



ENTERPRISE POLICY

Political Contributions Policy

Purpose

Because public policy issues have the potential to impact the Company's business, its employees, and the communities in which the Company operates, in certain cases it may be appropriate, and in the Company's best interests, to use its resources to make Political Contributions. Therefore, the Company has adopted this Political Contributions Policy to ensure that such contributions are made in a manner consistent with the Company's core values and to protect and/or enhance stakeholder value.

Scope

This Policy applies to all directors, officers and employees of nVent Electric plc, acting in their capacity as such, and its subsidiaries, affiliates and operating segments, wherever incorporated, chartered, organized or located, including related companies, partnerships and joint ventures in which nVent Electric plc has a controlling interest (the "Company").

Definitions

Policy: This Political Contributions Policy.

Political Contribution: Any corporate spending by the Company in the form of a gift, loan, advance or deposit of money to (a) candidates running for federal, state or local office; (b) federal, state or local political parties or committees; (c) Political Entities; and (d) ballot initiative campaigns and committees.

Political Entities: Organizations whose primary purpose is to engage in political activities (specifically entities operating under section 527 of the Internal Revenue Code and other such tax exempt organizations).

Policy Statement

Any Political Contribution made by the Company must be approved in advance by the Executive Council. Appropriate due diligence will be performed by the General Counsel's office for all Political Contribution requests, with the results of the due diligence presented to the Executive Council for consideration in determining whether or not to approve the request. In determining whether or not to approve a request to make a Political Contribution, the Executive Council will consider many factors, including but not limited to:

- The merits of the candidate or organization and their commitment to improving the overall business climate;
- The alignment of the candidate's or organization's positions with the overall strategic direction of the Company;
- The candidate's or organization's position or voting record on matters of direct concern to the Company and whether such position or voting record could pose a reputational risk to the Company; and
- The quality and effectiveness of the organization to which the contribution is made (if not made directly to a candidate).



All Political Contributions must also comply with all current applicable laws and regulations in the jurisdictions in which contributions are made (including the Foreign Corrupt Practices Act) and adhere to the Company's Code of Business Conduct and Ethics. Company management annually will provide a report to the Governance Committee of the Company's Board of Directors of Political Contributions made by the Company.

Reporting and Disclosure. The Company will at all times comply with all current applicable laws and regulations relating to the reporting requirements for corporate political contributions.

Trade Associations and Other Tax Exempt Organizations. The Company is member of numerous trade associations, professional societies, industry groups and other tax exempt organizations. These organizations, which may represent the industries and business communities in which the Company operates, dialogue with government officials and other key stakeholders on industry relevant issues. Often times these trade organizations are a resource and information source for public policy makers; a means to promote consensus on industry policy issues and a voice for the industry; an educator for professionals; and a communicator to the general public.

The Company representatives on the board and committees of these industry and trade groups ensure that the Company voices its views and concerns on industry issues, policy and related activities. The Company may not always share the views of its industry peers and associations. In certain circumstances, the Company may choose not to participate in industry and trade group related activities.

These trade associations and other tax exempt organizations may or may not engage in political activities. Annually, management of the Company will provide a report to the Governance Committee of the Company's Board of Directors of the portion of payments that major U.S.-based trade associations and other tax exempt organizations report to the Company as being used for political activity purposes where annual payments are \$50,000 or greater.

Contact

Any questions concerning this Policy may be addressed to the General Counsel.

Compliance, Reporting and Non-Retaliation

Failure to comply with this Policy may be grounds for disciplinary action, up to and including termination.

nVent employees should Speak Up about any conduct which they believe in good faith to be a violation of this Policy. Concerns can be reported through any of [nVent's Speak Up Resources](#). Reports may be made anonymously and will be treated confidentially to the extent allowed by law. nVent prohibits retaliation for good faith reports of suspected violation of nVent policy.

Related Resources

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History

Effective:

April 30, 2018

Amended:

May 10, 2019