

LENNOX 2025 DATA TEAR SHEET

Unless otherwise indicated, data and activities in these tables reflect Lennox's fiscal year 2025 (January 1 – December 31, 2025) and does not include our Duro Dyne and Supco businesses, which were acquired at the end of 2025 and will be incorporated into future reporting. Data may differ between various reports due to differences in timing and method. Also note that figures have been rounded, which may result in minor discrepancies in subtotals and percentages.

Product Stewardship and Innovation

Business Overview		2025
Revenue		\$5,195,300,000
R&D Expenditure		\$103,400,000

Energy-Efficient Solutions		2025
Product Vitality Index		70%
Percentage of patent applications tied to energy efficiency improvements		30%
Core products, by revenue, that are highly-efficient		55%
Home Comfort Solutions products, by revenue, that are highly-efficient		50%
Building Climate Solutions products, by revenue, that are highly-efficient		67%

Product Safety		2025
Monetary losses related to legal proceedings associated with product safety		\$0
Recalls Issued		0
Total Units Recalled		0

Hudson Reclaim		2025
Dealer Location Participants		336
Pounds of Refrigerant Reclaimed		186,796
Amount Dealers Earned		\$600,000

Certifications

ISO Certified Manufacturing Facilities		2025
ISO 14001 Environmental Management System		8%
ISO 50001 Energy Management System		8%
ISO 45001 Occupational Health and Safety Management System		8%
ISO 9001 Quality Management System		38%

Environmental

Energy		2025
Total Non-Renewable Energy Consumption (MWh)	317,265	95%
Purchased Electricity	148,925	47%
Natural Gas	79,035	23%
Diesel	3,087	1%
Flex Fuel E20	249	0.1%
Gasoline	75,737	24%
Propane	10,021	3%
Propylene	211	0.1%
Total Renewable Energy Consumption (MWh)	16,660	5%
Renewable Energy Certificates (RECs)	16,660	100%
Total Energy Consumption (MWh)	333,925	—
Purchased Electricity	148,925	45%
Direct Fuel Use	168,340	50%
Renewable Energy Certificates (RECs)	16,660	5%
Energy Intensity (MWh / Million USD)	64.8	—

Waste	2025	
Total Hazardous Waste (metric tons)	192	0.4%
Recycled	73	38.3%
Incinerated without energy recovery	0.8	0.4%
Other disposal method ¹	118	61.3%
Total Non-Hazardous Waste (metric tons)	45,104	99.6%
Recycled	39,170	86.8%
Landfilled	5,414	12.0%
Incinerated	521	1.2%
• With energy recovery	211	0.5%
• Without energy recovery ²	310	0.7%
Total Waste Generated (metric tons)	45,296	—
Recycled	39,243	86.6%
Landfilled	5,414	12.0%
Incinerated	521	1.2%
• With energy recovery	211	0.5%
• Without energy recovery	310	0.7%
Other disposal method ²	118	0.3%
Landfill Intensity (metric tons / Million USD)	1.1	—
Reportable Spills	0	—

Water	2025
Operations in Water-Stressed Areas	
Number of facilities in areas of high to extremely high water-stress	156
Percentage of operations in areas of high to extremely high water-stress	42%
Total Water Withdrawal (m³)	238,194
United States	197,921
Canada	1,956
Mexico	33,534
India	4,405
Puerto Rico	79
China	297
Total Water Discharge (m³)	181,787
United States	141,514
Canada	1,956
Mexico	33,535
India	4,405
Puerto Rico	79
China	297
Total Water Consumption (m³)	56,407
Water Withdrawal Intensity (m³ / Million USD)	46.2

¹Other disposal methods represent hazardous waste managed by licensed treatment facilities not reported by vendors as recycling, landfill, or incineration. This may include other regulated hazardous waste treatment processes.

²Universal waste totaling 9.5 metric tons is included within reported non-hazardous waste figures and is categorized under incineration without energy recovery as its disposal method.

Social

Workforce Structure		2025	
Total Global Employees	12,860		
Union Representation of Total Global Employees	3,376	26%	
Global Employees by Region			
U.S.	8,462	66%	
International	4,398	34%	
Global Employees by Employment Type			
Full-Time	12,838	99.8%	
Part-Time	22	0.2%	
Global Employees by Compensation Type			
Salaried	5,372	42%	
Hourly	7,488	58%	

Gender Composition of Global Workforce ¹		2025	
		Female	Male
Overall		34%	66%
Gender Distribution by Employment Level			
All Management Positions		22%	78%
• Executive		23%	77%
• Middle Management		28%	72%
• Junior Management		20%	80%
All Other Salaried		32%	68%
Hourly		38%	62%
Gender Distribution in Specific Functions			
Revenue Generating Management Positions		14%	86%
STEM-Related Positions		18%	82%

¹Gender composition percentages exclude employees who did not disclose gender.

Racial and Ethnic Composition of U.S. Workforce		2025	
Racial and Ethnic Composition of Total U.S. Employees			
White		43%	
African American		33%	
Hispanic		15%	
Asian		6%	
Indigenous or Native		1%	
Other		2%	
Racial and Ethnic Composition of U.S. Management (Manager & Above)			
White		64%	
African American		14%	
Hispanic		12%	
Asian		8%	
Indigenous or Native		1%	
Other		2%	

Age Composition of Global Workforce		2025	
Under 30 years old	3,183	24.7%	
30 to 50 years old	6,396	49.7%	
50+ years old	3,281	25.5%	

Employee Engagement Survey Results ²		2024	
Participation Rate		86%	
Average Employee Engagement Survey Score		73	

²Reported employee engagement survey results are based on the most recent survey conducted in 2024. Employee engagement surveys are conducted on an approximately 18 to 24-month cycle.

Salaried Training		2025
Average Hours of Online Training per Employee		18
Average Hours of Training by Employment Level		
All Management Positions		20
• Executive		3.4
• Middle Management		13
• Junior Management		23
All Other Salaried		16
Average Hours of Training by Gender		
Male		18
Female		15

Occupational Health & Safety	2025		
	Employees	Contractors	Total
Work-Related Fatalities	0	0	0
Recordable Injuries	73	3	76
Recordable Frequency Rate (per 200,000 hours worked) ¹	0.50	0.82	0.51
Lost Time Frequency Rate (per 200,000 hours worked) ¹	0.16	0.00	0.16

¹Calculation methodology for company employee and contractor frequency rates was revised in 2025 to use hours worked specific to each worker population. Prior-year company employee and contractor rates were calculated using combined employee and contractor hours worked.

Community Impact		2025
Number of Organizations Supported		1,150
Total Volunteer Hours		11,520
Feel The Love™ Recipients		392
Feel The Love™ Dealer Participants		263
Total Community Investment²		\$1,963,123
Community Grants		\$973,209
Matching Grants		\$296,264
Volunteer Rewards		\$154,611
In-Kind Giving		\$539,040

²Community grants, matching grants, and volunteer rewards represent those in which payments were issued during fiscal year 2025, along with the total number of unique charitable organizations supported through those payments.

Governance

Board Composition ¹	2025
Total Board Members	9
Female	33%
People of Color	22%
Independent	89%
Average Director Age (years)	59
Board Tenure	
<5 Years	44%
5 to 10 Years	22%
10+ Years	33%
Average Board Tenure	8.1

¹Board composition data is based on information disclosed in the Company's 2026 Proxy Statement and is current as of the filing date of April 8, 2026.

Business Ethics	2025
Monetary losses related to legal proceedings associated with bribery or corruption	\$0
Monetary losses related to legal proceedings associated with anti-competitive behavior regulations	\$0

Lobbying Expenditure	2025
Expenses Related to Lobbying Activities	\$320,000

