

UK Gender Pay Report 2024

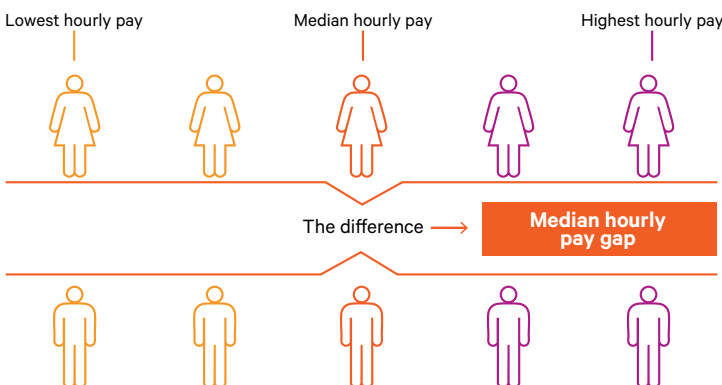


The Gender Pay Gap Report allows Vertiv to understand how we are progressing in gender equality and highlights to the Business the work we need to do to improve.

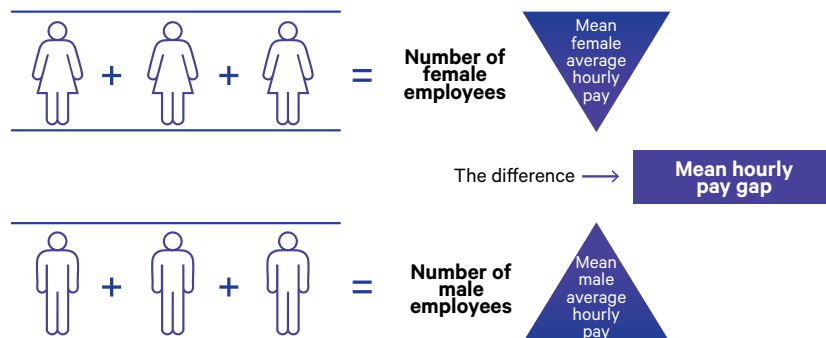
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap, showing how large the pay gap is between their male and female employees.

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

How we calculate the gender pay gap median difference



How we calculate the gender pay gap mean difference



“At Vertiv, female talent continues to be a cornerstone of our success and innovation. The technology and engineering sectors have historically faced challenges in gender representation, particularly in STEM-focused roles. However, at Vertiv, we’re actively working to reshape this narrative. This isn’t just about meeting targets – it’s about building a stronger, more innovative company through diverse perspectives and inclusive leadership.

I am proud of our progress, but recognize there is still work to be done. Our commitment to fostering an inclusive environment where all talents can thrive remains unwavering.”

Karsten Winther
EMEA President

“Our dedication to gender equity continues to show meaningful results. Through targeted programs like Women in Sales and Women in Tech, we’re creating robust pathways for career advancement and leadership development. The expansion of our early careers initiatives has brought fresh diverse talent into our organization, and we’re seeing encouraging shifts in our gender balance across all levels.

Looking ahead, we remain focused on building an workplace where every employee has equal opportunities to grow and succeed. Our commitment to fair hiring practices, comprehensive training programs, and equitable compensation remains fundamental to our culture at Vertiv”

Inge Zijlstra
Vice President Human Resources EMEA

Definitions

The principle of equal pay is:

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

The gender pay gap:

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



Gender Pay Report - 2024 Results

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

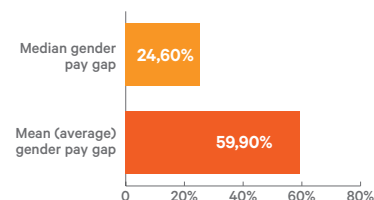
We believe that the following data reflects our company demographics and that we pay every employee (male/female) fairly and comparably for doing comparable roles.

- At Vertiv our gender pay gap doesn't stem from paying men and women differently for the same or equivalent work. It is the result of the roles in which men and women work within and the salaries that these roles attract.
- One of the main factors that impacts our gender pay gap is that we currently have low representation of women in the organisation. The workforce in the UK is made up of 22.2% female employees and 77.8% male employees. We have a higher percentage of women in business support roles. Women receiving bonuses are predominantly based in senior business support or sales roles. Unlike the male employees who are generally in technical service, project or sales roles.
- During April 2024, more male employees took out some company shares which resulted in a higher hourly pay than in other months.
- We have launched a Women in Sales initiative across the EMEA region to improve career development and exposure for women at Vertiv and have more women in external sales roles in 2023. We are also partnering with local colleges and run a summer school to help in encourage more women into engineering.
- While we have made strides toward gender equality in the workforce, it's concerning that the gender pay gap in the UK remains a persistent issue. We are seeing an increase in the total females in the organization, but a decrease in the upper and upper middle Hourly Pay Quartile. This shift underscores the need for continued efforts to close the gender pay gap and retain top talent across all income levels. We recognise that closing the Gender Pay Gap will take some time to achieve and we are committed to attracting a workforce that is diverse.
- All roles are benchmarked against external data to help align our salaries with market data.

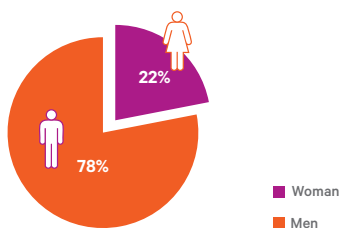
Percentage of women and men in each pay quartile is represented below:

	Female % of total quartile	Male % of total quartile
Upper Hourly Pay Quartile	16.1%	83.9%
Upper Middle Hourly Pay Quartile	13.4%	86.6%
Lower Middle Hourly Pay Quartile	37.5%	62.5%
Lower Hourly Pay Quartile	46.9%	53.1%

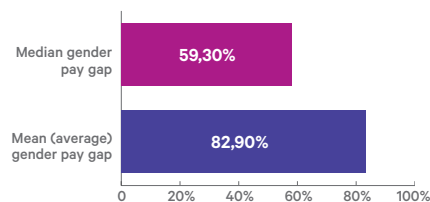
Mean and median gender pay gap



Full-pay relevant employees



Mean vs median genderpay gp for bonus pay



Percentage of all men and women receiving bonus pay

