security

Our commitment to a defense-in-depth approach extends to the products and solutions we offer to our customers. Given the interconnected nature of our products and the sensitive information they handle within digital infrastructures, this aspect is crucial to our offerings. We design our products with security measures informed by relevant standards, such as UL 2900-1 and ISA/IEC 62443, where applicable. Compliance to these standards varies by product or customer requirements and we work closely with our customers to meet their specific security needs.

Our Security Incident Response Team (SIRT) plays a pivotal role in this process. Tasked with reviewing, validating, and remediating vulnerabilities reported to us, SIRT works diligently to mitigate security risks by offering timely information and solutions for vulnerabilities across our network, web properties, and product portfolio. This encompasses software, hardware, services, and solutions.

## Business continuity

Vertiv demonstrates commitment to business continuity through planning and crisis management strategies. A Business Impact Analysis (BIA) is conducted annually for each location to identify and evaluate the potential effects of disruptions on critical business operations. To promote effective communications, we maintain a Network Operations Center (NOC), where IT professionals monitor, manage, and maintain our network and IT infrastructure. The NOC plays a vital role in ensuring business continuity through incident communication, coordination, and response.

Vertiv strives to implement a comprehensive Business Continuity Management System (BCMS) in line with ISO 22301 and we achieved our first ISO 22301 certification in 2022. We have since completed 10 certifications, with plans for more in 2025. This proactive approach strives to minimize disruptions and enhance our reputation and competitive advantage and instill greater confidence in our ability to respond effectively to crises. Compliance with these requirements is maintained through structured audits and exercises. Achieving and maintaining ISO 22301 certification demonstrates Vertiv’s dedication to these principles.







## Responsible business oversight

Responsible business performance starts at the top. Our Board is kept apprised of our responsible business efforts and performance, especially as it pertains to risks and opportunities for the company. Our Responsible Business Executive Steering Committee, made up of C-suite officers and other global leaders, helps shape and guide our responsible business strategy, programs, policies, and performance. This committee meets quarterly and engages with our Board to share responsible business information and progress.



## Responsible Business Executive Steering Committee

Vertiv's Chief Legal Counsel leads our Responsible Business Executive Steering Committee, which includes the following leaders:

- Vice President, Treasury and Investor Relations
- Vice President, Global Compliance Officer
- Vice President, General Counsel – Global Corporate
- Senior Director, Global Responsible Business & Environmental Affairs
- Chief Financial Officer
- Senior Vice President, Corporate Strategy and Development
- Vice President, Real Estate and Facilities
- Chief Human Resources Officer
- Executive Vice President, Global Portfolio and Business Units

## Corporate governance

As of January 1, 2025, our Board membership stood at 11 directors. These members participated in 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\*



**11**  
Total Board of Directors membership



**3**  
Board Standing Committees



**4.2 Years**  
Average Tenure of Board Directors



**65**  
Average Age of Board Directors



**82%**  
Director Independence



**100%**  
Standing Committee Independence

\*as of January 1, 2025



## 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, but not limited to, strategic priorities, skill sets of the independent directors, current market environment, the strengths and talents of Vertiv’s management team, and stockholder feedback. Thus, instead of taking a “one-size-fits-all” approach to Board leadership, the Board defines the structure that it believes will provide the most effective leadership and oversight for the Company, taking into consideration the Company’s needs and circumstances at any given time.

Vertiv is 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 the Company’s needs considering the dynamic environment in which we operate, and the Board’s assessment of the Company’s 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 Vertiv’s Executive Chairman and Board member since Vertiv’s inception, Mr. Cote combines a detailed and in-depth knowledge of Vertiv’s day-to-day operations with an ability to identify strategic priorities

essential to Vertiv’s future success and effectively advise our management team on execution and implementation processes to achieve Vertiv’s strategic plans. Mr. Cote leads the executive sessions of the independent directors focused on an agenda developed by committee chairs to address the most critical issues of Vertiv. In this role, he helps ensure that such sessions remain effective forums for promoting open and candid discussion among the independent directors regarding issues of importance to Vertiv, 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.

### Other highlights include:

- Annual Board elections/declassified Board
- Code of Conduct
- No poison pill
- Robust stock ownership guidelines for company officers and directors
- Prohibition of hedging and pledging

For more information on Corporate governance at Vertiv, please see our website and our 2025 Proxy Statement.

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

Vertiv’s governance framework is built on the foundation of integrity and respect, making sure we uphold our core values and principles in every aspect of our operations. We implement policies and programs that align with these principles, fostering a culture of responsibility, accountability, and security to protect information and maintain our stakeholders’ trust.



# Appendix





## About this report

This Responsible Business Report incorporates disclosures with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB), Electrical & Electronic Equipment Standard. Unless stated otherwise, all quantitative data and key performance indicators are derived from our most recent fiscal year, concluding on December 31, 2024, encompassing all entities within our consolidated financial statements. Certain qualitative and quantitative insights encompass periods both preceding and succeeding our fiscal year.

## Sustainability Accounting Standards Board index

Vertiv discloses financially material responsible business information aligned with the SASB standard for the Electrical & Electronic Equipment industry.

SASB Code	Accounting Metric	Location or Description
RT-EE-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Vertiv collects this information for internal metrics and is evaluating future reporting options.
RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	Vertiv collects this information for internal metrics and is evaluating future reporting options.
RT-EE-150a.2 N	Number and aggregated quantity of reportable spills, quantity recovered	Zero reportable spills or ongoing remediation activities from prior reportable spills as of December 31, 2024.
RT-EE-250a.1	Number of recalls issued, total units recalled	Zero notable product recalls as of December 31, 2024, that would rise to the significance of inclusion in our annual 10-K or quarterly 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, 2024, that would rise to the significance of inclusion in our annual 10-K or quarterly 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 products, by revenue, that meet ENERGY STAR criteria	ENERGY STAR is only applicable to a small subset of Vertiv UPS products.
RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	Vertiv is currently evaluating future reporting options for this metric.
RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Supply chain integrity section of this report.

SASB Code	Accounting Metric	Location or Description
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.
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, 2024, that would rise to the significance of inclusion in our annual 10-K or quarterly 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 anticompetitive behavior regulations as of December 31, 2024, that would rise to the significance of inclusion in our annual 10-K or quarterly 10-Q filings.



## Global Reporting Initiative reference index

Statement of Use – Vertiv Holdings Co has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024, aspired by the GRI Standards.

GRI Standard	Disclosure	Location or Description
<b>GRI 2: General Disclosures</b>	2-1 Organizational details	Introduction section of this report and 2024 10-K, Item 1 (Business).
	2-2 Entities included in the organization’s sustainability reporting	Introduction section of this report and 2024 10-K, Item 1 (Business).
	2-3 Reporting period, frequency and contact point	This report covers the period January 1, 2024, to December 31, 2024, as specified in the About this report section of this report, pg. 86.
	2-6 Activities, value chain and other business relationships	Vertiv 2024 10-K, Item 1 (Business)
	2-7 Employees	Vertiv 2024 10-K, Item 1 (Business - Human Capital Resources)
	2-8 Workers who are not employees	Vertiv 2024 10-K, Item 1A (Risk Factors)
	2-9 Governance structure and composition	Governance section of this report and Vertiv 2025 Proxy Statement section titled Corporate governance highlights.
	2-10 Nomination and selection of the highest governance body	Vertiv 2025 Proxy Statement section titled Board of Directors and Corporate governance.
	2-11 Chair of the highest governance body	Vertiv 2025 Proxy Statement section titled Board of Directors and Corporate governance; subsection titled Communication With the Board of Directors.
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance section of this report and Vertiv 2025 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 2025 Proxy Statement section titled Board of Directors and Corporate governance.	

GRI Standard	Disclosure	Location or Description
<b>GRI 2: General Disclosures</b>	2-14 Role of the highest governance body in sustainability reporting	Governance section of this report and Vertiv 2025 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 2025 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 2025 Proxy Statement section titled Board of Directors and Corporate governance; subsection titled Board Committees.
	2-19 Remuneration policies	Vertiv 2025 Proxy Statement section titled Compensation Discussion and Analysis.
<b>GRI 2: General Disclosures</b>	2-20 Process to determine remuneration	Vertiv 2025 Proxy Statement section titled Compensation Discussion and Analysis.
	2-21 Annual total compensation ratio	Vertiv 2025 Proxy Statement sections titled Compensation Discussion and Analysis and CEO Pay Ratio.
	2-22 Statement on sustainable development strategy	Introduction section of this report.
	2-23 Policy commitments	Please refer to the following policies: <ul style="list-style-type: none"> <li>• Vertiv Code of Conduct</li> <li>• Vertiv Environmental, 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>



GRI Standard	Disclosure	Location or Description
<b>GRI 2: General Disclosures</b>	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 10-K and quarterly 10-Q filings.
	2-28 Membership associations	Efficient products and systems 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 Topics.
	3-2 List of material topics	Introduction section of this report; subsection titled Our Key Responsible Business Topics.
	3-3 Management of material topics	Introduction section of this report; subsection titled Our Key Responsible Business Topics.
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Vertiv 2024 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 TCFD disclosures.

GRI Standard	Disclosure	Location or Description
<b>GRI 201: Economic Performance 2016</b>	201-3 Defined benefit plan obligations and other retirement plans	Our people section of this report; subsection titled Competitive Benefits and Vertiv 2024 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	Efficient products and systems section of this report.
	203-2 Significant indirect economic impacts	Efficient products and systems 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 10-K and quarterly 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 2024, 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	Efficient products and systems section of this report.
<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.



GRI Standard	Disclosure	Location or Description
<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
	401-3 Parental leave	Our people section of this report.
	403-1 Occupational health and safety management system	Responsible operations section of this report.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	Efficient products and systems 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.
	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	Responsible operations section of this report.
	403-10 Work-related ill health	Responsible operations section of this report. Vertiv does not distinguish between work-related injuries and workrelated ill health.
	<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee
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.

GRI Standard	Disclosure	Location or Description
<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.
<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 and Vertiv's Human Rights Policy and Statement on Efforts to Combat Slavery and Human Trafficking.
	414-1 New suppliers that were screened using social criteria	Supply chain integrity section of this report.
<b>GRI 414: Supplier Social Assessment 2016</b>	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
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Efficient products and systems section of this report.

## Task Force of Climate-Related Financial Disclosures (TCFD) Index

The TCFD index can be found on the [Vertiv.com Responsible Business website](https://www.vertiv.com/responsible-business-website).



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