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)	*SASB Code: RT-EE-130a.1*	287,740
Renewable Energy[1] (in MWh; % of total energy consumption)	*SASB Code: RT-EE-130a.1*	18,162; 6.3%
Non-Renewable Energy		269,578
Electricity (in MWh; % of total energy consumption)	*SASB 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	*SASB Code: RT-EE-150a.1*	168
Recycled (in metric tons; % of total hazardous waste)	*SASB 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

(1) Renewable energy purchased through wind RECs
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Metric		2021
ENVIRONMENTAL		
WASTE		
Recycled		33,465
Landfill		3,387
Absolute Solid Waste Generated (%):		
Non-Hazardous Waste (Recycled)		88%
Non-Hazardous Waste (Landfill)		9%
Non-Hazardous Waste (Waste-to-Energy)		3%
Hazardous Waste		<1%
Number and aggregate quantity of reportable spills, quantity recovered	*SASB Code: RT-EE-150a.2*	0 reportable spills
HUMAN CAPITAL MANAGEMENT		
WORKFORCE DIVERSITY		
Global Employees, Manager and Above % female		21%
Global Employees by Level (% female)		
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)		
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 (%)		
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

(2) All Board composition metrics shown here include Alok Maskara, our new CEO who joined the Board on May 9, 2022, and as such differ from those metrics shared in our 2022 Proxy, prior to Alok Maskara's employment.
(3) Todd Teske, who was deemed independent prior to his appointment to interim CEO, is expected to continue being independent now that Alok Maskara has begun employment as CEO.

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