Lennox 2021 ESG Report Data Tear Sheet

Metric	2021
BUSINESS OVERVIEW	
Total Employees (people) SASB Code: RT-EE-000.B	11,000
Salaried Employees (people)	4,800
Hourly Employees (people)	6,200
Business breakdown as a (%) percentage of revenue	
Residential Heating and Cooling	66%
Commercial Heating and Cooling	21%
Refrigeration	13%
Business breakdown as a (%) percentage of segment profit	
Residential Heating and Cooling	77%
Commercial Heating and Cooling	16%
Refrigeration	7%
LII SBTi Scope 1 and 2 Greenhouse Gas emissions absolute cumulative reduction progress (%) from a 2019 baseline	+9%
LII Scope 1 and 2 Greenhouse Gas emissions cumulative location-based intensity reduction progress (%) from a 2019 baseline	-10%
LII SBTi Scope 3 Greenhouse Gas emissions cumulative intensity reduction progress (%) from a 2019 baseline	-14%
Energy Use Intensity reduction (%) progress from 2014 baseline	-19%
Building Better Plants energy use intensity reduction (%) progress from 2014 baseline	-22%
INNOVATION AND ENERGY EFFICIENCY	
R&D investment to improve product efficiency and explore the research of low global warming potential (GWP) refrigerants (USD\$)	\$76M
Percentage of patents we filed over the last 10 years are tied to energy efficiency improvements	30%
Product Vitality Index (PVI) (%)	48%
% of revenue from energy efficiency products SASB Code: RT-EE-410a.3	37%
% of eligible Residential products that meet ENERGY STAR criteria SASB Code: RT-EE-410a.2	51%
% of eligible Commercial products that meet ENERGY STAR criteria SASB Code: RT-EE-410a.2	65%

Metric		2021
ENVIRONMENTAL		
GREENHOUSE GAS EMISSIONS		
Absolute Greenhouse Gas Emissions (in mTCO2e):		
Scope 1		116,700
Scope 2 (Location-Based)		51,400
Scope 2 (Market-Based)		45,600
Scope 3		100,267,900
Total Scope 1+2 (Market-Based)		162,300
Total Scope 1+2+3 (Market-Based)		100,430,200
Data Coverage (%)		95%
Greenhouse Gas Emissions Intensities		
Scope 1 and 2 Location-Based Emissions Intensity (in mTCO2e/Millions USD in Normalized Revenue)		38
Scope 3 Emissions Intensity (in mTCO2e/product sold)		47
ENERGY		
Total Absolute Energy Usage (in MWh)	ASB Code: RT-EE-130a.1	287,740
Renewable Energy ⁽¹⁾ (in MWh; % of total energy consumption)	ASB Code: RT-EE-130a.1	18,162; 6.3%
Non-Renewable Energy		269,578
Electricity (in MWh; % of total energy consumption)	ASB Code: RT-EE-130a.1	126,780; 44%
Fuel		142,798
Energy Use Intensity (MWh/Millions USD in Normalized Revenue)		67
Building Better Plants Energy Use Intensity (MMBtu/Millions USD in Normalized Revenue)		337
WATER		
Total Absolute Water Usage (in m3)		164,670
Water Usage Intensity (in m3/Millions USD in Normalized Revenue)		39
WASTE		
Total Absolute Hazardous and Non-Hazardous Solid Waste Generated (in metric tons)		38,108
Total Hazardous Waste S	ASB Code: RT-EE-150a.1	168
Recycled (in metric tons; % of total hazardous waste)	ASB Code: RT-EE-150a.1	154; 92%
Disposed (in metric tons; % of total hazardous waste)		14; 8%
Total Non-Hazardous Waste		37,941
Waste-to-Energy		1,089

WASTE Candill 3.8 d.6 s.6 s.6 s.6 s.6 s.6 s.6 s.6 s.6 s.6 s	Metric	2021
Recycled 33.48 Landfill 3,387 Absolute Solid Waste (Recycled) 68.88 Non-Hazardous Waste (Recycled) 68.88 Non-Hazardous Waste (Waste-to-Energy) 9.9% Name-Hazardous Waste (Waste-to-Energy) 61.88 Namber and aggregate quantity of reportables spills, quantity recovered SASS Code: RT-EE-150.2 Or eportables spills WORKFORCE DIVERSITY 5.0% 1	ENVIRONMENTAL	
Landfill 3,367 Absolute Solid Waste Generated (%):	WASTE	
Absolute Solid Waste Generated (%): Commercations Waste (Recycled) 88 /8 /8 /8 /8 /8 /8 /8 /8 /8 /8 /8 /8 /	Recycled	33,465
Non-Hazardous Waste (Recycled) 88% Non-Hazardous Waste (Landfill) 9% Non-Hazardous Waste (Waste-to-Energy) 9% Non-Hazardous Waste (Waste (Waste-to-Energy) 4.3% Mazardous Waste \$A\$8 Code: RT-EE-150a. 1% Number and aggregate quantity of reportable spills, quantity recovered \$A\$8 Code: RT-EE-150a. 0 reportable spills WORTHAL MANAGEMENT WORTHAL Employees, Manager and Above % female 2.3% Global Employees, Manager and Above % female 3.3% Executive 2.3% Manager 2.1% All Other Salaried 3.5% U.S. Employees, Manager and Above % people of color 2.2% U.S. Employees, Manager and Above % people of color 2.2% Waster 3.5% U.S. Employees by Level (% people of color) 2.2% Manager 3.3% All Other Salaried 3.3% All Other Salaried 3.3% U.S. Employees Data Coverage (* of total employees) 3.7% U.S. Employees Data Coverage (* of total employees) 3.78 U.S. Employees People of Color	Landfill	3,387
Non-Hazardous Waste (Landfill) 9% Non-Hazardous Waste (Waste-to-Energy) 3% Hazardous Waste 6.1% Number and aggregate quantity of reportable spills, quantity recovered SASS Code: RT-EE-150a. 20 Proportable spills. Proposed SASS Code: RT-EE-150a. 20 Proportable spills. Proposed SASS Code: RT-EE-150a. 20 Prop	Absolute Solid Waste Generated (%):	
Non-Hazardous Waste (Waste-to-Energy) 38 Hazardous Waste <1%	Non-Hazardous Waste (Recycled)	88%
Hazardous Waste Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity of reportable spills, quantity recovered **Number and aggregate quantity recovered **Number and aggregate quantity recovered **Number and above **Reportable spills, quantity recovered **Number and above **Number and abo	Non-Hazardous Waste (Landfill)	9%
Number and aggregate quantity of reportable spills, quantity recovered **HUMAN CAPITAL MANAGEMENT** **WORKFORCE DIVERSITY** Global Employees, Manager and Above % female Global Employees by Level (% female) Overall Executive All Other Salaried Hourly U.S. Employees, Manager and Above % people of color Overall Overall U.S. Employees by Level (% people of color) Overall Overall Overall U.S. Employees by Level (% people of color) Overall Overall Overall Overall Overall Overall Overall Overall Overall Executive Overall All Other Salaried Hourly Overall Overall Executive Overall Overall Executive Overall Executive Overall Overall Overall Overall Executive Overall Overall Executive Overall Overall Overall Overall Overall Executive Overall Overall Overall Executive Overall	Non-Hazardous Waste (Waste-to-Energy)	3%
HUMAN CAPITAL MANAGEMENT WORKFORCE DIVERSITY 3.21% Global Employees, Manager and Above % female 2.1% Global Employees by Level (% female) 3.2% Executive 2.3% Manager 2.1% All Other Salaried 3.3% Hourly 3.5% U.S. Employees, Manager and Above % people of color 2.9% U.S. Employees by Level (% people of color) 5.4% Executive 2.2% Manager 3.3% All Other Salaried 3.3% Hourly 6.7% U.S. Employees Data Coverage (# of total employees) 6.7% U.S. Employees Data Coverage (# of total employees) 7.883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 6.7% White 4.6%	Hazardous Waste	<1%
WORKFORCE DIVERSITY Image: Property of Control of State (1988) Image:	Number and aggregate quantity of reportable spills, quantity recovered SASB Code: RT-EE-150a.2	O reportable spills
Global Employees, Manager and Above % female 21% Global Employees by Level (% female) 32% Overall 32% Executive 23% Manager 21% All Other Salaried 33% Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Overall 54% Executive 22% Manager 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46% White 46%	HUMAN CAPITAL MANAGEMENT	
Global Employees by Level (% female) 32% Overall 23% Executive 23% Manager 21% All Other Salaried 31% Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Executive 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46% White 46%	WORKFORCE DIVERSITY	
Overall 32% Executive 23% Manager 21% All Other Salaried 31% Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Executive 33% Manager 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46%	Global Employees, Manager and Above % female	21%
Executive 23% Manager 21% All Other Salaried 31% Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Overall 54% Executive 22% Manager 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46% White 46%	Global Employees by Level (% female)	
Manager 21% All Other Salaried 31% Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Executive 22% Manager 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46% White 46%	Overall	32%
All Other Salaried 31% Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Executive 54% Manager 30% All Other Salaried 30% All Other Salaried 37% Hourly 56% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White 46%	Executive	23%
Hourly 35% U.S. Employees, Manager and Above % people of color 29% U.S. Employees by Level (% people of color) 54% Executive 22% Manager 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46% White 46%	Manager	21%
U.S. Employees, Manager and Above % people of color U.S. Employees by Level (% people of color) Overall Executive Manager Manager All Other Salaried Hourly U.S. Employees Data Coverage (# of total employees) U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White	All Other Salaried	31%
U.S. Employees by Level (% people of color) Overall Executive Manager All Other Salaried Hourly U.S. Employees Data Coverage (# of total employees) U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White	Hourly	35%
Overall54%Executive22%Manager30%All Other Salaried37%Hourly67%U.S. Employees Data Coverage (# of total employees)7,883U.S. Employees People of Color Breakdown by Race/Ethnicity (%)46%White46%	U.S. Employees, Manager and Above % people of color	29%
Executive 22% Manager 30% All Other Salaried 37% Hourly 67% U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) 46%	U.S. Employees by Level (% people of color)	
Manager All Other Salaried Hourly U.S. Employees Data Coverage (# of total employees) U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White	Overall	54%
All Other Salaried Hourly U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White	Executive	22%
Hourly U.S. Employees Data Coverage (# of total employees) 7,883 U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White	Manager	30%
U.S. Employees Data Coverage (# of total employees) U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White	All Other Salaried	37%
U.S. Employees People of Color Breakdown by Race/Ethnicity (%) White 46%	Hourly	67%
White 46%	U.S. Employees Data Coverage (# of total employees)	7,883
	U.S. Employees People of Color Breakdown by Race/Ethnicity (%)	
African American 37%	White	46%
	African American	37%

Metric	2021
HUMAN CAPITAL MANAGEMENT	
WORKFORCE DIVERSITY	
Hispanic	10%
Asian	5%
Other	2%
U.S. Employees Data Coverage (# of total employees)	7,883
HUMAN CAPITAL MANAGEMENT	
ENGAGEMENT AND DEVELOPMENT	
Global Engagement Survey Respone Rate (%)	82%
Online Learning Statistics	
Number of Completed Unconscious Bias eLearning Trainings	>4,000
Minimum Average of Online Learning per Employee (hours)	8
Total Online Learning (hours)	41,963
Distinct Participants	5,316
Courses Completed	1,983
PHILANTHROPY	
Number of organizations supported	>200
Charitable and philanthropic donations	\$2,000,000
Charitable Giving Organizations (%)	
Health and Human Services	58%
Education	18%
Youth	12%
Arts	6%
Environment	6%
SAFETY	
Recordable Frequency Rate (recordable injuries/200,000 hours worked) SASB Code: RT-IG-320a.1	0.50
Recordable Frequency Rate (n/million hours worked)	0.50
Year over year reduction (%) in Recordable Frequency Rate	15%
Lost Time Frequency Rate (lost time injuries/200,000 hours worked)	0.128
Year over year reduction in Lost Workdays (LWD)	5%

Metric		2021
SAFETY		
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 ⁽²⁾ (# of members)		10
% female		40%
% racially diverse		20%
Tenure (# of members):		
10+ Years		4
5-10 Years		3
<5 Years		3
% independent		90%(3)
Average Dircetor Age (years)		60
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