

2024 Lennox Data Tear Sheet

Product Stewardship and Innovation

Business Overview	2024
Revenue	\$5.35B
R&D Expenditure	\$93.6M
Product Vitality Index	48%

Energy-Efficient Solutions	2024
Core products, by revenue, that are highly-efficient	56%
Home Comfort Solutions products, by revenue, that are highly-efficient	53%
Building Climate Solutions products, by revenue, that are highly-efficient	63%

Hudson Reclaim	2024
Dealer Location Participants	285
Pounds of Refrigerant Reclaimed	174,875

Certifications

ISO Certified Status	2024
ISO 14001 Certified Manufacturing and R&D Facilities	6%
ISO 50001 Certified Manufacturing and R&D Facilities	6%
ISO 45001 Certified Manufacturing and R&D Facilities	6%
ISO 9001 Certified Manufacturing Facilities	42%

Environmental

Energy	Unit	2024
Energy Consumption		
Non-Renewable Energy	MWh	288,149
Renewable Energy	MWh	18,765
Total Energy Consumption	MWh	306,914
• Non-Renewable	%	93.9%
• Renewable	%	6.1%
• Grid Electricity	%	48.1%
Energy Intensity		
Energy Intensity	MWh / Million USD in Normalized Revenue	62.4
Energy intensity reduction compared to 2014 baseline	%	29%
Non-Renewable Energy Consumption by Source		
Purchased Electricity	MWh	147,731
Direct Fuel Usage	MWh	159,183
• Natural Gas	MWh	74,776
• Gasoline	MWh	73,142
• Diesel	MWh	2,109
• Flex Fuel E20	MWh	124
• Propane	MWh	8,813
• Propylene	MWh	200
• Liquefied Petroleum Gas (LPG)	MWh	19
Renewable Energy Consumption by Source		
Renewable Energy Purchased	MWh	18,765

Waste	Unit	2024
Waste Generated		
Hazardous	Metric Tons	241.4
Non-Hazardous	Metric Tons	35,884
Total Weight	Metric Tons	36,125
• Percent Hazardous	%	0.7%
• Percent Non-Hazardous	%	99.3%
Hazardous Waste		
Recycled	Metric Tons	234.5
Disposed	Metric Tons	6.9
• Incinerated without energy recovery	Metric Tons	6.3
• Other recovery operations	Metric Tons	0.6
Percent Recycled	%	97%
Percent Disposed	%	3%
Number and aggregate quantity of reportable spills, quantity recovered	Metric Tons	0
Non-Hazardous Waste		
Recycled	Metric Tons	30,880
Disposed	Metric Tons	5,003
• Landfilled	Metric Tons	4,782
• Incinerated with energy recovery	Metric Tons	221
Percent Recycled	%	86.1%
Percent Landfilled	%	13.3%
Percent Incinerated	%	0.6%
Landfill Intensity		
Landfill Intensity	Metric Tons / Million USD in Normalized Revenue	0.97
Landfill Intensity reduction compared to 2014 baseline	%	26%

Water	Unit	2024
Water Consumption		
Total Water Withdrawal	Cubic Meters	237,151
Total Water Discharge	Cubic Meters	140,685
Total Water Consumption	Cubic Meters	96,466
Water Withdrawal Intensity		
Water Withdrawal Intensity	Cubic Meters / Million USD in Normalized Revenue	48.2
Water withdrawal intensity reduction compared to 2014 baseline	%	27%
Water Withdrawal by Source		
Third party sources	Cubic Meters	237,151
Water Withdrawal by Country		
United States	Cubic Meters	197,729
Canada	Cubic Meters	1,076
Mexico	Cubic Meters	31,788
India	Cubic Meters	6,160
Puerto Rico	Cubic Meters	91
China	Cubic Meters	307
Water Use at Water-Stressed Locations		
Low	%	22%
Low-Medium	%	13%
Medium-High	%	26%
High	%	23%
Extremely High	%	16%
Water withdrawal from areas of high to extremely high water-stress	Cubic Meters	121,563
Number of facilities in areas of high to extremely high water-stress	Number	144
Percentage of operations in areas of high to extremely high water-stress	%	39%

Water Discharge by Source		
Third party sources	Cubic Meters	140,685
Water Discharge by Country		
United States	Cubic Meters	101,263
Canada	Cubic Meters	1,076
Mexico	Cubic Meters	31,788
India	Cubic Meters	6,160
Puerto Rico	Cubic Meters	91
China	Cubic Meters	307

Workforce Structure	2024	
	Number	Percentage
Total Global Employees	14,197	
Union Representation of Total Global Employees	4,581	32%
Global Employees by Region		
U.S.	8,868	62%
International	5,329	38%
Global Employees by Employment Type		
Full-Time	14,174	99.8%
Part-Time	23	0.2%
Global Employees by Compensation Type		
Salaried	5,206	37%
Hourly	8,991	63%

Gender Composition of Global Workforce	2024	
	Female	Male
Overall	36%	64%
Gender Distribution by Employment Level		
All Management Positions	23%	77%
• Executive	22%	78%
• Middle Management	28%	72%
• Junior Management	21%	79%
All Other Salaried	32%	68%
Hourly	41%	59%
Gender Distribution in Specific Functions		
Revenue Generating Functions	14%	84%
STEM-Related Positions	18%	82%

Racial and Ethnic Composition of U.S. Workforce	2024
	Racial and Ethnic Composition of Total U.S. Employees
White	43%
African American	37%
Hispanic	12%
Asian	6%
Indigenous or Native	0.6%
Other	2%
Racial and Ethnic Composition of U.S. Management (Manager & Above)	
White	64%
African American	14%
Hispanic	11%
Asian	8%
Indigenous or Native	0.9%
Other	2%

Age Composition of Global Workforce	2024	
	Number	Percentage
Under 30 years old	4,338	31%
30-50 years old	6,554	46%
50+ years old	3,305	23%

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

Salaried Training	2024
Average Hours of Training per Employee	22
Average Hours of Training by Employment Level	
All Management Positions	22
• Executive	2
• Middle Management	13
• Junior Management	26
All Other Salaried	22
Average Hours of Training by Gender	
Male	23
Female	18

Product Safety	2024
Total amount of monetary losses as a result of legal proceedings associated with product safety	\$0
Recalls Issued	0
Total Units Recalled	0

Occupational Health & Safety	2024		
	Employees	Contractors	Total
Work-Related Fatalities	0	0	0
Recordable Injuries	58	5	63
Recordable Frequency Rate (per 200,000 hours worked)	0.40	0.04	0.44
Lost Time Frequency Rate (per 200,000 hours worked)	0.13	0.02	0.15

Corporate Citizenship	2024
Number of Organizations Supported	259
Feel The Love® Recipients	415
Total Volunteer Hours	4,420
Charitable Giving	
Total Philanthropic Giving	\$2,330,319
• Community Grants	\$1,260,532
• Matching Grants	\$149,819
• Volunteer Grants	\$16,490
• In-Kind Giving	\$903,478

Governance

Board Composition	2024
Total Board Members	10
Female	30%
People of Color	20%
Independent	90%
Average Director Age (years)	62
Board Tenure	
10+ Years	50%
5-10 Years	10%
<5 Years	40%
Average Board Tenure	10.14

Ethics and Compliance	2024
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0

Lobbying Expenditure	2024
Expenses Related to Lobbying Activities	\$310,000

