

Lennox 2022 Sustainability Report Data Tear Sheet

Metric **2022**

BUSINESS OVERVIEW		
Total Employees (people)	SASB Code: RT-EE-000.B	13,200
Salaried Employees (people)		5,100
Hourly Employees (people)		8,100
Business breakdown as a (%) percentage of revenue		
Residential Heating and Cooling		68%
Commercial Heating and Cooling		19%
Refrigeration		13%
Business breakdown as a (%) percentage of segment profit		
Residential Heating and Cooling		79%
Commercial Heating and Cooling		11%
Refrigeration		10%

INNOVATION AND ENERGY EFFICIENCY		
R&D investment to improve product efficiency and explore the research of low global warming potential (GWP) refrigerants (USD\$)		\$80M
% of revenue from energy efficiency products	SASB Code: RT-EE-410a.3	48% of revenue from core products*

Environmental

ENERGY		
Total Absolute Energy Usage (in MWh)	SASB Code: RT-EE-130a.1	330,482
Renewable Energy (in MWh; % of total energy consumption)	SASB Code: RT-EE-130a.1	18,693; 5.7%
Non-Renewable Energy		311,789
Electricity (in MWh; % of total energy consumption)	SASB Code: RT-EE-130a.1	149,715; 45%
Fuel		162,074
Energy Use Intensity (MWh/Millions USD in Normalized Revenue)		68

Note: Excludes revenue from supplies, parts, and services.

ABOUT THIS REPORT AND INDICES

WATER	
Total Absolute Water Usage (in m3)	201,500
Water Usage Intensity (in m3/Millions USD in Normalized Revenue)	42

WASTE	
Total Absolute Hazardous and Non-Hazardous Solid Waste Generated (in metric tons)	46,063
Total Hazardous Waste	SASB Code: RT-EE-150a.1 230
Recycled (in metric tons; % of total hazardous waste)	SASB Code: RT-EE-150a.1 226; 98%
Disposed (in metric tons; % of total hazardous waste)	4; 2%
Total Non-Hazardous Waste	45,833
Incineration	1,047
Recycled	41,681
Landfill	3,105
Absolute Solid Waste Generated (%):	
Non-Hazardous Waste (Recycled)	90%
Non-Hazardous Waste (Landfill)	7%
Non-Hazardous Waste (Waste-to-Energy)	2%
Hazardous Waste	0.5%
Number and aggregate quantity of reportable spills, quantity recovered	SASB Code: RT-EE-150a.2 0 reportable spills



ABOUT THIS REPORT AND INDICES

Human Capital Management

WORKFORCE DIVERSITY

Global Employees by Level (% female)	
Overall	34%
Manager and Above	21%
Executive	24%
Manager	21%
All Other Salaried	30%
Hourly	38%
U.S. Employees by Level (% people of color)	
Overall	57%
Manager and Above	32%
Executive	21%
Manager	33%
All Other Salaried	38%
Hourly	71%
U.S. Employees Data Coverage (# of total employees)	8,661
U.S. Employees Breakdown by Race/Ethnicity (%)	
White	43%
African American	39%
Hispanic	10%
Asian	5%
Other	3%

Note: Employee data may differ between various reports due to the differences in timing and method.



ABOUT THIS REPORT AND INDICES

PHILANTHROPY		
Number of organizations supported		>200
Charitable and philanthropic donations		\$1,977,693
Charitable Giving Organizations (%)		
Health and Human Services		46%
Education		27%
Youth		12%
Arts		7%
Environment		8%

SAFETY		
Recordable Frequency Rate (recordable injuries/200,000 hours worked)	SASB Code: RT-IG-320a.1	0.63
Year over year reduction (%) in Recordable Frequency Rate		Up 26%
Lost Time Frequency Rate (lost time injuries/200,000 hours worked)		0.16
Year over year reduction in Lost Workdays (LWD)		Up 23%
Fatalities (#)	SASB Code: RT-IG-320a.1	0
Number of recalls issued, total units recalled	SASB Code: RT-EE-250a.1	0 recalls
Total amount of monetary losses as a result of legal proceedings associated with product safety	SASB Code: RT-EE-250a.2	\$0

GOVERNANCE		
Board Members (# of members)		9
% female		44%
% racially diverse		22%
Tenure (# of members):		
10+ Years		4
5-10 Years		2
<5 Years		3
% independent		89%
Average Director Age (years)		61
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (\$)	SASB Code: RT-EE-510a.2	\$0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations (\$)	SASB Code: RT-EE-510a.3	\$0

About this Report

This report references the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) reporting frameworks. For any questions related to this report please contact: investor@lennox.com

The reporting boundary for the quantitative metrics was drawn from available data covering the 2022 calendar year, whereas qualitative information includes the 2022 calendar year and partial year data from the 2022 calendar year.

This report contains forward-looking statements within the meaning of the federal securities laws. You can identify these statements by our use of the words “assumes,” “believes,” “estimates,” “expects,” “guidance,” “intends,” “plans,” “projects” and similar expressions that do not relate to historical matters. You should exercise caution in interpreting and relying on forward-looking statements because they involve known and unknown risks, uncertainties, and other factors which are, in some cases, beyond our control and could materially affect actual results, performance, or achievements. We do not undertake a duty to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. The data and information herein are as of December 31, 2022, unless otherwise indicated. Stakeholders are urged to closely consider the disclosure and risk factors in our most recent Annual Report on Form 10-K and in other reports on file with the Securities and Exchange Commission, available at www.lennox.com.

As used in this report, the terms “material”, “materiality”, “immaterial”, “substantive”, “significant”, and other similar terminology are not used, or intended to be construed, as they have been defined by or construed in accordance with the securities laws or any other laws of the United States or any other jurisdiction or are they are used in the context of financial statements and financial reporting.

The data presented in this report is collected using accepted and relevant scientific and industry accepted methodologies, which in some instances, are based on assumptions and estimates. Although our data has been internally vetted, there are inherent uncertainties and limitations in the collection and presentation of our data. For example, certain information in this report regarding our progress against our sustainability goals comes from third-party sources and operations outside of our control. While we believe such information is reasonably accurate and is based on generally accepted principles and methodology, the collection of this data is beyond our direct influence. In addition, the achievement of certain of our sustainability goals and targets that are discussed in this report are dependent on the actions of our partners, suppliers and other third parties, all of which are outside of our control.

Historical performance data may be revised due to reasons such as new data availability; industry-driven changes to methodologies; improvement in data collection and measuring systems; or activities such as joint ventures, mergers and acquisitions or divestitures. In cases where historical information is revised, we will footnote the change with a clear explanation. Statements about future developments and past occurrences are based on information and assumptions available as of the date of publication. While we are committed to providing timely updates, Lennox holds no obligation to update information or statements.

