

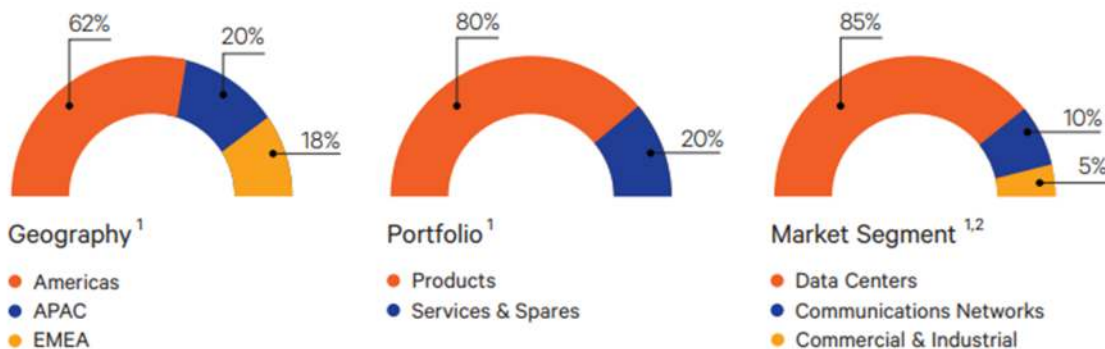
Statement on Efforts to Combat Modern Slavery, Forced Labour, Child Labour, and Human Trafficking

This statement describes Vertiv's ongoing efforts to combat and prevent human trafficking and modern slavery in its business operations and global supply chains. This statement is made for the year ended December 31, 2025, pursuant to Section 54 of the U.K. Modern Slavery Act 2015, California Transparency in Supply Chains Act 2010, Section 13 of the Australian Modern Slavery Act 2018 and Section 9 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

To summarize, Vertiv is committed to conducting business ethically and with integrity, and to respecting internationally recognized human rights across its operations and global supply chains. We have zero tolerance for modern slavery, forced labour, child labour, or human trafficking. In furtherance of this commitment, Vertiv has measures in place to ensure that employees, agents and suppliers do not engage in human trafficking and slavery activities, and Vertiv continually revises those measures to keep in step with relevant legislation.

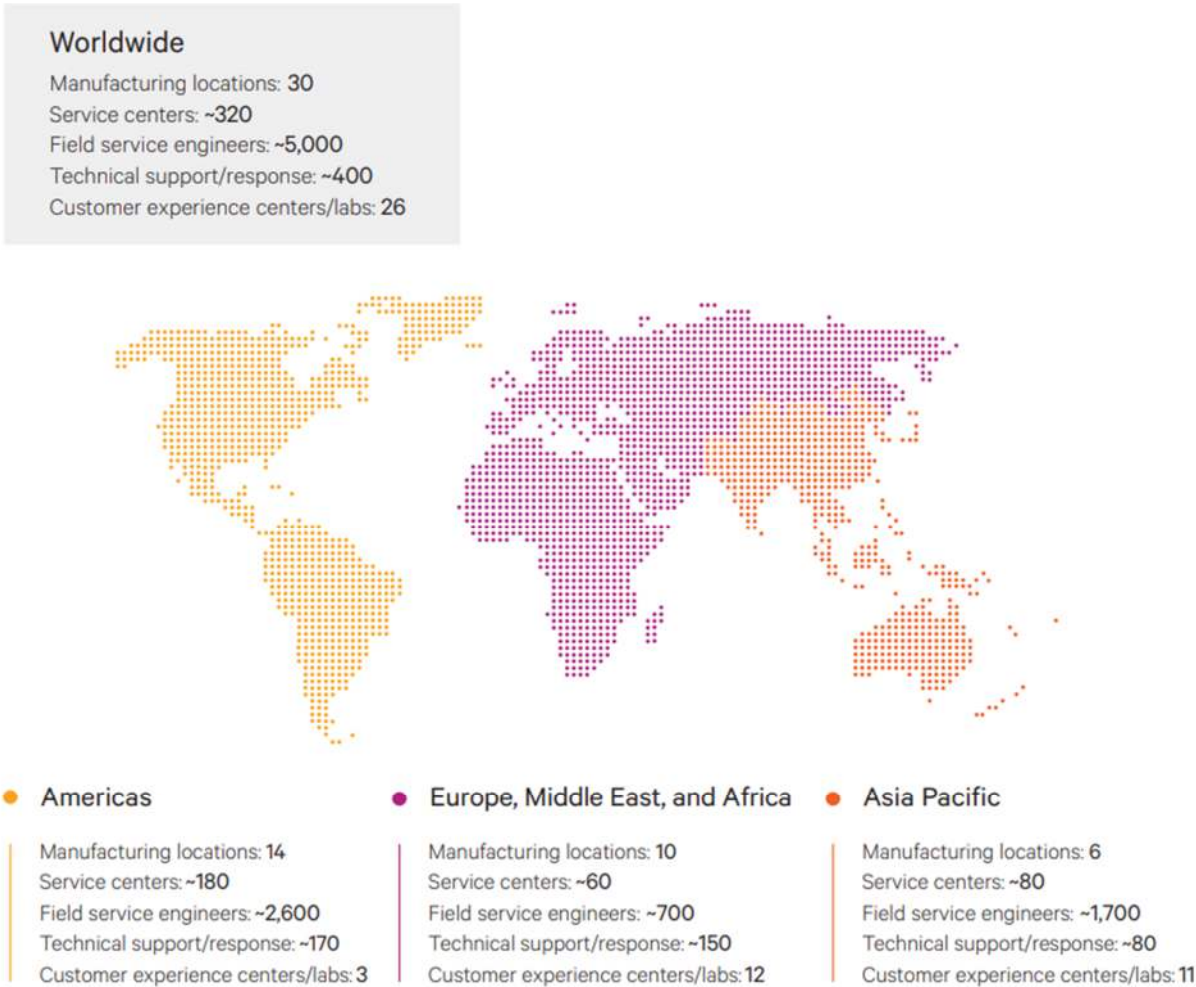
About Vertiv

Vertiv (NYSE: VRT) is a global leader in critical digital infrastructure for applications in data centers, communication networks, and commercial and industrial environments. The AI revolution is rewriting the rules of digital infrastructure, demanding solutions that move as one. Vertiv delivers end-to-end infrastructure where power, cooling, IT, and services work in unison. With our industry-leading innovative technologies and global services network, we are fueling the revolution of the digital world – keeping technology ecosystems running efficiently and without interruptions. Built for multiple compute generations ahead, Vertiv empowers customers to stay resilient, optimized, and future-ready.



Note:¹ Based on FY 2025 revenue; ² Market segment rounded to nearest 5%. All else, company information as of December 31, 2025.

Vertiv is headquartered in Columbus, Ohio, USA, with regional offices in China, India, Singapore, and Switzerland; operating across Americas, EMEA, Asia, Greater China and India, doing business in more than 130 countries. The company is publicly traded on the New York Stock Exchange. We have 30 manufacturing locations, approximately 34,000 employees worldwide and provide products and services to customers globally.



Company information as of December 31, 2025.

Our labour force is comprised of three categories: the first category includes personnel that physically contribute to the manufacturing and production of goods; the second category includes personnel that provide customer service and support related to our manufactured goods; and the third category includes personnel engaged in administrative, organizational and management processes.

Our supply chain is complex and includes more than 10,000 vendor partners in 92 countries providing Vertiv with manufactured components, raw materials, software, logistics support and services. Our suppliers vary by the nature of their business, size, location, type of workforce and scope of their

upstream supply chain. Vertiv's supply chain is multi-tiered, and we are typically many levels removed from mines, smelters, refiners and other activities which could be exposed to human trafficking risk.

In all categories of supply and services, Vertiv is committed to fostering long-term relationships with vendors who support Vertiv's commitment to responsible and ethical business practices. Vertiv manages supplier relationships through a combination of long-term contracts, strategic partnerships, and spot procurement depending on the nature of the goods and services procured. In addition, Vertiv utilizes outsourced manufacturing and logistics partners, which form an integral part of Vertiv's extended supply chain ecosystem and are included within the scope of its responsible sourcing practices.

Vertiv's Tier 1 suppliers are primarily located across Asia, Europe, and the Americas and operate in sectors including electronics manufacturing, mechanical components, metals processing, logistics and professional services. Less than 25% of identified Tier 1 suppliers operate in geographies classified as higher risk for labour rights under internationally recognized indices. Suppliers beyond Tier 1 include upstream manufacturers, component suppliers and raw material providers, whose operations may extend into regions with varying levels of exposure to modern slavery risks. Vertiv's labour supply chain includes a diverse labour structure across regions and industries, including permanent, temporary, and contract workers engaged by direct suppliers and their subcontractors. In certain geographies and sectors suppliers may rely on third-party recruitment agencies or labour brokers and may employ migrant workers. While Vertiv does not directly manage workforce practices within supplier organizations, these factors are recognized as potential risk drivers and are considered within Vertiv's risks assessment processes.

While Vertiv has significantly enhanced visibility into its supply chain through supplier engagement and digital tools, full transparency across all lower-tier suppliers has not yet been achieved, particularly at the level of raw material extraction and processing. This limitation is inherent in complex supply chains and remains an area of ongoing focus.

To navigate complexities of Vertiv's global supply chain and to stay on top of regulations, Vertiv has engaged Assent and Interos to map its supply chain and effectively assess and mitigate modern slavery and human trafficking risks. Assent keeps Vertiv informed about the latest regulations and reporting requirements, while its software-as-a-service platform ASM and its premium ESG solution help Vertiv with supplier engagement, risk assessments, and data analysis. Assent further provides educational resources, including training modules and awareness programs for Vertiv and its suppliers and enables Vertiv to keep connection to external stakeholders via vast web of dedicated experts cooperating with government agencies, NGOs, and industry initiatives such as Social Responsibility Alliance. Interos' platform helps Vertiv combat modern slavery by providing comprehensive supply chain visibility through multi-tier mapping and real-time risk monitoring. The platform utilizes artificial intelligence and machine learning to detect risk indicators and scan for potential labour violations throughout the supply network. Interos supports compliance management by tracking supplier certifications and maintaining necessary documentation for due diligence requirements. Through continuous monitoring capabilities, Interos delivers automated alerts for new risks and enables quick response to emerging issues in the supply chain. The platform's data analytics features help identify high-risk areas and analyze supplier behavior patterns, allowing Vertiv to maintain ethical business practices and protect its supply chain against modern slavery risks effectively. The combination of these tools enables Vertiv to expand visibility beyond Tier 1 suppliers, to identify geographic and sector-specific risks, and to prioritize further due diligence efforts.

Vertiv Procurement Responsible Business Team (reporting to Vertiv Chief Procurement Officer and VP-General Counsel, Compliance and Government Relations) is responsible for identifying, assessing, and responding to modern slavery risks in Vertiv's supply chain and their adequate governance. They monitor legislative requirements, engage both Vertiv's direct and indirect suppliers,

and run Vertiv's anti-human trafficking and slavery program—assessing and mitigating risks for modern slavery in Vertiv's supply chain.

This statement has been prepared based on internal data sources and external inputs. Data was gathered through cross-functional collaboration involving Procurement, Compliance and Sustainability teams, supported by supplier disclosures collected via Assent platform and risk intelligence generated through Interos supply chain mapping tool. Data used in the statement were regularly communicated across all Vertiv entities and the statement has been prepared in consultation with relevant Vertiv entities across all regions to ensure consistency and alignment across the organization.

During the reporting period Vertiv enhanced its supply chain visibility by expanding the use of Interos platform and increasing regional cooperation between commodity team and responsible business team. This resulted in significant improvement in supplier engagement through Assent and improved response rates across all modern slavery, human rights, labour rights and anti-child labour related programs. All programs achieved above 90% response rate which is the highest recorded response rate since the programs were launched.

Vertiv will continue to strengthen its understanding of supply chain risks by further expanding lower-tier mapping, improving supplier data quality, and refining its risk assessment methodologies in future reporting periods.

Vertiv's Identification and Assessment of the Risks of Modern Slavery and Trafficking

Vertiv operates in an industry that combines companies from different sectors. Vertiv's Procurement Responsible Business team is responsible for risk assessment and its regular review and updates. The overall risk of modern slavery and human trafficking is annually assessed in relation to Vertiv's supply base referencing variable factors including the geographic location of suppliers and the industry in which suppliers operate as well as the type of product or service which suppliers provide. The diversified nature of the supply chain influenced by the different governing structures has been identified as the biggest risk for modern slavery and trafficking. Additionally, the lack of visibility of policies and processes to identify, prevent and address the modern slavery and human trafficking risks among Vertiv's non-direct suppliers has been identified as a risk connected to Vertiv's supply chain.

As a globally operating entity, Vertiv appreciates the importance of respecting human rights in its own operations and supply chain. In furtherance of this commitment, Vertiv follows a thorough set of human rights policies; engages in ongoing due diligence, engagement, and commitment to improve Vertiv's anti human trafficking and slavery-oriented efforts; and engages with its supply chain while holding suppliers accountable for commitment to comply with applicable laws and Vertiv's Supplier Code of Conduct.

Vertiv Policies Regarding Human Trafficking and Slavery

Vertiv is a member of the Responsible Business Alliance and Slavery & Trafficking Risk Template (STRT) Development Committee of the Social Responsibility Alliance, a committee dedicated to the eradication of human trafficking and modern slavery from supply chains around the globe. In furtherance of this goal, we have incorporated the principles of the STRT into our human resources and supply chain policies, procedures and supporting standards, including the following:

- [Human Rights Policy](#)

Our Human Rights Policy requires Vertiv to respect human rights in all its operations worldwide and aligns with the United Nations Global Compact and Universal Declaration of Human Rights. The policy articulates Vertiv's commitment to comply with all applicable laws and employment regulations in our operations and requires that our suppliers and business partners do the same. Specifically, the policy states as follows:

1. We do not accept forced, bonded or indentured labour.
 2. Involuntary or exploitative prison labour, slavery or trafficking of persons is prohibited.
 3. We comply with local minimum age laws and requirements and do not employ child labour.
 4. We conduct appropriate document checks including proof of age documents of all employees before they begin work to confirm they are allowed to work according to applicable law and Vertiv policies and procedures.
 5. We promote equal opportunities for all, and we pay wages that meet applicable legal requirements or, if there is no legal minimum wage, we will pay wages that align with the prevailing sector wage.
 6. If we hire foreign migrant workers and bring them into a country for the purpose of working for our company, we will provide or pay for return transportation at the end of their period of work.
 7. It is prohibited to hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents.
 8. We provide all employees, including those hired by recruiters, with detailed and accurate work contracts or similar work papers, prior to relocation in cases where the employee must relocate to perform the work, and in a language understood by the employee.
 9. We do not charge employees any recruitment fees. When engaging recruiters, we will ensure that such recruiters and their subcontractors (i) do not charge the workers recruitment fees and (ii) comply with Vertiv's Code of Conduct, our Human Rights Policy, the local labour laws of the country in which the recruiting takes place, and the local labour laws of the country of employment.
 10. Employees and workers are provided access to grievance mechanisms and channels for reporting concerns. We will promptly investigate any reports of human rights violations, discrimination, harassment, or workplace violence and promptly take corrective action as applicable. Consistent with applicable laws, corrective action may include measures to remediate loss of income to most vulnerable families resulting from our activities to eliminate a substantial human rights concern.
 11. We strictly prohibit retaliation against individuals who make reports in good faith.
- [Code of Conduct](#)
Vertiv's Code of Conduct outlines the actions and behaviors expected from every employee, officer, and director around the world on how we do business and strictly prohibits modern slavery, forced labour, child labour, and human trafficking in our global operations and supply chains.
 - [Supplier Code of Conduct](#)
Vertiv's Supplier Code of Conduct identifies the business ethics and human rights principles to which all our suppliers worldwide are expected to adhere and incorporate into their business operations. It aligns with the standards of the Responsible Business Alliance's Code of Conduct and is enhanced by compliance requirements specific to Vertiv's supply chain.

The Supplier Code of Conduct explicitly prohibits suppliers from engaging in any form of forced labour, child labour, or discrimination and emphasizes the importance of humane treatment, lawful wages, and a healthy and safe working environment. It requires suppliers to uphold the

highest standards of human rights and treat employees with respect and dignity as recognized by international standards. This applies to all types of employees including temporary, migrant, contract, student, temporary, direct and indirect employees. Key elements include the prohibition of forced or indentured labour, principles of legal use of work of migrant workers, prohibition of child work, regulation of working time, principles of lawful wages and benefits, guarantee of humane treatment, non-discrimination and freedom of movement and association. Our contracts with suppliers require them to comply with the Supplier Code of Conduct and all applicable laws, international standards, and employment regulations where they operate and suppliers are expected to cascade these requirements throughout their own supply chains. Compliance with Supplier Code of Conduct is actively monitored through Vertiv's due diligence processes. Where non-compliance is identified, Vertiv requires mitigation steps to address the shortcomings, and may escalate measures up to and including termination of the business relationship where necessary.

Vertiv's Supplier Code of Conduct may go beyond legal compliance to advance social and environmental responsibility and business ethics. In no case can complying with the Supplier Code of Conduct violate applicable laws. If, however, there are differing standards between the Vertiv Supplier Code of Conduct and applicable laws, Vertiv defines conformance as meeting the strictest requirements.

- [Responsible Minerals Policy](#)

Vertiv's Responsible Minerals Policy reflects Vertiv's commitment to support efforts to end human suffering and environmental impact that have been associated with mining of minerals and cobalt in the Democratic Republic of Congo (DRC) and adjoining countries. This policy further demonstrates Vertiv's stance to end conflict minerals use and sourcing to ensure compliance with applicable laws and regulations related to the supply of products which contain conflict minerals.

In no way are measures taken to eliminate labour abuses aiming to endanger vulnerable groups of workers from access to work and income. Vertiv supports sourcing in regions such as DRC and adjoining countries and other regions with high risk to human trafficking, slavery and child labour, however suppliers must respect human rights on all occasions and abide by principles stated in Vertiv policies.

- [Conflict Minerals Report and Statement](#)

Our Conflict Minerals Report provides detailed information on Vertiv's compliance with Rule 13p-1 of the Securities Exchange Act of 1934, as amended, and our efforts to uphold responsible sourcing practices and maintain an effective due diligence program for the presence of conflict minerals in our supply chain. Vertiv requires that all materials used in its products, where feasible, be preferably sourced from conflict-free smelters or refiners.

Our Conflict Minerals Statement draws on internationally recognized standards to advance social and environmental responsibility and declares Vertiv's ongoing efforts to end the human suffering and environmental impact associated with mining conflict minerals.

Vertiv's policies are aligned with internationally recognized frameworks and standards, including:

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- OECD Due Diligence Guidance for Responsible Business Conduct
- International Labour Organization (ILO) Core Conventions
- Responsible Business Alliance (RBA) Code of Conduct

Vertiv develops and refines its policies through engagement with a range of internal and external stakeholders, including:

- Procurement, legal, compliance and human resources teams
- Suppliers and business partners
- Industry initiatives such as the RBA and Slavery & Trafficking Risk Template (STRT) Development Committee

This engagement supports continuous improvement and ensures our policies remain responsive to evolving regulatory expectations and emerging risks. Vertiv is committed to ensuring that these policies are accessible and understandable to all relevant stakeholders, including workers in the supply chain. Vertiv communicates its policies internally and externally through:

- Employee onboarding and mandatory training programs
- Corporate governance platforms and internal communications channels
- Publicly available documentation on Vertiv's website

Suppliers are expected to formally acknowledge and comply with the Supplier Code of Conduct as a part of contractual agreements. Compliance is reinforced through due diligence processes, including supplier assessments and risk screening. Vertiv expects suppliers to communicate these standards to their own employees and subcontractors and to ensure accessibility of policies to workers.

Vertiv monitors the implementation of its policies through its broader responsible business and due diligence programs. This includes tracking supplier engagement and due diligence coverage, such as the proportion of suppliers assessed through risk screening and self-assessment tools, enabling Vertiv to prioritize higher-risk areas and continuously strengthen its oversight framework.

Policies are reviewed periodically to ensure alignment with regulatory developments, industry practices, stakeholder feedback, and identified risk trends within the supply chain. Vertiv continues to enhance its policy framework by strengthening supplier engagement, strengthening engagement within procurement organization, improving responsible purchasing practices, and increasing visibility into lower-tier supply chains. This approach supports Vertiv's commitment to continuous improvement and effective prevention of modern slavery, forced labour, child labour, and human trafficking.

Vertiv continues to enhance the practical implementation of its policies through targeted supplier engagement initiatives and integration into procurement processes, strengthening that policy expectations are embedded into day-to-day business decisions and supplier relationships across the value chain.

Vertiv's Risk Assessment and Management

Vertiv evaluates, assesses, and verifies the risk of human trafficking and modern slavery in our supply chain as part of our vendor monitoring and review process, and our supplier verification framework includes specific inquiries into human rights, labour rights, and anti-human trafficking efforts. Vertiv uses various tools to identify and assess potential risks associated with geographic locations and type of products or services including desk-based data driven research, supplier surveys and self-assessment tools, digital tools for indirect monitoring, sanctions lists monitoring, data collected through warning systems and grievance mechanisms, and continuous supplier and stakeholder engagement. Vertiv uses the United States Department of State's Trafficking in Persons Report as a guiding document for modern slavery and human trafficking risk assessment and is regularly assessing opportunities in expanding risks screening in the supply chain.

Risk assessments are performed annually and supported by ongoing monitoring throughout the reporting period. Vertiv's program is managed by the Global Procurement Responsible Business team with oversight from senior leadership. In 2025, Vertiv continued to partner with Assent (an internationally renowned and recognized third-party service provider) and Interos to gather data from suppliers directly and through indirect monitoring to identify areas of potential risk. Vertiv and Assent conducted two campaigns focused on anti-human trafficking and slavery, human rights, and labour rights. The first campaign was completed in 2025, and the second campaign is continuing into 2026. The following criteria to identify suppliers which potentially pose as a risk to human trafficking and modern slavery were used:

- Geographic exposure - location and country risk, as published by the U.S. Department of State in its Trafficking in Persons Report, with a focus on suppliers with operations in Tier 3, Tier 2 and Tier 2 Watch List countries (as defined by the U.S. Department of State)
- Vertiv's spend with the suppliers and strategic importance
- Exposure to high-risk regions, including potential connection to the Xinjiang province in China

In 2025, Vertiv and Assent contacted the suppliers selected by above-described criteria and requested they complete surveys which allow Vertiv to assess suppliers' compliance with applicable international laws and regulations. All supplier responses and communications were monitored and tracked by Assent for reporting and transparency. The survey program involved 548 suppliers and achieved high response rates: 92.34% for anti-human trafficking and slavery questions; 93.07% for human rights questions; and 92.15% for labour rights. The response rates are the highest experienced since Vertiv's establishment of the program, demonstrating increasing program maturity.

Based on the 2025 risk assessment, the most significant risks to workers identified within Vertiv's supply chain include:

- Elevated risk of forced labour and human trafficking in high-risk geographies, particularly within manufacturing and raw material sourcing stages
- Potential exposure to state-imposed or forced labour linked to specific regions
- Lack of supplier policies or inadequate implementation, including absence of formal prohibitions on forced labour or cascading requirements through supply chain
- Insufficient supplier due diligence processes, particularly in identifying and managing risks within own supply chains
- Vulnerabilities associated with migrant, temporary, or contract workers in high-risk sectors
- Reduced visibility into lower-tier suppliers, limiting the ability to fully assess and manage risks beyond Tier 1

Based on assessment results, suppliers are categorized into low, medium, and high-risk categories, supported by further sub-categorization. Key supplier risk categories are:

- **Low-Risk Suppliers**

This category includes suppliers operating in low-risk industry, low-risk geography with low-risk workforce whose data indicate low risk or no perceived inherent risk.

The category also includes suppliers operating in high-risk industry, high-risk geography, and /or with a high-risk workforce with policies, practices and procedures which adequately control risks based on the provided responses and supportive documents.

- **Medium-Risk Suppliers**

This category represents suppliers operating in high-risk industry, high-risk geography, and/or with high-risk workforce with policies, practices and procedures which partially control

risks based on the provided responses and supportive documents.

- **High-Risk Suppliers**

This category represents suppliers operating in high-risk industry, high-risk geography, and/or with high-risk workforce with policies, practices and procedures which do not adequately control risks based on the provided responses and supportive documents.

Vertiv further divided the main risk categories into subcategories based on major risks identified through information provided by suppliers to be able to adequately mitigate identified risks.

- 1. Suppliers with no modern slavery and/ or child labour policies**

This category includes suppliers who responded that their organization doesn't issue policies explicitly prohibiting its workers or agents from engaging in all forms of forced labour and human trafficking or child labour.

- 2. Suppliers with anti-human trafficking and slavery and child labour policies not issuing these to their suppliers**

This category includes suppliers who responded that their organization issues policies prohibiting their workers or agents from engaging in all forms of forced labour and human trafficking or child labour. However, these suppliers do not issue these policies to their suppliers (first subcategory); do not have contractual terms and conditions that require their suppliers to affirmatively agree with these policies (second subcategory); or do not have contractual terms and conditions which include a flow-down clause (third subcategory).

- 3. Suppliers not identifying and assessing risks on the topics covered by the surveys on an ongoing basis**

This category includes suppliers who responded that their organization issues policies explicitly prohibiting its workers or agents from engaging in all forms of forced labour and human trafficking or child labour; issues policies to their suppliers; has contractual terms and conditions that require their suppliers to affirmatively agree with these policies; and includes a flow-down clause. However, these suppliers do not identify and assess risks in their own operations and their labour supply chains (first subcategory) or do not identify and assess risks in their labour supply chains (second subcategory).

- 4. Suppliers with minor shortcomings having and applying modern slavery and child labour policies but having partial risk control over the risks**

This category includes suppliers which received overall medium or low ESG score based on their responses. Risks assigned to these suppliers were mainly connected to their location or location of their suppliers since certain locations and sourcing from these were perceived riskier even if suppliers have relevant policies.

Suppliers from each of these categories and subcategories were assessed regarding risks. Suppliers which were part of our anti-human trafficking and modern slavery program for reporting year 2025 were invited to join Assent network through which they have access to guidance and learning materials as well as tailor-made feedback based on their survey responses. Through access to Assent network, suppliers are allowed to respond to identified shortcomings directly in the supplier portal and are expected to address the identified risks and improve their anti-modern slavery effort. Vertiv and Assent emphasize the importance of anti-human trafficking and modern slavery, human rights, labour rights

and child labour policies, and suppliers are provided tools which allow them to create or improve those policies thanks to detailed review and analysis of their information.

Additionally, Vertiv conducted further verification via Interos—continuously monitoring and assessing its Tier 1 suppliers and their upper-level suppliers for potential human rights violations and labour risks. The Interos platform helps Vertiv maintain real-time visibility across multiple tiers of our supply chain, enabling us to identify potential red flags related to forced labour, to conduct thorough due diligence, and to take immediate action when concerns arise. We strictly enforced our zero-tolerance policy against human trafficking and modern slavery and required all suppliers which were flagged by Interos for potential risks to comply with applicable laws and our ethical standards.

Compared to the previous reporting period, Vertiv expanded supplier screening coverage and improved response rates, strengthening the effectiveness of its risk identification processes. Vertiv recognizes that visibility into lower-tier suppliers remains an ongoing challenge. To address this, Vertiv continues to invest in:

- Enhancing supply chain transparency beyond Tier 1
- Expanding the use of digital monitoring and risk intelligence tools
- Refining risk segmentation and prioritization methodologies
- Strengthening supplier engagement and accountability mechanisms

Vertiv remains committed to continuous improvement in identifying, assessing, and addressing modern slavery risks across its global supply chain.

Vertiv's Due Diligence Process and Remediation

Vertiv maintains a comprehensive human rights due diligence framework designed to prevent, mitigate, and address risks of modern slavery, forced labour, child labour, and human trafficking. Vertiv's due diligence framework includes:

- Mandatory supplier onboarding requirements, including Supplier Code of Conduct acknowledgment
- Contractual obligations requiring compliance with applicable laws and human rights standards
- Risk-based supplier screening and segmentation
- Ongoing supplier monitoring through Assent and Interos platforms

Prevention and Mitigation Actions

During the reporting period, Vertiv implemented a range of prevention and mitigation measures including supplier risk assessments conducted through human rights, labour rights and anti-human trafficking and slavery surveys; targeted supplier engagement based on identified risks profiles, including communication of expectations and required improvements; continuous monitoring of Tier 1 and upstream suppliers using Interos; and provision of tailored guidance, feedback, and improvement tools via Assent.

Suppliers identified with elevated risks are notified through structured feedback mechanism and are expected to implement time-bound improvement actions addressing identified gaps in policies, governance, or due diligence processes. Progress is monitored and subject to follow-up review.

Vertiv recognizes that risk mitigation measures may have unintended consequences if not implemented carefully (e.g., disengagement from higher-risk suppliers without addressing underlying

causes). Accordingly, Vertiv prioritizes engagement and continuous improvement over immediate disengagement, except in cases involving severe or unmitigated risks.

Supplier and Stakeholder Engagement

Vertiv engages with suppliers and external partners to strengthen due diligence effectiveness and drive continuous improvement. This includes:

- Direct engagement with suppliers through structured campaigns and ongoing communication
- Collaboration with third-party providers (Assent and Interos) to enhance data quality and risk visibility
- Participation in industry initiatives, including the Responsible Business Alliance, to align with evolving best practices

While engagement with suppliers remains the primary mechanism, Vertiv acknowledges that direct worker-level engagement is an area for continued development and is evaluating opportunities to enhance visibility into worker experiences in its supply chain.

As part of our vendor onboarding process, each of our suppliers of production materials must undergo an audit that requires their disclosure of policies related to ethics, compliance with law, labour rights and working conditions. Vertiv also screens suppliers against various sanctions connected to human rights abuses through E2Open software. Vertiv does not perform periodic or on-site audits of our suppliers to assess compliance with our Supplier Code of Conduct or human rights program, however Vertiv is a member of the Responsible Business Alliance and plans to utilize its resources to enlarge its audit capabilities to strengthen its modern slavery prevention due diligence.

Our vendor onboarding procedure requires that new suppliers receive the Supplier Code of Conduct, and we maintain a self-certification program that requires suppliers to formally acknowledge the Supplier Code of Conduct. Further, our Master Purchasing Agreements and Terms and Conditions of Purchase require suppliers to comply with all applicable laws and regulations, including those relating to human trafficking and modern slavery, and to furnish Vertiv a certificate of compliance upon request.

Grievance Mechanisms

Vertiv has implemented a toll-free, 24 hour-per-day reporting hotline available to all employees, suppliers, customers, and external stakeholders worldwide to report any suspected violations of Vertiv's Code of Conduct or Vertiv's Supplier Code of Conduct, including any suspected violations of our policies against human trafficking and modern slavery. A supplier's breach of our Supplier Code of Conduct requires immediate corrective action and may include termination of the business relationship. To report an ethics concern or suspected ethical or legal violation, please file a report at: VertivCo.EthicsPoint.com

Reports can be submitted anonymously and are investigated in accordance with Vertiv policies. Vertiv is committed to maintaining accessible and effective grievance channels and continues to evaluate opportunities to enhance awareness and accessibility across its supply chain.

Remediation and Response to Identified Risks

Vertiv applies a structured approach to addressing identified risks and potential non-compliance. Where concerns are identified, the company prioritizes verification, engagement, and remediation.

Response actions may include:

- Requesting clarification and supporting documentation from suppliers
- Requiring development and implementation of corrective improvement plans
- Providing guidance and tools to support policy development and process improvements
- Monitoring progress against defined actions and timelines
- Escalating cases internally where risks remain unresolved or significant

Where appropriate, escalation measures may include suspension or termination of the business relationship, particularly in cases involving persistent non-compliance or severe breaches of Vertiv's standards.

Vertiv's approach is designed to promote sustainable corrective outcomes and minimize adverse impacts on workers, including consideration of responsible disengagement principles where applicable.

In situations where confirmed instances of modern slavery or forced labour are identified, Vertiv's response framework requires:

- Immediate assessment of the severity and scope of the issue
- Engagement with the supplier to secure cessation of the practice
- Consideration of appropriate remedial actions aimed at addressing impacts on affected workers, which may include referral to competent authorities or specialized organizations where appropriate
- Internal review of procurement decisions and controls to prevent recurrence

Vertiv continues to refine its remediation approach to further align with emerging regulatory expectations, including consideration of impacts on vulnerable workers and broader supply chain implications. During the reporting period, no confirmed incidents requiring formal remediation were identified. However, improvement actions were implemented across identified risk categories as part of ongoing mitigation efforts.

Consideration of Business Practices and Continuous Improvement

Vertiv evaluates its procurement practices and supplier engagement processes to ensure they do not contribute to modern slavery risks. This includes consideration of supplier selection and onboarding processes, commercial terms and expectations, and alignment of performance requirements with responsible business practices.

Vertiv continues to strengthen its due diligence framework by expanding multi-tier supply chain monitoring, enhancing supplier engagement and accountability mechanisms, increasing integration of human rights considerations into procurement processes, and ongoing evaluation of governance, processes and tools supporting due diligence.

Training

Vertiv believes that each employee, officer and director is responsible for adhering to the Vertiv Code of Conduct. To raise awareness of the Code and enforce its principles, we require all Vertiv personnel to sign the Code upon hiring and participate in an annual ethics training course. As part of our annual training, all our employees must acknowledge that they understand and will comply with the Code, and that they are aware that a violation could result in disciplinary action, up to and including termination.

Internal training

Vertiv provides training on our standards for labour rights and working conditions to all employees in human resources, health and safety, and those who engage with vendors and service providers in our supply chain.

Training is delivered through a combination of e-learning modules (mandatory annual ethics training), internal guidance materials and policy documentation. Training content is developed internally and incorporates internationally recognized standards, including OECD due diligence guidance and ILO labour principles.

Our metric for success is 100% completion of all assigned training, including our annual ethics training and human rights training.

Supplier Training and Capacity Building

Overall supplier training is delivered through a combination of recurring webinars, platform-based resources, and on-demand materials. These tools are designed to support suppliers in understanding regulatory expectations, improving internal controls, and enhancing the quality and completeness of submitted data. Training content is developed by Procurement Responsible Business team in cooperation with Assent subject matter experts.

In cooperation with Assent, Vertiv provides its vendors with training resources and additional information about efforts to combat human trafficking and slavery and on Vertiv's anti-human trafficking, responsible minerals sourcing, and Vertiv's Supplier Code of Conduct programs. During the reporting period, Vertiv organized a webinar focused on its anti-human trafficking and modern slavery, human rights and labour rights programs, their principles and requirements. All suppliers in scope of these programs and in scope of any other responsible business program which Vertiv runs with Assent were automatically registered and had access to directly participate in the webinar or access the recording. Through the webinar, Vertiv demonstrated its commitment to anti-human trafficking and slavery and introduced suppliers to key pillars of Vertiv's anti-human trafficking and modern slavery program. During the webinar, principles of human rights and forced labour risks we presented as well as applicable regulatory overview.

Training Effectiveness and Continuous Improvement

Vertiv monitors training effectiveness using both quantitative and qualitative indicators, including:

- Completion rates for mandatory employee training (target: 100%)
- Supplier training participation and engagement levels
- Observed improvements in supplier submission rates and data quality following training initiatives

The supplier webinar was effective in supporting supplier engagement and improving submission outcomes. While it is not sufficient as a standalone mechanism, it plays a critical role within a broader supplier enablement strategy and capacity building in Vertiv's supply chain.

Training programs are periodically reviewed and updated to ensure alignment with regulatory developments, industry standards, and identified risk areas within Vertiv's operations and supply chain. Vertiv continues to enhance its training program by increasing supplier outreach and accessibility of training materials and leveraging platform-based tools to improve scalability and consistency of training delivery.

Monitoring and evaluation

Vertiv monitors the effectiveness of its actions to prevent and address modern slavery, forced labour and child labour in its organization and its supply chain through a structured monitoring and evaluation framework that combines quantitative and qualitative performance indicators, supplier engagement outcomes, and continuous improvement mechanisms.

Vertiv defines and tracks performance indicators aligned with its due diligence objectives, including:

- Supplier response rate to Human rights, Labour rights, and Anti-human trafficking and slavery due diligence campaigns
- Supplier risk screening outcomes, including inherent risk identification
- Supplier engagement levels, including participation in training and follow-up activities

During the reporting period, Vertiv achieved a supplier response rate exceeding 90%, representing a significant improvement year-over-year and demonstrating enhanced supply chain coverage and engagement. Vertiv aims to maintain this level of engagement while continuing to expand coverage of higher-risk suppliers and enhance risk detection methodologies in future reporting cycles.

Responsibility for monitoring effectiveness resides within Vertiv's Responsible Business and Procurement functions, with oversight provided through internal governance structures. Performance against KPIs is regularly reviewed and escalated where necessary to ensure accountability and alignment with corporate risk management expectations. Vertiv uses data collected through its third-party due diligence platform (Assent) and external risk intelligence tools (Interos) to assess effectiveness, including structured supplier self-assessment questionnaires, independent risk scoring and screening outputs; and supporting documentation provided by suppliers. Campaign results are documented and retained in supporting datasets to ensure auditability and traceability for outcomes.

Analysis of the 2025 reporting cycle confirms that no inherent modern slavery risks were identified based on supplier responses and risk screening outputs. Identified residual risks, where applicable, are subject to ongoing monitoring and engagement. These outcomes reflect the current supplier profile, geographic footprint, and applied screening thresholds, while ongoing monitoring remains in place to identify any emerging risks. Findings inform Vertiv's ongoing due diligence approach and help to refine supplier risk segmentation and prioritization and further allow targeted supplier outreach and engagement strategies and integration of results into procurement decision-making and supplier performance evaluations.

Compared to the previous reporting period, Vertiv has increased supplier response rates beyond 90% threshold, has expanded use of digital tools and data-driven screening methodologies, and has strengthened evidence-based monitoring through structured data collection and retention. Vertiv continues to enhance its effectiveness framework by incorporating outcome-oriented indicators, including the extent to which suppliers implement improvement actions and strengthen their internal due diligence processes following engagement.

In the next reporting period Vertiv will continue to enhance its monitoring framework by further improving data quality, expanding supplier coverage where relevant, and refining risk detection methodologies to ensure continued alignment with evolving regulatory expectations and best practices.

Board Approval

This statement has been approved by the board of Vertiv Group Corporation and signed by a director or officer. This statement covers Vertiv Group Corporation and all its direct and indirect subsidiaries.

Entity	Date Approved	Signatory
Vertiv Group Corporation	May 31, 2026	Stephanie Gill

Attestation for Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full Name: Stephanie Gill

Title: Director

Date: May 31, 2026

Signature: *Stephanie Gill*

I have the authority to bind Vertiv Group Corporation, which controls the entities listed above.