

Modine Diversity and Inclusion Statement

At Modine Manufacturing Company (Modine), we are committed to a globally diverse and inclusive workforce. We recognize that individual differences bring unique and valuable perspectives to our enterprise and we strive to maintain an inclusive and collaborative work environment, in support of these differences. We are convinced that these are important factors for our long-term success.

Modine is a stronger organization when we leverage – and promote – diversity in our workforce. We treat all people equally and with dignity, and we work every day to create relationships of belonging, inclusion and accountability where employees are assessed on merit and commitment to Modine's guiding principles. Our global Positive Work Environment Policy serves as a benchmark for instilling a respectful, fair and safe environment at each of our global locations. This policy, which covers all Modine employees and contractors, underpins our commitment to equal opportunity and treatment regardless of factors such as age, race, gender, religion, national origin or disability. Modine has zero tolerance for any inappropriate or discriminatory conduct, whether verbal, physical, or visual.

All salaried employees at Modine participate in Diversity, Equity and Inclusion (DEI) training to reinforce our pledge of cultivating a fair and welcoming workplace for all employees. This training promotes respect and the belief that the uniqueness of individual employees adds to our collective strength as an organization.

Modine will continue to foster a culture of diversity, inclusivity, fairness and safety for all employees which will enable our team to make a positive difference in the lives of our customers and communities.

For more information about Modine's commitment, please see Modine's:

- Code of Conduct
- Positive Work Environment Policy
- Sustainability Report

Last updated: August 12, 2022