



Sustainability Report



2018/2019



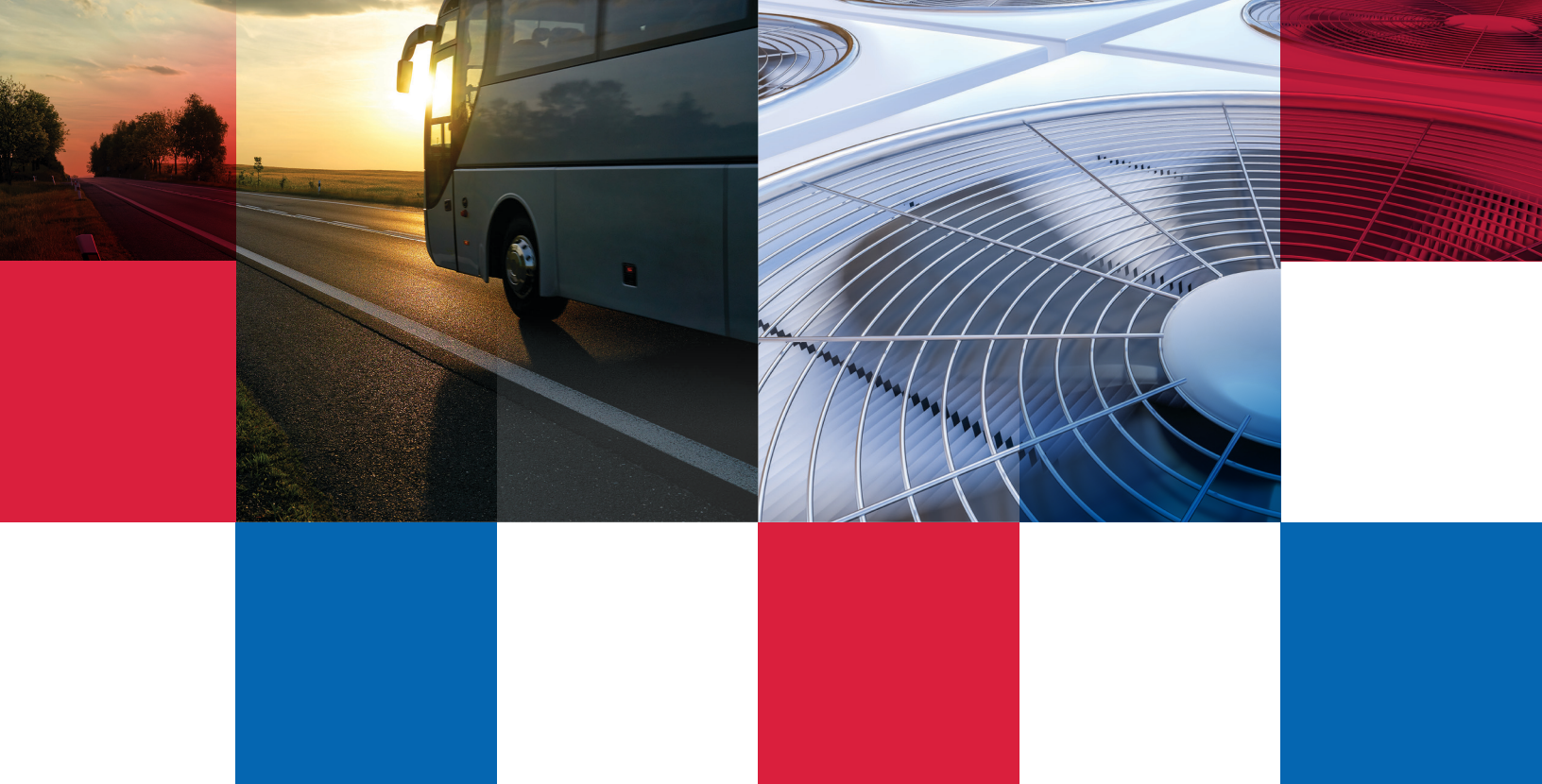


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CEO Letter

For more than 100 years, Modine has delivered thermal management solutions to our customers around the globe. It is with immense pride and pleasure that I invite you to read Modine's inaugural sustainability report, covering years 2018 and 2019. I hope you enjoy this first report, which discusses our approach to managing Environmental, Social, and Governance (ESG) issues. Combining our commitment to constant improvement and innovation, while driving shareholder value, we have also developed non-financial metrics to ensure that Modine conducts its business the right way. By focusing on sustainable and ethical practices, we believe that Modine can maximize shareholder value, while also acting in a socially responsible way. These behaviors help us become a more sustainable company, and improve the communities in which we work and live.

Modine is also developing several products that promote the rise of electrification in commercial and personal mobility.

Grounded in our culture of doing business the right way, without compromise, Modine has been able to implement sustainable, socially responsible practices, while pursuing our Strengthen, Diversity, and Grow strategy. Our culture sets the tone for our strategy, and at every level of the organization, our employees embody our values of selflessness, integrity, development, accountability, and communication & conflict resolution. We believe that doing business the right way helps us produce the highest quality products and keep our employees engaged and invigorated, while making positive, sustainable contributions to our environment.



“For more than 100 years, Modine has delivered thermal management solutions to our customers around the globe.”

At Modine, our passion for improvement and innovation resonates throughout the company, enabling us to contribute new and improved solutions to address the world's evolving environmental focus. We are proud to provide a portfolio of sustainable, diversified thermal management solutions within our global business segments. Our Building HVAC Systems segment remains a trusted name in creating high efficiency, environmentally friendly heating, ventilation, and air conditioning products for commercial buildings, data centers, and residential homes. Our Commercial and Industrial Solutions group delivers precision cooling and innovative refrigerant solutions for a variety of applications, including the energy and food sectors. Additionally, our Vehicular Thermal Solutions segment delivers cutting-edge thermal management solutions that help create more energy efficient vehicles that reduce fossil fuel consumption, while also reducing emissions.

With this foundation, we will continue to foster an organization committed to continuous improvement, engaged learning, and empowered leadership. We will continue to bring ideas and solutions to the market that foster a more sustainable future. As we look to the future, we believe our winning culture and top-tier talent set us up for success, creating long-term value for our shareholders, our customers, and our communities.

Please enjoy Modine's inaugural sustainability report.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Burke'. The signature is fluid and cursive, with a large initial 'T' and 'B'.

Thomas A. Burke, President and CEO



Our Company

Over a century ago, Arthur B. Modine founded Modine Manufacturing Company in Racine, WI, with a vision for excellence and innovation in thermal management. Modine's "Turbotube" radiators quickly became standard equipment in agricultural equipment and automobiles, including the famous Ford Motor Company Model T. With more than 2,400 patents over the last century, the spirit of innovation exemplified by our founder remains the cornerstone of our company today.

Our Business

Modine is a leading provider of thermal management solutions to diversified global markets and customers. Our global manufacturing presence, standardized processes, and state-of-the-art technical resources enable our team of approximately 1,000 skilled engineers to design, manufacture, and deliver customized solutions to our customers' biggest heat transfer challenges.

Our primary customers across the globe include:

- Automobile, truck, bus, and specialty vehicle Original Equipment Manufacturers (OEMs);
- Agricultural, industrial, and construction equipment OEMs;
- Commercial and industrial equipment OEMs;
- Heating, ventilation, and cooling OEMs;
- Construction architects and contractors; and
- Wholesalers of heating equipment.

Our Vision: Modine pursues market leadership by being a customer-focused, global company delivering exceptional quality, innovation, and value. We will grow our core business of thermal management with superior technical solutions in systems, products, and services—coupled with a cost-competitive structure.

Our Business Segments

Our primary product groups include powertrain and engine cooling; coils, coolers, and coatings; and heating, ventilation, and air conditioning. We divide our business into three segments:

- **Building HVAC Systems (BHVAC)** provides heating, ventilation, and air conditioning products ranging in size from single units to large-scale packaged ventilation systems. The most common BHVAC applications include commercial buildings, data centers, schools, retailers, and residential homes.
- **Commercial and Industrial Solutions (CIS)** offers one of the world's widest array of solutions to the heating, ventilating, air conditioning, and refrigeration (HVAC&R) markets. Our offerings include specialized large-scale applications for the power sector and climate solutions for food storage and transportation.
- **Vehicular Thermal Solutions (VTS)** provides automotive thermal management components to improve the efficiency of both on- and off-highway vehicle systems. VTS products include exhaust gas recirculation, oil and charge-air coolers, radiators, air conditioning condensers, battery and oil cooling systems, and charge-air coolers for cars, trucks, motorcycles, and specialty vehicles. Our products allow both internal combustion and electric vehicle (EV) systems to run at optimal temperatures, which promotes better fuel efficiency, lower emissions, and improved vehicle lifespans.

The growing need for higher-efficiency vehicles and buildings is driving global customer demand for high quality, sustainable thermal management solutions. To learn more about how Modine innovations are supporting these goals, see the [Product Sustainability section](#) of this report.

Our Values & Behaviors

At Modine, we are committed to doing business the right way—without compromise. Our company and employee behaviors provide the foundation for our ethical conduct and drive our daily actions. We strive to keep our values front of mind in everything we do. To underscore the importance of doing business the right way, we incorporate the Modine Values and associated behaviors into all employee annual performance evaluations.



SELFLESSNESS

Company Behaviors

Customer needs come first. Understand and respect the various needs driving a customer's buying decisions.

Employee Behaviors

Support others while staying focused on achieving results. Emphasize collaboration, trust, empathy, and ethics in your work.

When people come to work with a selfless mindset, they approach situations with the goal of supporting and promoting the growth of others around them. This mindset is particularly true of our leadership. The primary role of our managers is to support the individuals and groups who report to them, and to do all they can as leaders to prepare our people to advance in their career and provide value to our customers and our business.

ACCOUNTABILITY

Company Behaviors

Deliver on our commitments. Provide the best solution for the customer's needs. If something goes wrong, take responsibility and make it right.

Employee Behaviors

Deliver on your commitments. Empower others and take responsibility for delivering on your agreed objectives.

Our customers rely on our company to provide the solutions they need. To remain successful, we must hold ourselves accountable to them and each other. We are committed to owning our actions and are passionate about the continuous pursuit of perfection in our operations.

INTEGRITY

Company Behaviors

Be honest and transparent in all we say and do, even when it's not easy. Admit mistakes and take ownership of the situation. Act honorably, without exception.

Employee Behaviors

Achieve the right results, the right way. Work to earn and preserve the respect of others. Be realistic, deliver on promises, and leave no room for doubt.

We operate in a highly competitive sector and our success relies on making our customers successful. Failing to maintain the highest standards of ethics in our work can have a lasting and devastating effect on our business. Every day, we must act with integrity and take pride in doing our jobs the right way.



COMMUNICATION & CONFLICT RESOLUTION

Company Behaviors

Listen first. Be consultative and open-minded. Be respectful of others' needs and proactive about solving problems.

Employee Behaviors

Maintain a positive attitude. Search for common ground. Engage in honest, open, and constructive two-way communication and efficient problem solving.

We encourage collaboration in determining the best ways to solve complex problems for our customers. This collaboration forges stronger relationships and builds trust among each other. When conflicts arise, we respect the opinions of others and seek to arrive at shared resolutions.

DEVELOPMENT

Company Behaviors

Build the capabilities of both the company and our people. Continuously deliver better value and solutions to customers.

Employee Behaviors

Be honest about strengths and weaknesses. Strive to be the best, most successful employee you can be and help others do the same.

The collective knowledge and talent of our workforce is our single greatest asset. We must do everything we can to provide our people with the opportunity to develop their abilities and the freedom and confidence to apply their skills in new ways. Focusing on development helps us to continuously deliver added value and innovative solutions to our customers.

Company Behaviors

How Modine delivers on the promises it makes to customers, partners, suppliers, shareholders, and employees.

Employee Behaviors

The expectation Modine has of its employees in order to foster a culture of trust and deliver on company promises.

At Modine, ESG programs and activities are governed at both the executive and Board level.

Report Scope

This report serves as Modine's first sustainability report and provides qualitative and quantitative information on our global approach to managing Environmental, Social, and Governance (ESG) issues. The report covers calendar years 2018 and 2019 and references the Global Reporting Initiative (GRI) Standards. Please contact sustainability@modine.com for comments or questions regarding this report.

Sustainability Governance

We govern our ESG programs and activities on a subject matter basis. Each key ESG topic has executive-level oversight, and our Board of Directors receives regular performance updates on each topic on at least an annual basis. As we continue to develop our sustainability management practices, we will closely monitor and evaluate our corporate sustainability governance mechanisms for potential improvements in the future. Full details about our corporate governance and reporting structures are available in our latest [annual report](#).





Our Ethics

A culture of ethical behavior is foundational to everything we do at Modine. Each day, we act with integrity and hold ourselves accountable through our comprehensive ethics policies and programs. Maintaining the utmost integrity in our everyday work ensures that we achieve our results the right way.

Global Policies & Governance

Our global Code of Conduct provides a roadmap for our people on how Modine does business the right way. The Code details Modine's Values and outlines our expectations for employees and suppliers. The Code also provides clear processes for reporting potential ethical violations or concerns. To underscore the importance of operating in an ethical manner at all times, Modine requires each salaried employee to review and acknowledge our Code of Conduct on an annual basis. To supplement our Code of Conduct, we maintain additional Global Policies covering topics such as anti-corruption, anti-fraud, conflict of interest, data protection, fair competition, gifts and entertainment, insider trading, and trade compliance. All Modine policies are available online in each of the 11 languages commonly spoken by Modine employees. Our CEO and Board of Directors have ultimate oversight of Modine's Global Policies, including our Code of Conduct.

Our General Counsel leads the global compliance function, ensuring executive oversight of our ethics and compliance policies and programs. We keep the Board of Directors informed with quarterly Compliance and Business Ethics Reports, and an annual review of the State of Compliance at Modine. We also have a Business Ethics Committee, composed of the General Counsel, Chief Operating Officer, Chief Financial Officer,

Director of Internal Audit, and Vice President of Human Resources. This committee is responsible for reviewing and approving any updates to Modine's corporate ethics and compliance policies, as needed, but at least biennially. The committee also reviews all training courses and materials related to ethics and compliance to ensure our workforce remains current with emerging trends and topics.

We give 100% of our salaried workforce annual refresher training on the Code of Conduct and anti-corruption training every 18 months. The remainder of our workforce participates in an annual presentation regarding our Code of Conduct and the Modine Helpline.

We also provide all salaried employees with regular training on a variety of key topics, including conflicts of interest, diversity and inclusion, harassment, and information security. Our global compliance and human resources teams work together to determine topics for our training courses that have the greatest relevance to our global workforce. These courses are available on our e-learning program which uses adaptive learning techniques to deliver content based on the employee's current level of knowledge. Our Business Ethics Committee analyzes the results of the training courses to improve future communications and training of these key topics.



To underscore the importance of operating in an ethical manner at all times, Modine requires each salaried employee to review and acknowledge our Code of Conduct on an annual basis.



THE MODINE HELPLINE

We partner with a leading vendor to operate the Modine Helpline. The helpline serves as a resource to all Modine employees, customers, suppliers, and other stakeholders to report legal or ethical violations or concerns of any kind related to Modine's operations, anonymously, if they choose.

The Helpline is available in each of the 11 languages commonly spoken by our employees, and users may submit a case online or via telephone 24 hours a day, seven days a week, 365 days a year. Our third-party provider logs all reports (anonymously, if chosen) and sends an alert that is received by all members of the Business Ethics Committee. Based on the nature of the allegations, the report is routed to a trained internal investigator for review and investigation. The Audit Committee and our Board of Directors receive quarterly reports on use of the Helpline and receive a log of open reports entered into the system, including information about geographic locations, case details, and status of the investigation.

We want our stakeholders to feel comfortable reporting their concerns to the Helpline and to know that we take their concerns seriously. Modine maintains standard practices for investigating and resolving all Helpline cases. We also have processes in place to alert the reporting party when a case is received, under investigation, and closed.

We routinely measure the effectiveness of our ethics and compliance programs to ensure that we have effective and appropriate management processes in place to maintain high standards of integrity throughout our global operations. Our Compliance and Ethics Report is a quarterly evaluation distributed to our Board of Directors, including members of the Audit Committee. The report summarizes our ongoing ethics and compliance activities as well as the status of new programs or processes. Through this quarterly evaluation, we identify any gaps in our programs or processes and take steps to improve the effectiveness of our compliance and ethics programs.

Supplier Code of Conduct

Modine purchases materials and components across a variety of commodity groups to meet our manufacturing needs. Modine's Global Supplier Manual outlines the specific expectations for all suppliers and vendors on a variety of key topics, including ethical conduct, environmental, health, and safety compliance, and quality management. It also details the supplier registration and onboarding process. Our [Supplier Manual](#) is available online.

Modine utilizes a thorough evaluation process to approve suppliers. As part of this process, we require that companies submit a self-assessment designed to provide details on overall fit of the potential supplier with Modine's business. In addition, this process ensures that a new supplier can meet each of our commercial, quality system, environmental system, and logistics requirements. New suppliers who successfully complete the evaluation and onboarding process are recognized as an Approved Supplier to Modine Manufacturing.

In 2019, we tested and implemented a new software system to strengthen our existing supplier screening process and enhance our ability to promote sustainable actions among third party suppliers. We are using this new system to evaluate all new suppliers and ensure continued compliance among our existing suppliers.

Conflict Minerals Policy

Modine is committed to sourcing components and materials from suppliers that share our culture and values, including our respect for universal human rights, a foundation of the Conflict Minerals Act. We expect all suppliers to comply with the requirements and spirit of this act and to commit to being or becoming "conflict free" by sourcing tin, tantalum, tungsten, and gold from conflict-free smelters only. We also expect suppliers to complete an EICC-GeSI declaration certifying conflict-free status and to provide supporting documentation on the countries of origin of any tin, tantalum, tungsten, and gold that they, or their sub-suppliers, purchase for Modine.

Suppliers that fail to comply with these requirements may be subject to a new business hold. Modine expects all its suppliers to be compliant with any globally applicable regulation, law, or directive with respect to conflict minerals requirements. For additional detail on Modine's Conflict Minerals Supply Base declaration requirements, please see the [supplier page](#) of our website.





Our Sustainable Products

Modine partners with our customers to provide holistic heat transfer solutions across a wide range of applications. We have helped customers across industries solve complex problems to ensure their heat transfer systems work more efficiently, last longer, and add comfort to people's lives since our days as a supplier for the Ford Model T.

We take pride in providing holistic and sustainable thermal management solutions for our customers. We work closely with our customers to look at their entire system—not just our components—to ensure our products integrate well with other components, providing the best possible thermal solutions for our customers, every time. We look at every aspect of the product design, from raw materials to end-of-life recyclability, optimizing total cost of ownership for our customers and reducing negative impacts across the product lifecycle.

In response to increasingly stringent emissions, fuel economy, and energy efficiency standards, our customers require products and systems that are lighter weight, more compact, more efficient, and more durable than ever before. At Modine, we work closely with customers to develop sustainable solutions that address these unique challenges.

We offer our customers the flexibility to stay ahead of new and emerging regulations. In our Building HVAC and CIS segments, we are shifting our product portfolios toward lower-emission propellants and refrigerants that greatly reduce the environmental impact and enhance energy efficiency for our customers' heating and cooling systems. Within our VTS segment, we are designing new products that improve fuel efficiency of cars and trucks and optimize the battery systems within electric vehicles.

Modine Technical Center

Our Technical Center in Racine, WI, helps our product engineers quickly test and validate new product designs and customized solutions. From cold, hot, and solar simulations to extreme wind testing, the Center enables real-life testing of our solutions during product development. Using state-of-the-art equipment, we conduct performance and durability evaluations of our heat transfer components and systems, assessing the durability and reliability of different product designs under virtually any environmental condition. Through this rigorous testing, we ensure our products better enhance fuel efficiency, enable more efficient vehicles, increase waste heat recovery, improve HVAC

efficiency, reduce refrigerant usage, and maximize the environmental benefits of our innovations. Our Technical Center is certified to ISO 9001:2008 and audited for compliance with the laboratory requirement section of ISO/TS 16949:2009.

Before we manufacture and test our built innovations, our engineers use virtual Computer Aided Engineering and Design tools to develop, analyze, and test new products. Through Finite Element Analysis and Computational Fluid Dynamics, we are able to isolate and virtually test individual design components or systems under a range of operating conditions. Using this design approach, we can customize our systems to run at optimal efficiency across a variety of operating environments. Virtual testing drastically reduces the lead-time for new designs and improves cost-to-benefit for our customers. By testing and improving products before build, virtual software also removes materials from our operational footprint and lowers our energy and water use.



Modine's Technical Center features two state-of-the-art vehicular wind tunnels, capable of simulating virtually any real-world condition to ensure our new thermal transfer solutions will meet or exceed emissions requirements anywhere in the world.

We have made significant progress in providing our customers with more sustainable thermal solutions.

Enhancing Energy Efficiency

We are committed to continuously driving energy efficiency across product lines. Adaptive controls, variable speed technology, and innovative thermal management solutions drive our products to the top tier of energy efficiency standards.

In our BHVAC segment, we continue to focus on reducing energy use by recycling waste heat produced from air conditioning systems. We also work with suppliers to optimize efficiency through smart selection of components and a holistic approach to system operation. Within our VTS segment, we make the critical heat transfer components that enable vehicle manufacturers to meet their emissions standards. In recent years, increasingly stringent automotive regulations have continued to drive down allowable emissions to lower levels for new vehicles. To meet these new requirements, today's engines and powertrain cooling systems are more complex than ever before. Our customers rely on Modine to design and develop new, more efficient, cost-effective components that improve fuel efficiency and reduce overall energy consumption, while still providing the vehicle performance and passenger comfort that consumers expect.

We have made significant progress in providing our customers with more sustainable thermal solutions. However, we still face important challenges in improving the lifecycle impacts of our products. Looking ahead, we must find new ways to enhance the recyclability of our components and systems at the end of their useful life. We will continue to devote our expertise and resources to develop new ways of reducing the lifecycle impact of our products on the world around us.

COIL DESIGN EVOLUTION

More than 25 years ago, we created and pioneered the use of microchannel Parallel Flow (PF®) coils for residential and commercial HVAC&R systems. The all-aluminum PF® microchannel coil design offered weight savings, improved recyclability, and refrigerant savings over the standard copper round tube plate fin (RTPF) products offered at that time. Over the years, Modine engineers have incorporated significant design and operating improvements for both the microchannel and RTPF coil platforms. Today we offer a full range of microchannel and RTPF coils optimized to each application using our proprietary software.





VTS PRODUCTS OPTIMIZE ELECTRIC VEHICLES

Vehicle battery chillers have largely come into development over the last five years with the rise in popularity of electric vehicles (EVs) among consumers. Modine is a leader in providing manufacturers with custom solutions for critical components in their electric fleet. Our chillers are designed to maintain a constant battery temperature of 86 degrees Fahrenheit (30 degrees Celsius), which is critical to maximizing both battery charge cycles and overall battery lifespan. The chiller uses fluid to transfer heat from the battery coolant to the vehicle's refrigerant.

In 2012, Modine became the exclusive battery chiller supplier to a leading manufacturer of passenger EVs. Our product teams worked closely with the manufacturer to develop the layered core battery chiller, which regulates battery temperature and allows the vehicle to operate at maximum efficiency. We also partnered with the Los Angeles County Transit Authority to electrify their buses, leading to significant emissions reductions and cost savings across their fleet.

Rethinking Refrigerants

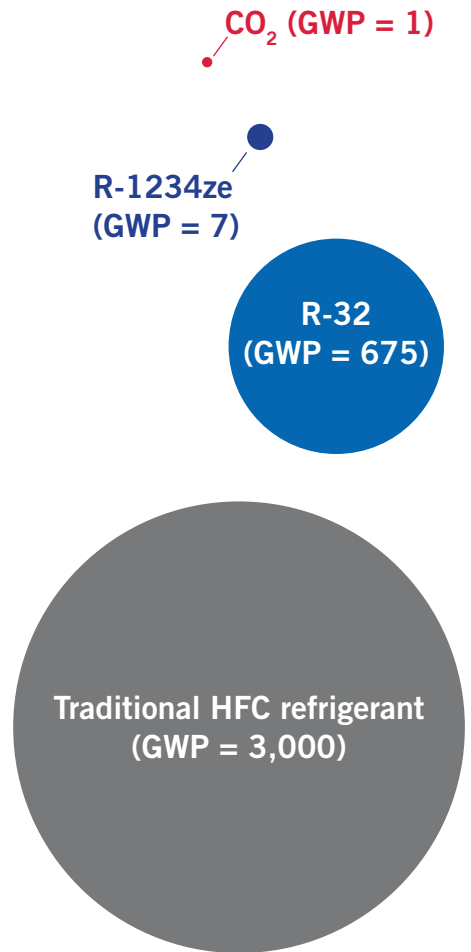
In addition to energy efficiency improvements, we are proud of our leadership in refrigerant systems. For instance, our BHVAC segment focuses on implementing more efficient, closed-loop designs in our new chiller products to keep refrigerant captive within the unit, rather than flowing through the entire cooling system. These new chiller designs greatly reduce the amount of refrigerant required and minimize the risk of coolant leaks and spills. Our CIS segment offers innovative heat exchangers, which improve efficiency by internal volume reduction, minimizing refrigerant charge.

We also focus on eliminating the use of traditional refrigerants—known to have a negative environmental impact and contribute to global warming—in favor of low Global Warming Potential (GWP) alternatives. Low GWP refrigerants produce significantly fewer greenhouse gas emissions, contributing to more sustainable cooling systems.

Modine was among the first companies to offer low GWP refrigerants in the marketplace. Today, we continue to support the transition to natural refrigerants through our comprehensive commercial cooler products. Currently, Modine focuses on the use of several low GWP refrigerants, including R-32 and R-1234ze, which offer many advantages for our applications as the primary low GWP refrigerants in our BHVAC systems. R-32 is a single component refrigerant, meaning it is easier to reuse and recycle. It is readily available and affordable, and it meets all current expected environmental regulations in our markets. R-32 also has up to 67% less GWP than traditional HFC refrigerants, significantly reducing the environmental impact of our new generation cooling equipment. R-1234ze has a GWP of just seven, enabling our customers to reduce their carbon footprint while meeting the requirements set out by the Kigalo amendment to the Montreal protocol.

We have also updated our VTS chillers and condensers to be compatible with the latest low GWP refrigerants used in the automotive and specialty vehicle sectors.

Refrigerant Global Warming Potentials (GWP)





USING CO₂ AS A REFRIGERANT

In addition to incorporating widespread use of low GWP chemical refrigerants such as R-32 and R-1234ze, Modine also works with our customers to implement natural refrigerants like CO₂ in their cooling units. Systems that use CO₂ as a refrigerant offer very high heat exchange performance at a fraction of the GWP of chemical refrigerants. These systems are increasingly the first choice for many of our CIS customers.

CO₂ operates under high pressure, which required Modine to develop new product designs to handle these new operating requirements. Our line of CO₂-cooled heat exchanger products for industrial and commercial markets incorporate new materials and design components. The product improvements include smaller diameter tubes and higher efficiency fans for CIS unit coolers and high-pressure gas coolers. Looking ahead, we plan to develop this sustainable technology to be compatible with a wider array of applications and operating environments. This includes adapting our CO₂ systems gas coolers to operate efficiently in warmer climates. Our engineering team is actively looking into potential new designs to support the increased adoption of CO₂ as a refrigerant.

Sharing Efficiencies

At Modine, once we implement a new product or solution—whether it is an improvement to an existing product, a custom design feature, or an entirely new platform development—our next step is to share it broadly within the company to determine whether we can apply it on a larger scale. Our product teams from different business segments and geographic regions communicate with one another regularly so that we can quickly build upon our latest successes and learn from one another's difficulties.

For example, we developed new 5 millimeter (mm) round copper tube aluminum plate fin heat exchangers for refrigeration and air conditioning applications. This new heat exchanger technology is also capable of handling the high pressures required in CO₂-gas cooler units. Our product engineers saw the opportunity to share this new 5mm design technology with our other facilities around the globe, allowing us to deliver the latest heat exchanger technology to meet customer needs all over the world.



Knowledge sharing
between product teams
is a foundation of our
innovation platform.



INNOVATING LOW-WATER COOLING SOLUTIONS

Water consumption is an ongoing concern in many heat exchange applications. Many facilities, including data centers and manufacturing operations, currently use large amounts of water to cool machinery. Modine recognizes our customers' need to manage water use through more efficient heat transfer design. Our product development teams provide innovative and competitive solutions that reduce or optimize water consumption without sacrificing performance. Through our new air-side and water-side optimization technology, we can provide better cooling efficiencies with zero water consumption. Using these new, more sustainable systems helps our customers lower their environmental footprint and also brings long-term operating costs down.

REDUCING CORROSION & VOLATILE ORGANIC COMPOUNDS

Within our CIS group, our North American coatings division is in the late stages of development of a low volatile organic compound (VOC) UV protection coating. This new coating provides the same UV protection as the previous high VOC alternative. Implementing this low VOC alternative coating will help us manage our permitting costs and minimize Modine's environmental impact. We are currently preparing to implement this new process at our global coatings facility, with the goal of having this in place by the end of 2020.





Our Sustainable Operations

Responsible stewardship of our people and resources is paramount to Modine's continued success. We are committed to minimizing the impact of our operations on human health and the surrounding environment. We continually review our safety procedures, with a focus on continuous improvement consistent with our values. We strive to equip our people with the knowledge and tools they need to effectively complete their jobs and return home safely every day.

EHS Governance

Our Global Environmental, Health, and Safety Manager oversees our Environmental, Health, and Safety (EHS) programs related to EHS impacts from Modine's operations. This role reports directly to our Vice President of Human Resources, who provides updates on our EHS performance and goals to Modine's Board of Directors on a semi-annual basis. Our global management team meets on a quarterly basis to discuss progress-to-date against the company's EHS goals. These meetings also serve as venues to share recent success stories and address any issues or challenges faced in carrying out our EHS strategy.

Modine maintains two global policies—our Environmental Policy and our Health & Safety Policy—outlining our approach to EHS governance. Our Vice President of Human Resources is responsible for ensuring these policies are implemented. We review each policy on a biennial basis to ensure our commitments align with the most current EHS risks and opportunities related to our business.

Throughout our operations, we have regional EHS managers responsible for implementing our programs and processes within their geographic area. The regional managers report indirectly to our Global Environmental, Health, and Safety Manager. They also collect key metrics related to safety and environmental performance from each facility, which we aggregate at the global level.

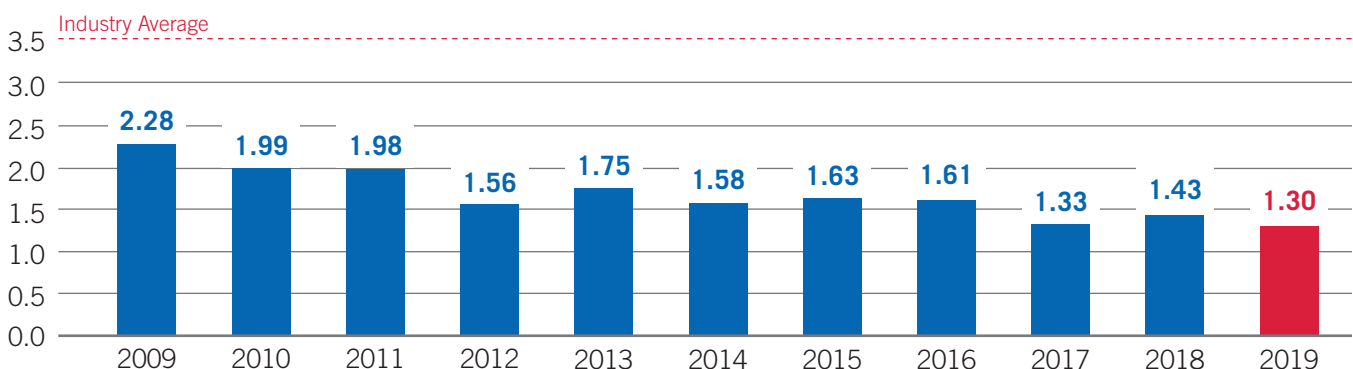
Health & Safety Performance

We believe all injuries are preventable, and we train everyone in our company to be accountable for each other's safety and adopt a proactive approach to avoid hazardous situations. Our operations and EHS teams work together to manage our safety performance. If there is a safety incident, our EHS team will work closely with employees at the local level to identify its root cause and determine the best course of action going forward.

We track our Recordable Incident Rate (RIR) at all facilities as a lagging indicator of our safety performance. We have an ongoing goal to reduce year-over-year RIR by 10%, and since 2009, we have reduced recordable incidents by almost 43%. In 2018, we experienced a slight year-over-year increase in RIR due to the acquisition of our CIS business segment manufacturing locations. Throughout 2018, we implemented Modine safety policies and practices within the newly acquired facilities, resulting in a significant improvement to injury rates in 2019. We will closely monitor the performance of these new facilities going forward, with a focus on continuous improvement.

Modine has consistently out-performed the industry RIR average for the manufacturing sector, which was 3.5 in 2017, the most recent year for which data is available. We are proud of the progress we have made in recent years, but understand there is more work to do to keep our employees safe.

Historical Recordable Incident Rate, 2009–2019



Reducing Severe Injuries

Keeping safety front-of-mind does not guarantee that we will improve. We must also ensure that we train our people to follow effective safety procedures and processes while carrying out their roles. In 2018, Modine rolled out our Severe Injury & Fatality Prevention Program (SIF), a multi-year program to implement clear, consistent practices and behaviors across our global operations. Through SIF, we are working to standardize our leading practices in each of our facilities around the world to eliminate our most severe types of injuries. Using SIF processes, we are collecting more detailed risk data from our operations and using these data to determine how to drive down risk factors to prevent serious injuries from occurring.

Behavior Based Safety

In addition to improving our processes and procedures, we aim to improve the safety of our working environment by encouraging safe behaviors. One way in which we achieve this is by training our workforce on our Behavior Based Safety (BBS) programs. BBS is a proactive approach to safety that focuses on acknowledging safe behaviors and immediately correcting at-risk behaviors. BBS builds upon traditional safety approaches, working to identify and eliminate specific unsafe behaviors that may lead to injury.

The BBS training program teaches employees how to identify unsafe behaviors and how to effectively engage with their colleagues to address unsafe situations. Through this program, we will further enable our employees to take ownership of Modine's overall safety performance.

In 2018, we reaffirmed our focus on the BBS program with several company-wide targets that we aim to reach by 2020. First, each facility must achieve at least two safety observations per employee on an annual basis. To ensure a high level of cross-functional participation in BBS across our operations, we aim to train 10% of our workforce on BBS practices by 2020. Our facilities provide quarterly reports to EHS managers and executive leadership on their performance in adopting BBS and achieving our program goals.

Environmental Footprint

Modine has long been committed to reducing our environmental impact, and we have continuously grown our environmental programs since launching our waste minimization program in 1990. Today, we employ leading waste management programs to advance our environmental stewardship and minimize our environmental footprint.

Under our global Environmental Management System (EMS), we certify manufacturing facilities to ISO 14001:2015 standards. We measure and track the environmental impact of our operations across a range of key performance indicators, including water use, energy use, waste generated, and greenhouse gas (GHG) emissions. We collect these metrics from all facilities on a monthly basis, and send quarterly reports of our environmental performance to our facility managers and leadership team. In addition, we monitor and report chemical releases to the U.S. Environmental Protection Agency's Toxic Chemical Release Inventory Program on an annual basis.

In 2018, we established a goal to reduce our global energy and water consumption from a 2018 baseline by 5% by 2020. Each Modine facility conducts an annual assessment of their individual environmental impacts to identify specific reduction targets. We empower each facility to create and carry out their own environmental action plan that contributes to our company-wide reduction goals. In 2019, while energy use has increased slightly, we have achieved overall water reduction of almost 7%.

In 2018, we reaffirmed our focus on the BBS program with several company-wide targets that we aim to reach by 2020.

ENERGY CONSERVATION PROJECTS AT GRENADA, MS

In late 2016, Modine acquired a heat transfer solutions company which included a facility in Grenada, MS. With more than 1,000 employees, our Grenada facility has over one million square feet of manufacturing and office space. In early 2017, we completed a study to identify opportunities for reducing energy use at the site. Based on the study results, we installed a new, more efficient 300 horsepower air compressor. In addition, we upgraded to energy efficient LED lighting throughout the manufacturing and office areas.

To date, these lighting upgrades have achieved over

9.9 million

kilowatt hours of energy savings and more than

\$750,000

in combined energy cost savings.

SHOWCASING OUR PRODUCTS—BUILDING HVAC

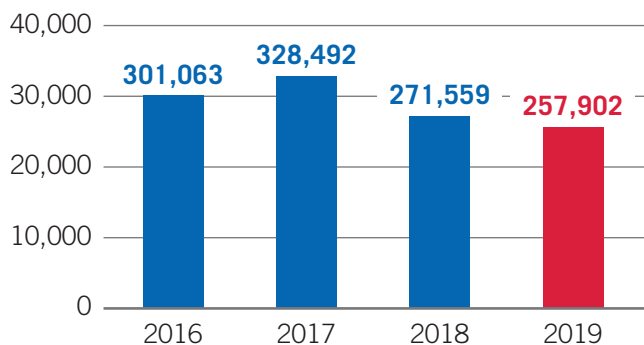
We trust our products enough to rely on them for our own operations, and we are always looking to use our manufacturing facilities to showcase our latest systems. When updating our equipment, we apply our newest technologies and solutions. This allows us to improve our own operational footprint while also field-testing new heat transfer technologies.

In the past several years, we have installed new rooftop Dedicated Outside Air System (DOAS) Atherion® units at both our Racine, WI. headquarters and at our manufacturing facility in Buena Vista, VA. The new DOAS system provides heating, cooling, and ventilation, and meets the latest regulatory requirements for fresh air in public buildings. The Atherion integrates with Modine Controls Systems to enhance system efficiency and maintenance. In addition, the optional energy recovery module pre-treats outside air to optimize heat transfer and further reduce energy needs.

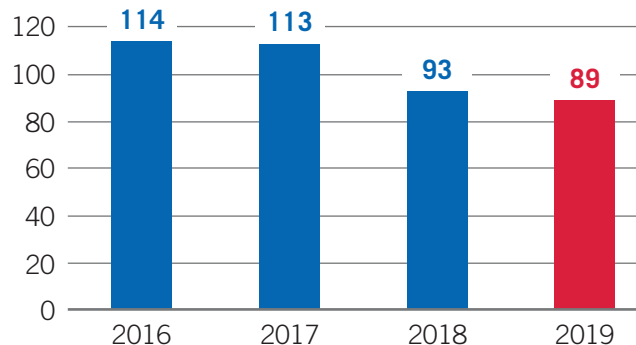


Environmental Data

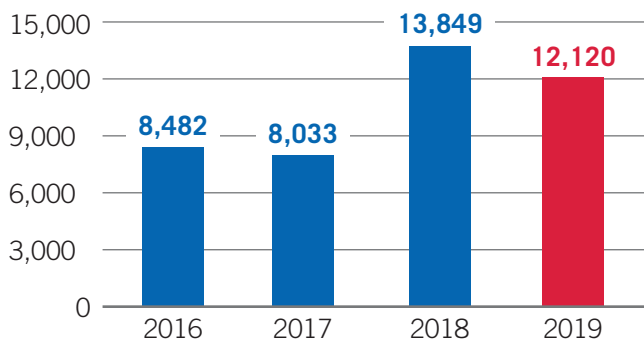
Global Energy Use
(kilowatt hours per million dollars sales)



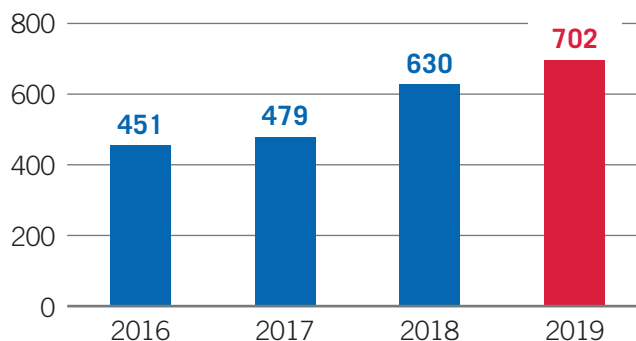
Global Greenhouse Gas Emissions
(metric tons CO₂ per million dollars sales)



Global Water Use*
(cubic feet per million dollars sales)



Global VOC Emissions*
(cubic feet per million dollars sales)



*2018–2019 Water and VOC data includes new operations acquired from Luvata Heat Transfer Solutions in FY 2017.



Supply Chain Sustainability

Modine partners with companies who share our goal of creating a sustainable, high-value supply chain to support our customers and end users of Modine products and solutions. Over the last few years, we have focused on reducing our total number of suppliers while increasing our ESG expectations outlined in our Supplier Code of Conduct. Our goal is to form long-term relationships with suppliers who share our goal of operating a high quality, sustainable supply chain.

We expect our suppliers to consider the impacts of their business and remain committed to environmental protection. We require all suppliers to maintain and provide evidence of an Environmental Management System according to ISO 14001 standards, and to continually improve their environmental performance.

Over time, Modine has worked to eliminate the use of harmful materials throughout our supply chain. We are in regular communication with our suppliers to help them identify safe alternatives so we may continue to meet our customers' evolving needs without sacrificing product performance or quality. In addition to all legally required substance prohibitions and restrictions, all Modine suppliers must agree to meet minimum use requirements for substances listed on the [REACH Candidate List](#). In addition, all suppliers must meet prohibition requirements for the following lists:

- [The Global Automotive Declarable Substance List \(GADSL\)](#);
- [The Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment \(RoHS\)](#);
- The Radiation Protection Provision; and
- [California Proposition 65](#).





Our Employees

At Modine, we strive to be an employer of choice in every community in which we operate. We do this by fostering a fair, respectful, and safe work environment for our people in alignment with our core values.

Our global Positive Work Environment Policy, which applies to all Modine employees and contractors, outlines our commitment to protecting human rights and providing equal opportunities within a discrimination- and harassment-free environment across our operations. Our Vice President of Human Resources reports directly to the CEO and oversees our Positive Work Environment Policy and Modine's human resources strategy and programming.

In addition, our CEO, Thomas Burke, has annual objectives related to Modine's Diversity & Inclusion (D&I) performance. These objectives include:

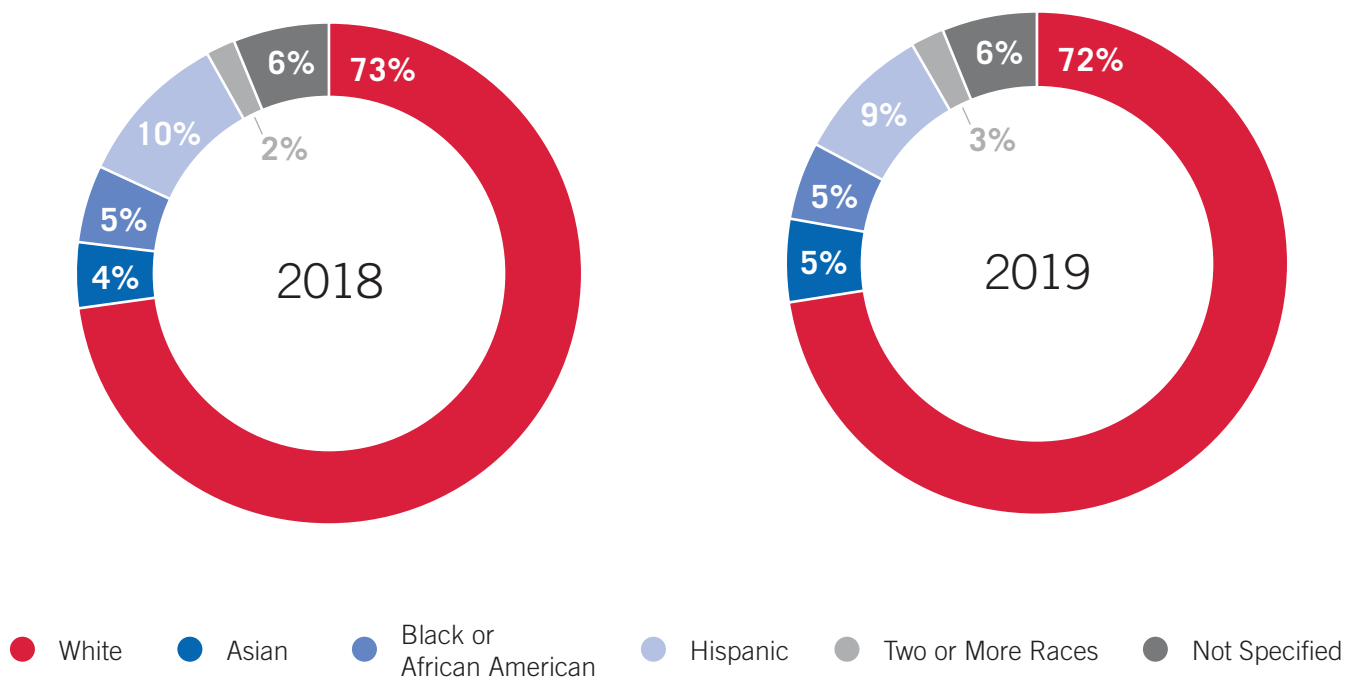
- Implementing new recruiting procedures to include diverse candidate lists for all external new hires;
- Promoting gender and ethnic diversity across leadership positions at Modine; and
- Diversity & inclusion training for 100% of salaried employees.

Diversity & Inclusion

Our continued success is a direct result of the quality of our people. We strive to ensure that the company benefits from the culturally diverse areas in which we operate. Incorporating diverse talent and growing an inclusive workforce is a key focus of our talent management strategy. This includes providing Unconscious Bias training to all of our hiring managers and increasing the diversity of our interview panels. We are also incorporating blind resume reviews into our candidate screening process and instituting mandatory diverse candidate slates for all open salaried positions.

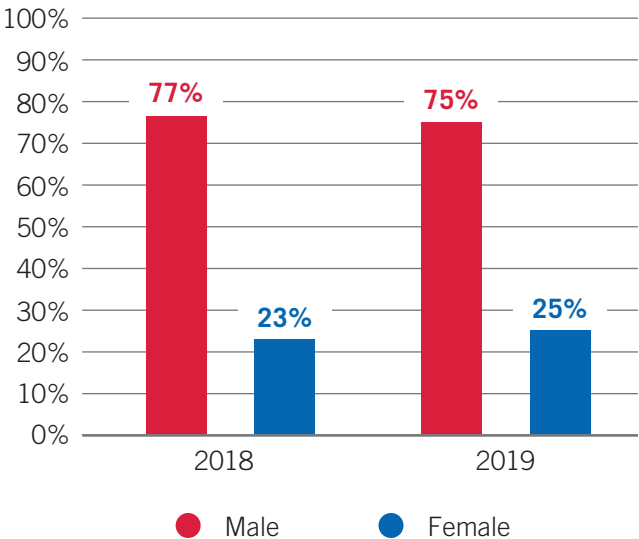
Since 2010, we have tracked key D&I indicators across our global operations, such as number of women in supervisory roles and minority new hires in the U.S. Our Human Resources department shares our diversity performance with Modine executives annually. In 2019, our leadership team was nearly 20% female.

New Hires by Ethnicity, 2018/2019 (U.S.)

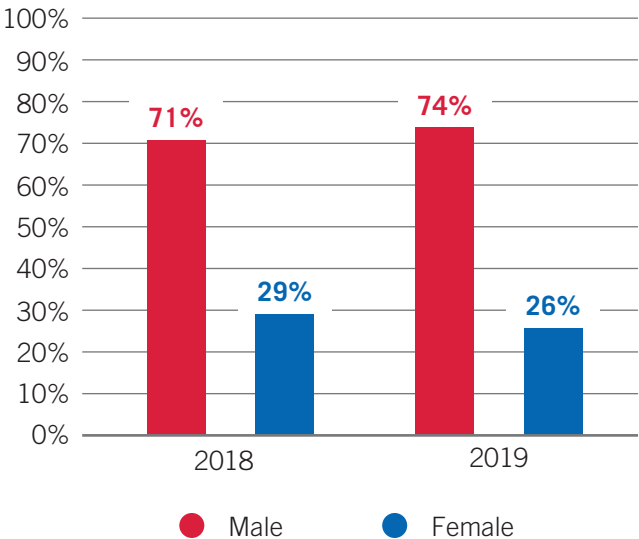


Diversity Data

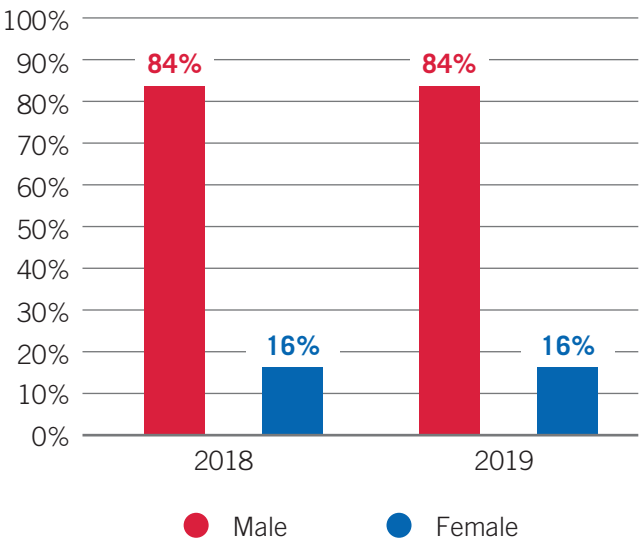
Workforce by Gender, 2018/2019 (Global)



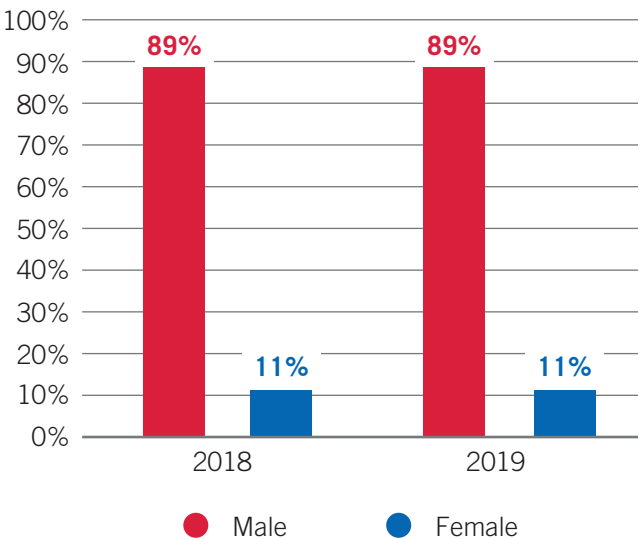
New Hires by Gender, 2018/2019 (Global)



Supervisory Positions by Gender, 2018/2019 (Global)



High Potential Employees by Gender, 2018/2019 (Global)



All salaried Modine employees are required to participate in D&I training as part of our global [training & development program](#), helping maintain a strong, inclusive workplace environment at all times. In 2019, all salaried employees around the world completed D&I training.

Our focus on diversity extends to the highest levels of our organization. Nine out of 10 members, or 90%, of Modine's Board of Directors qualify as independent under the rules of the SEC and New York Stock Exchange. In addition, 30% of members represent minority groups and 20% percent are women. The Board nominating committee considers diversity as a factor for all new director candidates.

In 2019, Modine Manufacturing received recognition from 2020 Women on Boards—a non-profit organization focused on increasing the percentage of women on corporate boards—as a Winning 'W' Company for having at least 20% women on its corporate board. This is the eighth time Modine received this award—a reflection of our long-standing focus on, and commitment to, diversity & inclusion at the highest levels of our organization.

20%

20% of Modine's Board of Directors are women.





Employee Engagement

An inclusive culture begins with an empowered workforce. Our workplace thrives when our people feel comfortable sharing their honest opinions with their colleagues and managers. In support of our core value of Communication and Conflict Resolution, we place a heavy focus on maintaining an open and transparent dialogue across all levels of our workforce.

Modine's executive team sets the tone for a strong, inclusive culture for all employees from the moment they join our company. Our CEO and members of our executive team host a quarterly meeting with all new hires at our global headquarters in Racine, WI. These new hire meetings serve as an opportunity for our newest team members to engage with our leaders to ask questions, share their concerns, and provide feedback about their early work experiences at Modine.

Modine's executive team sets the tone for a strong, inclusive culture for all employees.

Talent Attraction

Modine's continued success relies on our ability to attract and retain the very best talent around the world. Our employees' collective knowledge strengthens our company and puts us in a position to exceed the expectations of our shareholders and our customers. Hiring talented professionals and developing them into selfless managers is the most effective way for us to ensure our sustainable growth for years to come.

We are proud to foster a work culture that encourages our employees to support each other in growing their capabilities through coaching, offering project support, sharing ideas, and providing one another with opportunities to develop new skills. The selflessness displayed in our work creates a more collaborative environment in which we can innovate new ideas that enable better solutions for our shareholders, customers, and employees.

We offer competitive benefits and compensation within an open, supportive work environment. Through our robust career development programs, we offer our people the means to expand their skills and the opportunities they need to excel.

Workforce Development

The development of our people begins with the recruitment and onboarding of new team members. Our operations require expertise across a wide range of disciplines, from engineering and manufacturing to finance and information technology. Both the Human Resources team at our corporate headquarters and our local facility managers work to hire talented individuals who align with our values.

Every new employee at Modine goes through a comprehensive onboarding program with their line manager to ensure they receive the proper training to succeed in their new roles. Our onboarding process typically lasts up to a year, during which time the new employee becomes familiar with Modine and its goals,

as well as the employee's specific role within the company. At our global headquarters in Racine, WI, we pair each new hire with a sponsor to serve as another resource to help mentor and guide the new employee through the onboarding process. The sponsor's primary role is to facilitate the new employee's integration into the organization by introducing them to key support staff, helping them to learn about Modine's culture, and offering support and advice on a day-to-day basis.

We train all new hires on Modine's policies and procedures, as well as career development tools and resources available to them. For more information on Modine's career development programs, read the [Performance & Development](#) section of this report.

STUDENT CO-OP

At Modine, we believe that the success of our communities ties directly to our own success. That is why we work closely with many universities in the communities in which we operate to engage current students and recent graduates in new career positions and internships. Over the last 10 years, Modine has increased its focus on offering a co-op program for students to participate in rotational assignments at Modine. Students who join the program earn college credits while receiving hands-on work experience, preparing them for a career in engineering. To date, more than 100 students have participated in this program, with 27 becoming full-time engineers at Modine over the last five years.



Performance & Development

We provide our people with the tools to forge their own career paths and we work hard to put them in the best possible positions to succeed along the way. We encourage our employees to grow their skills through both internal and external training programs and we offer opportunities for our people to test their skills and grow into new roles throughout the organization.

Each employee has a customized Career Planning and Individual Development Plan page accessible through our intranet. From this page, employees can manage their career progression at Modine by developing a short- and long-term career plan and identifying the steps necessary to achieve each goal. In addition, employees can list potential alternate career pathways they may be interested in evaluating at Modine.

Employees can also use the Modine intranet to access our global training portal. The training portal currently offers more than 120 different courses across a variety of subjects. All Modine employees can access these courses to build their general knowledge base, take

refresher training, prepare for a managerial role, or acquire new technical skills. In 2019, a total of 2,130 employees accumulated more than 29,483 hours of training.

We believe in providing our employees with every opportunity to expand their skills and advance their careers. To that end, we offer tuition reimbursement up to \$5,200 per year for U.S. employees who pursue an undergraduate or graduate degree. In 2019, a total of 38 employees received tuition reimbursement to grow in their current function or to transition to a new role at Modine.

Another key feature of Modine's talent development is our Operational Development Pathway (ODP) program. Through this program, we invite high-potential individuals to participate in a series of two-year rotational assignments across the organization, designed to prepare participants for managerial roles throughout Modine. Participants also receive targeted training and mentoring support during the program.



Performance & Development Process

Growing our peoples' capabilities is paramount to our continued success. Through our annual Performance & Development Process (PDP), we provide a consistent, structured development and performance review experience to all salaried employees around the world.

The PDP provides individual employees with a development pathway that focuses on long-term career development. At the beginning of each fiscal year, employees work directly with their manager to develop a series of specific, measurable objectives to include in their PDP. These include both short-term annual performance goals required to succeed in their current role, as well as longer-term career goals aimed at developing their skillsets and preparing for future career opportunities. Under the PDP, 100% of our salaried employees have stated objectives aimed at growing their skillset for future roles and responsibilities within the company.

We want all employees to be respectful, treat each other the right way, and conduct business ethically. For this reason, in addition to detailing performance goals, the PDP includes a behavior scorecard related to how well an employee personifies our corporate values. The behavioral assessment focuses on five Key Behaviors for both leaders and individual contributors on our team. These behaviors include:

Leadership

- Selfless Leadership
- Be Accountable; Empower Others
- Act With Integrity
- Communicate and Resolve Conflict
- Develop Our People

Individual Contributor

- Selfless Performance
- Be Accountable and Focus on Business Alignment
- Act With Integrity
- Communication and Team Work
- Individual Development

To ensure our people's goals and behaviors remain top-of-mind, we employ quarterly reviews for employees to have informal, candid conversations with their managers to discuss progress against their annual and career objectives. These quarterly reviews also serve as opportunities throughout the year to update personal or professional goals as our people develop in their careers. At the end of each fiscal year, employees receive a formal PDP review and performance rating, with 50% of the score weighted to job performance, and 50% to how the employee upholds the Modine behaviors.

Workplace Benefits

We invite all full-time Modine employees in the U.S. to participate in our comprehensive benefits package, which includes:

- Medical, Dental, and Vision Coverage;
- Flexible Spending Accounts;
- Health Savings Accounts;
- Life Insurance Policy;
- Long-Term Disability Insurance;
- 401K Matching Program;
- Employee Assistance Program; and
- Tuition Reimbursement.

In addition to offerings in the U.S., each global Modine location offers a comprehensive benefits package competitive in its local market. We also continually evaluate our workplace programs to provide a more inclusive and attractive environment for our current and prospective employees. To that end, we are formalizing a Flexible Work policy allowing U.S. employees in eligible roles to work remotely up to one day per week. We also implemented a relaxed “Dress For Your Day” dress code in our U.S. offices. We believe these new policies will help our employees work more comfortably and achieve a proper work/life balance while retaining the innovative spirit that makes our company thrive.

SUPPORTING WORKING MOTHERS AT MODINE

At Modine, we believe it is critical to support our employees no matter where they are in their lives, and we are proud to offer several programs to assist our working mothers. Across all Modine facilities, we offer private spaces for nursing mothers. In 2018, we introduced a new partnership with Milk Stork to support traveling employees. Milk Stork provides refrigerated, overnight shipping of breast milk anywhere in the world. Through Milk Stork, our traveling mothers can order milk kits directly to their hotel. From there, they can ship milk home as needed, free of charge. With the addition of Milk Stork, it is now easier for new and recent moms at Modine to work effectively while also providing the best care for their families.





We continually
evaluate our
workplace
programs to
provide a more
inclusive and
attractive work
environment for
our employees.



Our Philanthropy

We are proud to have highly engaged employees who share a deep-rooted commitment to creating positive impacts in the world around them. This passion for giving back to our neighbors is on display in every corner of our company and at every level of our workforce. Through Modine's philanthropic contributions and volunteer programs, we empower our people around the world to engage with their communities to improve lives.

The Modine Foundation

The Modine Manufacturing Company Foundation was formed in 1995 to offer financial support to qualifying non-profit organizations in the United States. Through direct grants, the Foundation aids in developing strength and vibrancy in the communities where we operate.

In 2019, the Foundation made a 5-year, \$200,000 commitment to the Higher Expectations for Racine County program, aimed at engaging community partners and aligning efforts to maximize resources to promote excellence and equity in education and employment outcomes in Racine County, WI. The Foundation also continued its financial support of the A.B. Modine Pond at the Racine Zoo in 2019, extending a philanthropic commitment that dates back to 2007.

Volunteerism

Through the Modine Volunteer Program, we facilitate opportunities for U.S. employees to give back to their community throughout the year. Our facilities maintain a rotating list of local organizations from which employees may choose to donate their time and effort. Every employee who achieves 25 hours of volunteering at a qualified non-profit organization of their choice will have a \$200 grant awarded to that organization through the Modine Foundation. In addition, each year we select a non-profit organization to receive a \$1,000 gift. Looking ahead, we intend to formally track employee time volunteered across our company so we may better understand the impact our efforts have on our surrounding communities.

In 2019, Modine employees around the world showcased our core values by volunteering more than 3,252 hours of their time at several local organizations. Below are some of our program highlights:

- As part of our partnership with the United Way of Racine County, WI the Executive Leadership of Modine served a warm meal from a local restaurant and painted the children's play area at the Homeless Assistance Leadership Organization (HALO). HALO is a local non-profit providing a pathway to self sufficiency for those experiencing homelessness in Racine County. Throughout the year, more than 40 additional employees from our Racine headquarters worked together with HALO staff to organize and catalogue HALO's large collection of donated items.
- Employees at our Grenada, MS facility held a holiday coat drive, collecting and distributing more than 200 new coats to area children. In addition to the coat drive, the team also partnered with local non-profit Class Act to donate toys and bikes to local community members.
- Employees at Modine's Nuevo Laredo facility in Mexico took part in a charity run/walk event called "Activate por la Educación." The event was organized by one of our customers and attracted more than 2,000 runners.
- Several Racine employees volunteered at Olympia Brown Elementary School as part of Junior Achievement's "JA in a Day" program, which helps students make the connection between what they are learning in school and what they will need to succeed in work and life. Our volunteers spent several hours teaching students about work readiness, financial literacy, and entrepreneurship.



In 2019, Modine employees volunteered more than 3,252 hours of their time with local organizations.

The United Way

The United Way campaign is a major focus at our U.S.-based facilities. Each year, a committee of Employee Campaign Coordinators volunteer their time to help lead Modine’s fundraising campaign, which runs from September through November. The committee develops target contribution goals across our facilities and organizes a calendar of fundraising events to promote employee participation. As part of the annual campaign, the Modine Foundation matches employee donations to United Way. In 2019, 246 employees raised more than \$233,500, and total money raised including corporate contributions and special events exceeded \$467,000.

\$467,000

In 2019, 246 employees raised \$467,000 through the corporate matching program.

Total Funds Raised for United Way Campaign

| TYPE OF CONTRIBUTION | 2017 | 2018 | 2019 |
|-------------------------|-----------|-----------|-----------|
| Employees & Events | \$257,162 | \$264,500 | \$233,500 |
| Modine Foundation Match | \$257,162 | \$264,500 | \$233,500 |
| Total | \$514,324 | \$529,000 | \$467,000 |





2019 UNITED WAY CAMPAIGN

In 2018 and 2019, Modine continued our long-standing support of the United Way at our corporate headquarters in Racine, WI. We sponsored more than 20 employee events during the three-month campaign, making Modine the second-largest contributor to the United Way of Racine County. Some of the events held included a silent auction, a Halloween party, a golf outing, ice cream socials, and “Bring Your Dog to Work” day.

At the 2018 United Way Celebration Dinner, Modine received the “LIVE United Award” for outstanding commitment both in fundraising and volunteerism throughout the year. Modine Manufacturing in Joplin, MO, celebrated a record-setting year with their 2018 United Way Campaign. Employees teamed up with United Way of Southwest Missouri and Southeast Kansas to raise a total of \$37,800, including the corporate match from the Modine Foundation. The final tally was nearly \$3,000 more than 2017’s raised donations. We thank all of the Joplin employees who participated, donated, and helped plan the events.

During both years, one of the more popular events was “The Family Feud,” where teams of employees participated in a Modine-themed version of the popular Family Feud television program. This event served as the campaign kick-off, with the local United Way President and our CEO speaking at the event.

We are inspired by our employees’ willingness to invest their time and money to make a positive impact in our communities. We thank everyone who got involved, and we look forward to another successful campaign in 2020.

GRI Content Index

General Disclosures

| GRI STANDARD | DISCLOSURE | LOCATION / DIRECT ANSWER |
|------------------------------------|---|--|
| Organizational Profile | | |
| GRI 102: General Disclosures | 102-1 Name of the organization | Modine Manufacturing Company |
| | 102-2 Activities, brands, products and services | Our Business |
| | 102-3 Location of headquarters | Racine, Wisconsin, USA |
| | 102-4 Location of operations | 2019 Annual Report , Form 10-K |
| | 102-5 Ownership and legal form | 2019 Annual Report , Form 10-K |
| | 102-6 Markets served | Our Business ; 2019 Annual Report , p. 2 |
| | 102-7 Scale of the organization | 2019 Annual Report , pp. 1–9 |
| | 102-8 Information on employees and other workers | 2019 Annual Report , p. 8 |
| | 102-9 Supply chain | 2019 Annual Report , pp. 6–7 |
| | 102-10 Significant changes to the organization and its supply chain | 2019 Annual Report , p. 24 |
| | 102-11 Precautionary Principle or approach | Modine does not formally use the precautionary approach. However, Modine remains committed to preventing pollution, eliminating waste, and reducing environmental risks in our operations, as outlined in our 2019 Annual Report (p. 8), Our Sustainable Products and Our Sustainable Operations |
| Strategy | | |
| | 102-14 Statement from senior decision-maker | CEO Letter |
| | 102-15 Key impacts, risks, and opportunities | Our Sustainable Products ; Our Sustainable Operations ; 2019 Annual Report , pp. 9–16 |

General Disclosures

| GRI STANDARD | DISCLOSURE | LOCATION / DIRECT ANSWER |
|-------------------------------|---|---|
| Ethics & Integrity | | |
| | 102-16 Values, principles, standards and norms of behavior | Our Values & Behaviors |
| | 102-17 Mechanisms for advice and concerns about ethics | Our Ethics; The Modine Helpline; Code of Conduct |
| Governance | | |
| | 102-18 Governance structure | Sustainability Governance; Global Policies & Governance |
| Reporting Practices | | |
| | 102-45 Entities included in the consolidated financial statements | 2019 Annual Report, p. 1 |
| | 102-46 Defining report content and topic Boundaries | Report Scope |
| | 102-49 Changes in reporting | This is Modine Manufacturing Company's inaugural sustainability report. |
| | 102-50 Reporting period | Report Scope |
| | 102-51 Date of most recent report | This is Modine Manufacturing Company's inaugural sustainability report. |
| | 102-53 Contact point for questions regarding the report | sustainability@modine.com |
| | 102-54 Claims of reporting in accordance with the GRI Standards | Report Scope |
| | 102-55 GRI content index | GRI Content Index |
| | 102-56 External assurance | The data within this report has not been externally verified. |

Specific Disclosures

| GRI STANDARD | DISCLOSURE | LOCATION / DIRECT ANSWER |
|----------------------------------|--|--|
| Economic Performance | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | 2019 Annual Report, p. 1 |
| | 103-2 The management approach and its components | 2019 Annual Report, p. 1 |
| | 103-3 Evaluation of the management approach | 2019 Annual Report |
| GRI 201: Economic Performance | 201-1 Direct economic value generated and distributed | 2019 Annual Report, p. 38 |
| | 201-3 Defined benefit plan obligations and other retirement plans | 2019 Annual Report, p. 30 |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Global Policies & Governance |
| | 103-2 The management approach and its components | Global Policies & Governance |
| | 103-3 Evaluation of the management approach | Global Policies & Governance |
| Anti-Corruption | | |
| GRI 205: Anti-corruption | 205-2 Communication and training about anti-corruption policies and procedures | Global Policies & Governance |
| Energy | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Enhancing Energy Efficiency; Environmental Footprint; Environmental Data |
| | 103-2 The management approach and its components | Enhancing Energy Efficiency; Environmental Footprint; Environmental Data |
| | 103-3 Evaluation of the management approach | Enhancing Energy Efficiency; Environmental Footprint; Environmental Data |
| GRI 302: Energy | 302-1 Energy consumption within the organization | Environmental Data |

Specific Disclosures

| GRI STANDARD | DISCLOSURE | LOCATION / DIRECT ANSWER |
|---|---|--|
| Water | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Enhancing Energy Efficiency; Environmental Footprint; Environmental Data |
| | 103-2 The management approach and its components | Enhancing Energy Efficiency; Environmental Footprint; Environmental Data |
| | 103-3 Evaluation of the management approach | Enhancing Energy Efficiency; Environmental Footprint; Environmental Data |
| GRI 303: Water | 305-5 Water Consumption | Environmental Data |
| Emissions | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Environmental Footprint; Environmental Data |
| | 103-2 The management approach and its components | Environmental Footprint; Environmental Data |
| | 103-3 Evaluation of the management approach | Environmental Footprint; Environmental Data |
| GRI 305: Emissions | 305-4 GHG emissions intensity | Environmental Footprint; Environmental Data |
| | 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Environmental Footprint; Environmental Data |
| Supplier Environmental Assessment | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Supplier Code of Conduct; Supply Chain Sustainability |
| | 103-2 The management approach and its components | Supplier Code of Conduct; Supply Chain Sustainability |
| | 103-3 Evaluation of the management approach | Supplier Code of Conduct; Supply Chain Sustainability |
| GRI 308: Supplier Environmental Assessment | 308-1 New suppliers that were screened using environmental criteria | Supplier Code of Conduct; Supply Chain Sustainability |

Specific Disclosures

| GRI STANDARD | DISCLOSURE | LOCATION / DIRECT ANSWER |
|--|--|--|
| Employment | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Our Employees |
| | 103-2 The management approach and its components | Our Employees |
| | 103-3 Evaluation of the management approach | Our Employees |
| GRI 401: Employment | 401-1 New employee hires and employee turnover | Our Employees |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Workplace Benefits |
| Occupational Health & Safety | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Our Sustainable Operations |
| | 103-2 The management approach and its components | Our Sustainable Operations |
| | 103-3 Evaluation of the management approach | Our Sustainable Operations |
| GRI 403: Occupational Health & Safety | 403-2 Hazard identification, risk assessment, and incident investigation | EHS Governance; Health & Safety Performance; Reducing Severe Injuries; Behavior Based Safety |
| | 403-5 Worker training on occupational health and safety | Health & Safety Performance; Reducing Severe Injuries; Behavior Based Safety |
| | 403-9 Work-related injuries | Health & Safety Performance |
| Training & Education | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Workforce Development; Performance & Development; Performance & Development Process |
| | 103-2 The management approach and its components | Workforce Development; Performance & Development; Performance & Development Process |
| | 103-3 Evaluation of the management approach | Workforce Development; Performance & Development; Performance & Development Process |

Specific Disclosures

| GRI STANDARD | DISCLOSURE | LOCATION / DIRECT ANSWER |
|---|---|---|
| GRI 404: Training and Education | 404-1 Average hours of training per year per employee | Performance & Development |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Workforce Development; Performance & Development; Performance & Development Process |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Performance & Development Process |
| Diversity & Equal Opportunity | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Our Employees; Diversity & Inclusion |
| | 103-2 The management approach and its components | Our Employees; Diversity & Inclusion |
| | 103-3 Evaluation of the management approach | Our Employees; Diversity & Inclusion |
| GRI 405: Diversity and Equal Opportunity | 405-1 Diversity of governance bodies and employees | Our Employees; Diversity & Inclusion |
| Non-Discrimination | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Our Employees |
| | 103-2 The management approach and its components | Our Employees |
| | 103-3 Evaluation of the management approach | Our Employees |
| Local Communities | | |
| GRI 103: Management Approach | 103-1 Explanation of the material topic and its Boundary | Our Philanthropy |
| | 103-2 The management approach and its components | Our Philanthropy |
| | 103-3 Evaluation of the management approach | Our Philanthropy |
| GRI 413: Local Communities | 413-1 Operations with local community engagement, impacts assessments, and development programs | Our Philanthropy |



MODINE MANUFACTURING COMPANY

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