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I. PURPOSE

As employees and members of the Modine Board of Directors, we owe an ethical and legal duty to Modine Manufacturing Company and its subsidiaries (collectively and individually “Modine”) to advance its legitimate interests — and not to advance our own interests at the expense of Modine. In order to maintain the highest degree of integrity in the conduct of Modine’s business, we must fully disclose, on a timely basis, any activities, interests and associations where our personal interests actually conflict, could conflict in the future, or reasonably appear to conflict, with the interests of Modine. Not all Conflicts of Interest are prohibited. Only following adequate and timely disclosure is Modine able to determine if a conflict exists and, if so, how to appropriately manage such conflict.

II. SCOPE

All of Modine’s employees and directors.

III. DEFINITIONS

1. **Conflict of Interest:** Conflicts of Interest can take many forms and while this Policy does not attempt to list all such possible conflicts, a Conflict of Interest occurs when you have a personal or outside (non-Modine) interest which conflicts with, *or appears to conflict with*, the best interests of Modine or, in other words, when your personal relationship(s) or Financial Interest(s) could reasonably be seen as influencing your objectivity and duty to act in the best interests of Modine. Such interest(s) that could inappropriately affect your judgment or decision-making when you are performing your duties for Modine would include:
 1. a Financial Interest in another company or in a transaction;
 2. a personal relationship with someone; or
 3. any other interest or relationship.

2. **Corporate Opportunity:** a potential business transaction that an employee or director discovers through the use of Modine’s property or information or the employee’s or director’s position with Modine.

3. **Financial Interest:** an economic interest that could, or might reasonably be thought to, influence judgment or action. A “Financial Interest” does not include:
 1. the ownership of securities of a company which meet all of the following three conditions:
 - a. The securities are listed on a recognized stock exchange or traded on a regular over-the-counter basis; and
 - b. The combined holdings in the securities of you and all members of your Immediate Family constitute less than one percent of such company’s outstanding securities; and
 - c. The combined holdings of the securities of you and all members of your Immediate Family are relatively insubstantial in amount as a personal investment; or

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2. the ownership of securities which meet all of the following three conditions:
 - a. The securities are issued by a privately-held company; and
 - b. The combined holdings in the securities of you and all members of your Immediate Family constitute less than ten percent of such company's outstanding securities; and
 - c. The combined holdings of the securities of you and all members of your Immediate Family are relatively insubstantial in amount as a personal investment.

4. **Immediate Family:** A person's spouse or domestic partner, parents, step-parents, children, step-children, siblings, mothers-in-law, fathers-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, and anyone sharing the person's household who has a relationship with the person that is substantially similar to the relationships described herein.

IV. POLICY STATEMENT

1. Background

Part of our responsibility as Modine employees and directors is to make decisions in Modine's best interests, independent of any outside influences. We must be able to perform our duties and exercise our judgment on behalf of Modine without being impacted by Conflicts of Interest, or the *appearance* of Conflicts of Interest.


In the area of Conflicts of Interest, the *appearance* of a problem can often create as much harm as the actual existence of a problem. The appearance of a conflict can raise doubts or arouse suspicions among co-workers, customers, suppliers, shareholders and others that can be damaging in themselves. If you are in doubt about whether a conflict exists, you should always err on the side of full disclosure. We will then determine whether a conflict actually exists and, if so, decide on an appropriate solution to eliminate or manage the conflict.

2. Duty

You must always act in a manner that is in the best interests of Modine and not in a manner that could adversely affect the confidence our shareholders, customers, suppliers and/or employees have in the integrity of Modine, our procedures or our financial statements.

3. Misappropriation of Corporate Opportunities

You should advance Modine's interests whenever the opportunity to do so arises. You may not take personal advantage of opportunities that belong to Modine, unless approved in advance by our Business Ethics Committee or the Audit Committee of our

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Board of Directors. For example, without full disclosure to and the prior written approval of our Business Ethics Committee or the Audit Committee of our Board of Directors, you may not:

- A. Purchase, sell or lease real estate or other facilities that you know or have reason to know that Modine may be interested in, or may need in the future; or
- B. Take personal advantage of an investment or business opportunity that properly belongs to Modine.

4. Gifts and Entertainment

Modine’s reputation and, to a large extent, our success, are based on integrity. While the exchange of business courtesies can help build business relationships, accepting or providing business courtesies that are excessive or inappropriate can harm Modine’s reputation. This can potentially be problematic because business courtesies can be viewed as attempts to influence the performance of duties and could create a Conflict of Interest. For detailed information on our policy governing gifts and entertainment, **please refer to our Anti-Corruption and our Third-Party Gift & Entertainment Policies.**

5. Family or Personal Relationships in the Workplace

A Conflict of Interest can occur in the workplace when an employee’s Immediate Family member also works for the company or a third party (customer or vendor) that does business with the company. To avoid a Conflict of Interest in the workplace, you should not participate in the hiring or promoting process for an Immediate Family member and you should disclose the relationship to your HR representative immediately. For third parties you should not be involved in selecting or negotiating with the customer/vendor. Employees must report to HR any potential Conflicts of Interest based on family or personal relationships. Employees are required to report if there are Immediate Family members in their direct reporting structure or Immediate Family members who work with a third party doing business with the company.

6. Public Service and Charitable Activities

As part of Modine’s commitment to being involved in the communities where we work and live, you are encouraged to make contributions of personal time and/or financial resources to charitable, educational, and community-service organizations. Your service on behalf of charitable and community organizations, however, can result in a conflict or the appearance of a conflict even where no personal gain or economic interest is involved.

For example, if you become aware that an organization with which you are involved in a significant way seeks to do business with Modine — such as a charity that is

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contemplating purchasing HVAC equipment — you must disclose your relationship with the charity as outlined in Paragraph 9, below.

You are discouraged from seeking donations to charitable causes from Modine’s suppliers and business partners. If you find yourself in a situation where you believe that such a solicitation would be appropriate, you must first obtain the written approval of our Business Ethics Committee before contacting the supplier or business partner.

7. Outside Employment

Modine recognizes that some employees may need or want to hold additional jobs outside their employment with the company. Employees of Modine may be permitted to engage in outside work or hold other jobs, subject to certain restrictions based on reasonable business concerns. Modine applies this policy consistently and without discrimination to all employees, and in compliance with all applicable employment and labor laws and regulations. The following rules for outside employment apply to all employees notifying their supervisors or managers of their intent to engage in outside employment:

- A. Work-related activities and conduct away from Modine must not compete with, conflict with or compromise the company’s interests or adversely affect job performance and the ability to fulfill all responsibilities to Modine. Employees are prohibited from performing any services for customers of Modine that are normally performed by Modine. This prohibition also extends to the unauthorized use of any company tools or equipment and the unauthorized use or application of any company confidential information. In addition, employees may not solicit or conduct any outside business during work time for Modine.
- B. Outside employment with (or Immediate Family ownership of) a company engaged in business transactions with Modine must be reported to the employee’s manager and through the attestation form.
- C. Employees must carefully consider the demands that additional work activity will create before accepting outside employment. Outside employment will not be considered an excuse for poor job performance, absenteeism, tardiness, leaving early, refusal to travel, or refusal to work overtime or different hours. If outside work activity causes or contributes to job-related problems at Modine, the employee will be asked to discontinue the outside employment, and the employee may be subject to the normal disciplinary procedures for dealing with the resulting job-related problem(s).
- D. Employees may not use Modine paid sick leave to perform work for another employer.

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- E. If an employee's outside employment presents a Conflict of Interest with Modine, as defined in the Conflict of Interest Policy, or if such outside employment has any potential for negative impact on Modine, the employee will be asked to terminate the outside employment.
- F. Fraudulent use of company sick leave or an employee's refusal to comply with Modine 's reasonable request to terminate outside employment may result in immediate termination of employment with Modine.

8. Pre-Existing Situations Giving Rise to Conflicts

Given the evolving nature of our business, including the acquisition of new lines of business, Conflicts of Interest and the appearance of a conflict can change over time. Where an activity or transaction exists prior to a development that creates a conflict situation, you must make full disclosure as outlined in Paragraph 9, below, as soon as you learn of the existence of an actual or apparent Conflict of Interest.

9. Disclosure and Attestation

- A. In the first thirty (30) days after starting employment with Modine, all employees will be assigned the conflict of interest course and are required to complete the course and Modine's Disclosure and Attestation Form within thirty (30) days after assignment. In the first thirty (30) days after starting service to Modine, all directors are required to complete Modine's Disclosure and Attestation Form.
- B. Biennially all employees identified by the Business Ethics Committee are required to:
 1. complete a training course provided by Modine regarding Conflicts of Interest,
 2. refresh themselves on this Policy and LSP 01-06, and
 3. complete the Disclosure and Attestation Form.
- C. Promptly after discovering a Conflict of Interest *or the appearance of a Conflict of Interest*, all employees and directors are required to complete the Disclosure and Attestation Form.

V. **COMPLIANCE RESPONSIBILITY**

Each employee and director is responsible for making sure that he or she complies with this Policy. In all cases, the responsibility for determining whether an actual or perceived conflicts exists rests with the covered individual, and no action or inaction on the part of Modine, our Business Ethics Committee or any other employee or director will insulate an individual from responsibility.

All employees are responsible for supporting the principles contained in this Policy and working with fellow employees to continually monitor the Company's compliance. Management serves as role

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model for supporting these principles and is responsible for monitoring compliance with this Policy within their area(s) of responsibility.

Failure to comply with this Policy may subject an individual to discipline, up to and possibly including dismissal for cause, whether or not the individual's failure to comply results in a violation of law.

By establishing and adhering to this Policy, Modine aims to foster a culture of transparency, integrity, and responsibility, ultimately safeguarding its reputation and promoting trust among its stakeholders.

Individuals are encouraged to report suspected violations of policy to their supervisor, human resources contact, Internal Audit, and/or the Modine Ethics Line without fear of retaliation. Whistleblower protection mechanisms are in place to safeguard the identity and rights of individuals reporting concerns.