

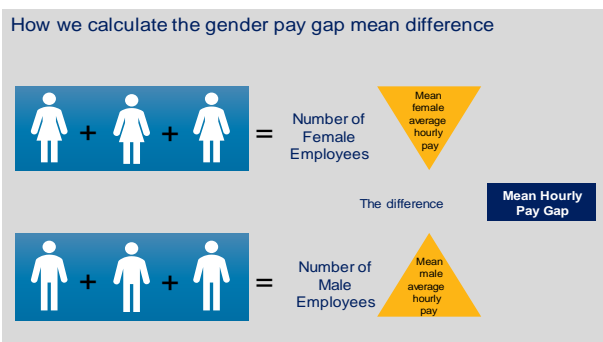
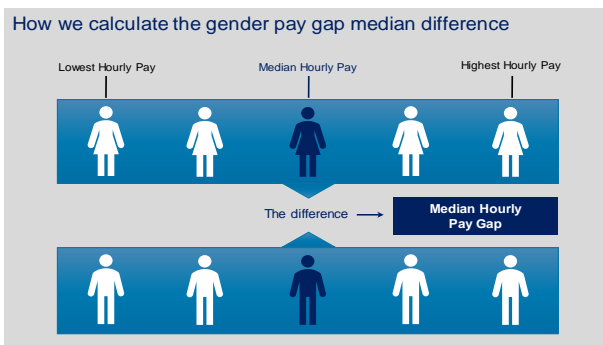
# UK Gender Pay Report 2022



**Publishing the Gender Pay Gap data is an opportunity to foster deeper understanding among our teams around the Gender Pay Gap and an opportunity to show how the Business moves forward on equality issues.**

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.



*'The high-performance engine of Vertiv is, and will continue to be, fuelled by female contributions. Despite significant progress over the last few decades, women remain underrepresented in a myriad of careers, especially in industries like ours that focus on science, technology, engineering, and mathematics (STEM).*

*'At Vertiv, we are making progress in changing this landscape. We have appointed four women to lead their respective functions, making Vertiv's Executive Leadership Team more than 26% female. For that, I am personally grateful. I believe in diversity, equal opportunity, and inclusion, not because it is the legally responsible thing to do, but because it is the right thing to do, and ultimately, it benefits Vertiv.'*

**Giordano Albertazzi**  
CEO

*'At Vertiv we are running initiatives such as Women in Sales and Women in Tech to help support our female employees with career development, improve exposure within the business and to drive equity. We are investing in our early careers programs to support diversity at Vertiv.*

*Reviewing our 2022 results I am pleased to say that we have seen a greater number of female employees distributed across all pay quartiles. Our mean and median gender pay gap has also reduced.*

*We will continue to #EmbraceEquity when hiring, training, and compensating our employees.'*

**Wayne Searle**  
Vice President, Human Resources, EMEA  
March 2023

## 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 - 2022 Results

**A diverse workforce is an important force for innovation, we believe that diversity is crucial to our ability to function effectively and will ensure 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.

- Vertiv is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- Given the acquisition of E&I last year the number of full pay relevant and relevant employees has also increased across the UK.
- One of the factors that impacts our gender pay gap is that we currently have a lower representation of women in Technical and external Sales roles. We have a higher percentage of women in marketing and back-office support roles. Women receiving Bonuses are predominantly based in internal sales roles, which command a lower overall remuneration than in external Sales roles, where we currently have a higher proportion of men. We have launched a Women in Sales initiative across the EMEA region to improve career development and exposure for women at Vertiv.
- We are working diligently to address the gender pay gap, comparing the data to figures released last year show a greater distribution of women across the different pay quartiles compared to last year's figures where the results were weighted higher in the lower pay quartiles. 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 ensure our salaries are in line with market data and assist us to drive change in the Gender Pay Gap.

Percentage of Women and Men in each pay quartile is represented below:

	EMALE % OF TOTAL QUARTILE	MALE % OF TOTAL QUARTILE
Upper Hourly Pay Quartile	9.8%	90.2%
Upper Middle Hourly Pay Quartile	11.8%	88.2%
Lower Middle Hourly Pay Quartile	18.2%	81.8%
Lower Hourly Pay Quartile	22.2%	77.8%

