

# Lennox 2023 Sustainability Report Data Tear Sheet

Metric

2023

BUSINESS OVERVIEW		
Total Global Employees (People)	<i>SASB Code: RT-EE-000.B</i>	12,600
Salaried Employees (People)		4,800
Hourly Employees (People)		7,800
U.S. Employees (People)		8,379
Business Breakdown as a (%) Percentage of Revenue <sup>1</sup>		
Home Comfort Solutions		68%
Building Climate Solutions		32%
Business Breakdown as a (%) Percentage of Segment Profit <sup>1</sup>		
Home Comfort Solutions		64%
Building Climate Solutions		36%

INNOVATION AND ENERGY EFFICIENCY		
R&D investment to improve product efficiency and explore the research of low global warming potential (GWP) refrigerants (USD\$)		\$94M
% Of Revenue From Energy Efficiency Products	<i>SASB Code: RT-EE-410a.3</i>	53%

## Environmental

ENERGY		
Total Absolute Energy Usage (in MWh)	<i>SASB Code: RT-EE-130a.1</i>	285,407
Renewable Energy (in MWh; % of total energy consumption)	<i>SASB Code: RT-EE-130a.1</i>	18,692; 6.5%
Non-Renewable Energy		266,715
Electricity (in MWh; % of total energy consumption)	<i>SASB Code: RT-EE-130a.1</i>	141,186; 49%
Fuel		144,221
Energy Use Intensity (in MWh/Millions USD in Normalized Revenue)		65

<sup>1</sup>Excludes EMEA and Corporate. Please see appendix for more information.

WATER <sup>1</sup>		
Total Water Consumption (in m3)		94,135
Total Water Withdrawal (in m3)		211,444
Total Water Discharge (in m3)		117,309
Water Withdrawal Intensity (in m3/Millions USD in Normalized Revenue)		48

WASTE		
Total Absolute Hazardous and Non-Hazardous Solid Waste Generated (in metric tons)		34,803
Total Hazardous Waste	<i>SASB Code: RT-EE-150a.1</i>	247
Recycled (in metric tons; % of total hazardous waste)	<i>SASB Code: RT-EE-150a.1</i>	242; 98%
Disposed (in metric tons; % of total hazardous waste)		5.2; 2%
Total Non-Hazardous Waste		34,556
Incinerated		573
Recycled		29,865
Landfilled		4,118
Landfill Solid Waste Intensity (in m.tons/Millions USD in Normalized Revenue)		0.94
<b>Absolute Solid Waste Generated (%):</b>		
Non-Hazardous Waste (Recycled)		86%
Non-Hazardous Waste (Landfilled)		12%
Non-Hazardous Waste (Incinerated)		1.6%
Hazardous Waste		0.71%
Number and aggregate quantity of reportable spills, quantity recovered	<i>SASB Code: RT-EE-150a.2</i>	0 Reportable Spills

## Human Capital Management

### WORKFORCE DIVERSITY

Global Employees by Level (% Female)	
Overall	34%
Manager and Above	22%
Executive	26%
Manager	21%
All Other Salaried	31%
Hourly	38%
U.S. Employees by Level (% People of Color)	
Overall	55%
Manager and Above	33%
Executive	22%
Manager	35%
All Other Salaried	40%
Hourly	68%
U.S. Employees Breakdown by Race/Ethnicity (%)	
White	45%
African American	36%
Hispanic	12%
Asian	5%
Other	2%

### SALARIED TRAINING AND ONLINE LEARNING

Employees Completed Training (unique employees who completed at least 1 training)	5,210
Total Number of Completed Unique Courses	5,723
Total Training Hours	87,666
Total Hours of Online Classes	21,920

## PHILANTHROPY<sup>1</sup>

Number of Organizations Supported		215+
Total Reported Volunteer Hours		5,100+
Feel The Love® Recipients		315
<b>Total Charitable and Philanthropic Donations</b>		<b>\$1,102,238</b>

## SAFETY

Recordable Frequency Rate (recordable injuries/200,000 hours worked)	<i>SASB Code: RT-IG-320a.1</i>	0.58
Year over Year Reduction (%) in Recordable Frequency Rate		2%
Lost Time Frequency Rate (lost time injuries/200,000 hours worked)		0.14
Year over Year Reduction in Lost Workdays (LWD)		Up 27%
Fatalities (#)	<i>SASB Code: RT-IG-320a.1</i>	0
Number of recalls issued; total units recalled	<i>SASB Code: RT-EE-250a.1</i>	1; about 9,255
Total amount of monetary losses as a result of legal proceedings associated with product safety	<i>SASB Code: RT-EE-250a.2</i>	\$0

## GOVERNANCE

<b>Board Members (# of members)</b>		<b>9</b>
% Female Directors		44%
% Racially Diverse		22%
% Independent		89%
Average Director Age (years)		62
<b>Tenure (# of members)<sup>2</sup></b>		
10+ Years		4
5-10 Years		2
<5 Years		3
<b>Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption (\$)</b>	<i>SASB Code: RT-EE-510a.2</i>	<b>\$0</b>
<b>Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations (\$)</b>	<i>SASB Code: RT-EE-510a.3</i>	<b>\$0</b>

## Reconciliation of Net Sales, a GAAP measure to Core net sales, a Non-GAAP measure

<i>(Amounts in millions)</i>	<u>For the Year Ended December 31, 2023</u>	<u>% of Adjusted Net Sales</u>
<b>Net Sales</b>		
Net sales, a GAAP measure	\$ 4,982	
Corporate and other segment <sup>(a)</sup>	248	
Adjusted net sales, a non-GAAP measure	<u>\$ 4,734</u>	
Home Comfort Solutions	\$ 3,223	68%
Building Climate Solutions	1,511	32%
Adjusted net sales, a non-GAAP measure	<u>\$ 4,734</u>	<b>100%</b>

(a) The Corporate and other segment includes the results previously disposed businesses

## Reconciliation of Segment profit (loss), a Non-GAAP measure to Adjusted Segment profit (loss), a Non-GAAP measure

<i>(Amounts in millions)</i>	<u>For the Year Ended December 31, 2023</u>	<u>% of Adjusted Segment Profit</u>
<b>Segment Profit (Loss)</b>		
Total segment profit (loss), a GAAP measure	\$ 857	
Corporate and other segment <sup>(a)</sup>	(94)	
Adjusted segment profit (loss), a non-GAAP measure	<u>\$ 951</u>	
Home Comfort Solutions	\$ 610	64%
Building Climate Solutions	341	36%
Adjusted segment profit, a non-GAAP measure	<u>\$ 951</u>	<b>100%</b>

(a) The Corporate and other segment includes the results previously disposed businesses