

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

Form 10-K

ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2024

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission File Number 001-15149

LENNOX INTERNATIONAL INC.

(Exact name of Registrant as specified in its charter)

Delaware

42-0991521

(State or other jurisdiction of incorporation or organization)

(I.R.S. Employer Identification Number)

2140 Lake Park Blvd. Richardson, Texas 75080

(Address of principal executive offices, including zip code)

(Registrant's telephone number, including area code): (972) 497-5000

Securities Registered Pursuant to Section 12(b) of the Act:

<u>Title of each class</u>	<u>Trading Symbol(s)</u>	<u>Name of each exchange on which registered</u>
Common stock, \$0.01 par value per share	LII	New York Stock Exchange

Securities Registered Pursuant to Section 12(g) of the Act: None

Indicate by checkmark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes No

Indicate by checkmark if the registrant is not required to file reports pursuant to Section 13 or 15(d) of the Exchange Act. Yes No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Exchange Act during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the last 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large Accelerated Filer Accelerated Filer Non-Accelerated Filer
Smaller Reporting Company Emerging Growth Company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report Yes No

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements.

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to §240.10D-1(b).

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

As of June 30, 2024, the aggregate market value of the common stock held by non-affiliates of the registrant was approximately \$17.1 billion based on the closing price of the registrant's common stock on the New York Stock Exchange. As of February 4, 2025, there were 35,579,664 shares of the registrant's common stock outstanding.

DOCUMENTS INCORPORATED BY REFERENCE

Portions of the registrant's 2025 Definitive Proxy Statement to be filed with the Securities and Exchange Commission in connection with the registrant's 2025 Annual Meeting of Stockholders to be held on May 22, 2025 are incorporated by reference into Part III of this report.

LENNOX INTERNATIONAL INC.
FORM 10-K
For the Fiscal Year Ended December 31, 2024

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PART I

Item 1. Business

References in this Annual Report on Form 10-K to “we,” “our,” “us,” “Lennox,” “LII” or the “Company” refer to Lennox International Inc. and its subsidiaries, unless the context requires otherwise.

The Company

We are a global leader in energy-efficient climate-control solutions. We design, manufacture and market a broad range of products for the heating, ventilation, air conditioning and refrigeration (“HVACR”) markets. We have leveraged our expertise to become an industry leader known for innovation, quality and reliability. Our products and services are sold through multiple distribution channels under various brand names. The Company was founded in 1895, in Marshalltown, Iowa, by Dave Lennox, the owner of a machine repair business for railroads. He designed and patented a riveted steel coal-fired furnace, which led to numerous advancements in heating, cooling and climate control solutions.

Our two business segments, Home Comfort Solutions and Building Climate Solutions, the key products, services and well-known product and brand names within each segment and net sales in 2024 by segment are shown in the table below. The Corporate and Other segment previously held our European operations, which were successfully divested in the fourth quarter of 2023. Corporate and Other was excluded from the table below as there were no sales in 2024. Segment financial data for 2024, 2023 and 2022, including financial information about foreign and domestic operations, is included in Note 3 of the Notes to our Consolidated Financial Statements in “Item 8. Financial Statements and Supplementary Data” and is incorporated herein by reference.

Segment	Products & Services	Product and Brand Names	2024 Net Sales (in millions)
Home Comfort Solutions	Furnaces, air conditioners, heat pumps, packaged heating and cooling systems, indoor air quality equipment, comfort control products, replacement parts and supplies	Lennox, Dave Lennox Signature Collection, Armstrong Air, Ducane, AirEase, Concord, MagicPak, ADP Advanced Distributor Products, Allied, Elite Series, Merit Series, Comfort Sync, Healthy Climate, Healthy Climate Solutions, iComfort, ComfortSense and Lennox Stores	\$ 3,577.1
Building Climate Solutions	Unitary heating and air conditioning equipment, applied systems, controls, installation and service of commercial heating and cooling equipment, variable refrigerant flow commercial products, curb, curb adapters, drop box diffusers, HVAC recycling and salvage service, condensing units, unit coolers, fluid coolers, air cooled condensers, air handlers, process chillers, controls, compressorized racks	Lennox, Model L, CORE, Enlight, Xion, Emergence, Prodigy, Strategos, Raider, Lennox VRF, Lennox National Account Services, Allied Commercial, Elite, AES Industries, AES Mechanical, AES Recycle, Heatcraft Worldwide Refrigeration, Bohn, MAGNA, Larkin, Climate Control, Chandler Refrigeration, IntelliGen and Interlink	1,764.2
Total			<u>\$ 5,341.3</u>

Products and Services

Home Comfort Solutions

Heating & Cooling Products. We manufacture and market a broad range of heat pumps, furnaces, air conditioners, packaged heating and cooling systems, equipment and accessories to improve indoor air quality, comfort control products, replacement parts and supplies and related products for both the residential replacement and new construction markets in North America. These products are available in a variety of designs and efficiency levels and at a range of price points, and are intended to provide a complete line of home comfort solutions. We believe that by maintaining a broad product line marketed under multiple brand names, we can address different market segments and penetrate multiple distribution channels.

The “Lennox” business and brands (“Dave Lennox Signature Collection,” “Elite Series,” “Merit Series,” “iComfort,” “ComfortSense” and “Healthy Climate Solutions”) are sold directly to independent installing dealers, making us one of the largest wholesale distributors of residential heating, ventilation, and air conditioning products in North America. We operate a network of Lennox Stores across the United States and Canada. These stores provide an easy access solution for contractors and independent dealers to obtain universal service and replacement parts, supplies, convenience items, tools, Lennox equipment and OEM parts.

The Allied Air Enterprise business and brands (“Armstrong Air,” “AirEase,” “Concord,” “Ducane,” “Allied,” and “MagicPak”) include a full line of heating, ventilation and air conditioning products and are sold through independent wholesale distributors in the U.S. and Canada. The Allied Air Enterprise business also sells a full line of heating, ventilation and cooling equipment through private label brands.

The Advanced Distributor Products (“ADP”) business and brand (“ADP Advanced Distributor Products”) sells evaporator coils, air handlers and unit heaters to independent HVAC wholesale distributors across the U.S. and Canada.

Building Climate Solutions

Heating and Cooling Products. In North America, we manufacture and sell unitary heating and cooling equipment used in light commercial applications, such as low-rise office buildings, restaurants, retail centers, distribution, churches and schools. Our product offerings for these applications include rooftop units ranging from 2 to 30 tons of cooling capacity and split system/air handler combinations, which range from 1.5 to 20 tons of cooling capacity. These products are distributed primarily through commercial contractors and directly to national account customers. We believe the success of our products is attributable to their efficiency, impact to the environment, design flexibility, total cost of ownership, ease of service, and advanced control technology.

National Account Services. National Account Service (“NAS”) provides installation, service and preventive maintenance for commercial HVAC national account customers in the United States and Canada.

AES. In October 2023, we completed the acquisition of AES Industries, Inc. and AES Mechanical Service Group, Inc. (collectively, “AES”) to the Building Climate Solutions segment. AES is a company dedicated to service and sustainability in the light commercial markets across North America. AES manufactures curbs, curb adapters, drop box diffusers and also offers HVAC recycling and salvage services, as well as focusing on multi-facility HVAC replacement for expired mechanical assets.

Refrigeration Products. We manufacture and market equipment for the North American commercial refrigeration markets under the Heatcraft Worldwide Refrigeration name. We sell these products to distributors, installing contractors, engineering design firms, original equipment manufacturers and end-users.

Our commercial refrigeration products include condensing units, unit coolers, fluid coolers, air-cooled condensers, air handlers and refrigeration rack systems. These products preserve food and other perishables in supermarkets, convenience stores, restaurants, warehouses and distribution centers. In addition, our products are used to cool a wide variety of industrial processes, including data centers, machine tooling, and other critical cooling applications. We routinely provide application engineering for consulting engineers, contractors, store planners, end customers and others to support the sale of commercial refrigeration products.

In addition, we own a 50% interest in a joint venture in Mexico that produces unit coolers, air-cooled condensers, condensing units, compressors and compressorized racks of the same design and quality as those manufactured by our U.S. business. This joint venture product line is complemented with imports from the U.S., which are sold through the joint venture’s distribution network.

Samsung JV. We own a 49.9% interest in a joint venture with Samsung that distributes Samsung ductless AC and heat pump products in the U.S. and Canada as well as “Lennox powered by Samsung” branded products through Lennox stores and direct-to-dealer network. Results are reported in either Home Comfort Solutions or Building Climate Solutions based on product type.

Corporate and Other

Prior to 2024, our Corporate and Other segment included the results of our European operations. We manufactured and sold unitary HVAC products, which ranged from 2 to 70 tons of cooling capacity, and applied systems with up to 200 tons of cooling capacity. Our European products consisted of small package units, rooftop units, chillers, air handlers and fan coils that served medium-rise commercial buildings, shopping malls, other retail and entertainment buildings, institutional applications

and other field-engineered applications. We manufactured heating and cooling products in several locations in Europe and marketed these products through both direct and indirect distribution channels. We also manufactured and marketed refrigeration products including condensing units, unit coolers, air-cooled condensers, fluid coolers, compressor racks and industrial process chillers. We had manufacturing locations in Germany, France and Spain.

In the fourth quarter of 2023, we successfully completed the divestiture of our European operations.

Business Strategy

Lennox offers a full spectrum of cooling, heating, indoor air quality and refrigeration products to meet the energy-efficient climate-control needs of residential and commercial customers across North America. We are advancing our market position through a balanced approach that includes organic growth and selective strategic investments. By effectively managing pricing and costs, we are driving margin expansion and profitability. Our success is rooted in a three-phase self-help transformation plan that continues to guide our progress over the coming years.

Differentiated Growth. We are investing in our sales force to expand customer touchpoints, enhancing the overall customer experience through digital innovations and anticipating improved output from our new commercial HVAC factory in Mexico. Additionally, we are focused on improving the fulfillment rate of HVAC equipment and driving higher attachment rates for parts and accessories, delivering a seamless and comprehensive solution that enhances customer satisfaction.

Resilient Profit Margins. We are committed to sustaining resilient margins through pricing excellence, enhanced productivity from higher volumes, material cost reductions, and a favorable mix influenced by regulatory transitions. Together, these initiatives fortify our financial foundation and long-term competitiveness.

Execution Management. We will leverage the Lennox Unified Management System to streamline our operations and set clear priorities. A focused strategy, investments in heat pump growth, and enhancements to our distribution network further exemplify our commitment to consistent management execution.

Marketing and Distribution

We utilize multiple channels of distribution and offer different brands at various price points in order to better penetrate the HVACR markets. Our products and services are sold through a combination of direct sales, distributors and company-owned parts and supplies stores. Dedicated sales forces and manufacturers' representatives are deployed across our business segments and brands in a manner designed to maximize our ability to service each distribution channel. To optimize enterprise-wide effectiveness, we have active cross-functional and cross-organizational teams coordinating approaches to pricing, product design, distribution and national account customers.

The North American residential heating and cooling market provides an example of the competitive strength of our marketing and distribution strategy. We use three distinct distribution approaches in this market: the company-owned distribution system, the independent distribution system and direct sales to end-users. We distribute our "Lennox" brands in a company-owned process directly to independent dealers that install these heating and cooling products. We distribute our "Armstrong Air," "Ducane," "Air-Ease," "Concord," "MagicPak" and "ADP Advanced Distributor Products" brands through the traditional independent distribution process pursuant to which we sell our products to distributors who, in turn, sell the products to installing contractors. We also sell our products through our Lennox Stores.

Manufacturing

We operate manufacturing facilities in North America and utilize the best available manufacturing techniques based on the needs of our businesses, including the use of lean manufacturing and principles of Six Sigma, a disciplined, data-driven approach and methodology for improving quality. We use numerous metrics to track and manage annual efficiency improvements. Some facilities are impacted by seasonal production demand, and we manufacture both heating and cooling products in those facilities to balance production and maintain a relatively stable labor force. We may also hire temporary employees to meet changes in demand.

Strategic Sourcing

We partner with various suppliers to procure the raw materials and components used in the manufacturing of our products. We utilize a central strategic sourcing group that consolidates purchases of certain materials, components and indirect items across business segments to maximize our purchasing strength. The goal of the strategic sourcing group is to develop global

strategies for a given component group that focuses on developing long-term relationships that provide significant value to our businesses. Our strategic sourcing group is focused on selecting partners that offer a competitive total cost, industry leading quality, and consistent on time delivery. Compressors, motors and controls constitute our most significant component purchases, while steel, aluminum and copper account for the bulk of our raw material purchases. We own a minority equity interest in a joint venture that manufactures compressors for our residential and commercial heating and cooling and refrigeration businesses to help provide the necessary supply to meet customer needs.

Research and Development and Technology

Research and development is a key pillar of our growth strategy. We operate an engineering and technology organization that focuses on new technology invention, product development, product quality improvements and process enhancements, including our development of next-generation control systems as well as heating and cooling products that include some of the most efficient products in their respective categories. We leverage intellectual property and innovative designs across our businesses. We also leverage product development cycle time improvements and product data management systems to commercialize new products to market more rapidly. We use advanced, commercially available computer-aided design, computer-aided manufacturing, computational fluid dynamics and other sophisticated design tools to streamline the design and manufacturing processes. We use complex computer simulations and analyses in the conceptual design phase before functional prototypes are created. We also operate a full line of prototype machine equipment and advanced laboratories certified by applicable industry associations.

Seasonality

Our sales and related segment profit tend to be seasonally higher in the second and third quarters of the year because summer is the peak season for sales of air conditioning equipment and services in the U.S. and Canada. For the same reason, our working capital needs are generally greater in the first and second quarters, and we generally have higher operating cash inflows in the third and fourth quarters.

HVAC markets are driven by seasonal weather patterns. HVAC products and services are sold year round, but the volume and mix of product sales and services change significantly by season. The industry generally ships roughly twice as many units during June as it does in December. Overall, cooling equipment represents a substantial portion of the annual HVAC market. Between the heating season (roughly November through February) and cooling season (roughly May through August) are periods commonly referred to as “shoulder seasons” when the distribution channel transitions its buying patterns from one season to the next. These seasonal fluctuations in mix and volume drive our sales and related segment profit, resulting in somewhat higher sales in the second and third quarters due to the higher volume in the cooling season relative to the heating season.

Patents and Trademarks

We hold numerous patents that relate to the design and use of our products. We consider these patents important, but no single patent is material to the overall conduct of our business. We proactively obtain patents to further our strategic intellectual property objectives. We own or license several trademarks and service marks we consider important in the marketing of our products and services, and we protect our marks through national registrations and common law rights.

Competition

Substantially all markets in which we participate are competitive. The most significant competitive factors we face are product availability, reliability, energy efficiency, product performance, service, and price, with the relative importance of these factors varying among customer applications. The following are some of the companies we view as significant competitors in each of our business segments, with relevant brand names, when different from the company name, shown in parentheses. The marks below may be the registered or unregistered trademarks or trade names of their respective owners.

Home Comfort Solutions

- *Heating & Cooling Products* - Carrier Global Corporation (Carrier, Bryant, Payne, Tempstar, Comfortmaker, Heil, Arcoaire, KeepRite, Day & Night); Trane Technologies plc (Trane, American Standard, Ameristar, Oxbox, RunTru); Paloma Industries, Inc. (Rheem, Ruud, Weather King, Friedrich, Nortek); Johnson Controls, Inc. (York, Luxaire, Coleman, Champion); Daikin Industries, Ltd. (Daikin, Goodman, Amana, GMC); and Melrose Industries PLC (Maytag, Westinghouse, Frigidaire, Tappan, Philco, Kelvinator, Gibson, Broan, NuTone).

Building Climate Solutions

- *Heating & Cooling Products* - Carrier Global Corporation (Carrier, ICP Commercial); Trane Technologies plc (Trane); Paloma Industries, Inc. (Rheem, Ruud); Johnson Controls, Inc. (York); Daikin Industries, Ltd. (Goodman, McQuay); and Aeon, Inc.
- *Refrigeration Products* - Hussmann Corporation; Paloma Industries, Inc. (Rheem Manufacturing Company (Heat Transfer Products Group)); Emerson Electric Co. (Copeland); Carrier Global Corporation (Carrier); GEA Group (Kuba, Searle, Goedhart); Alfa Laval; Guntner GmbH; Kelvion - Profroid (Carrier); Panasonic Corp. (Sanyo); Technotrans; and Deltatherm.

Human Capital Management

Our success, in large part, relies on the character of our people. That character is reflected in our core values of integrity, respect and excellence. Our continued success depends on our ability to attract, motivate, develop and retain employees who embody our core values.

Management strives to maintain the right number of employees with the necessary skills to match the expected demand for the products and services we deliver. As of December 31, 2024, we employed approximately 14,200 people. Of these employees, approximately 5,200 were salaried and 9,000 were hourly. The number of hourly workers varies in order to match our labor needs during periods of fluctuating demand.

Approximately 4,500 of our employees, including international locations, are represented by unions. We believe we have good relationships with our employees and with the unions representing them. On November 1, 2021, our Marshalltown, Iowa-based union ratified a five-year labor agreement. We currently do not anticipate any material adverse consequences resulting from negotiations to renew other collective bargaining agreements.

The Compensation & Human Resources Committee of the Board of Directors is tasked with reviewing LII's human capital management strategy and talent initiatives. The committee also reports to the full Board on these key employee matters.

To succeed in an ever-changing and competitive labor market, we have identified priorities we believe are critical to our success in attracting, motivating, developing, and retaining employees. These include, among other things: (1) providing competitive compensation and benefit programs, (2) providing career development programs, (3) promoting health and safety, and (4) championing an inclusive work environment. Information on our sustainability commitment is available on our website. The information on our website is not a part of, or incorporated by reference into, this Annual Report on Form 10-K.

Compensation and Benefit Programs. We are committed to providing our employees with a competitive compensation package that rewards performance and achievement of desired business results. Our compensation package consists of three primary benefits: pay (base pay and incentive programs linked to our short-term and long-term business goals), health and welfare benefits, and retirement contributions. We analyze our compensation and benefits programs annually to remain competitive and make changes as necessary.

Career Development Programs. To help our employees succeed in their roles and grow their careers at Lennox, we provide numerous training and development programs. One example is our "Career Journey" program which provides employees with engaging tools and resources enabling them to reflect on skills and interests, maintain an individual development plan, and explore a variety of potential career paths. Career Journey allows employees to have more meaningful career development conversations with their manager. In addition to training and development programs, we regularly conduct succession planning reviews and have robust performance review and goal setting processes for all employees. We believe this helps employees meet expectations throughout the year while continuing development of their long-term careers at Lennox.

Employee Health and Safety. As part of our effort to attract and retain a competitive workforce, we are committed to ensuring that every employee returns home safe at the end of each day. Safety is our top priority and our safety programs are succeeding in identifying and reducing risks across our operations.

Inclusion and Belonging. We are committed to an inclusive work environment built on a foundation of respect and value for people of different backgrounds, experiences, and perspectives. Our commitment to inclusion and belonging enables all employees to be creative, feel challenged, and thrive, which ultimately allows us to leverage the unique strengths of our employees to deliver innovative products and solutions for our customers.

Our senior leaders, together with our human resources team, are devoted to promoting the above priorities to remain an employer of choice. We regularly conduct anonymous surveys to seek feedback from our employees on a variety of subjects, including safety, communications, inclusion and belonging, management support to succeed within our company, and career growth.

Despite these efforts, we have experienced, and could continue to experience, higher employee turnover, particularly in our manufacturing and distribution locations. As a result, we have made and continue to make strong efforts to recruit qualified talent to the organization.

Environmental Regulation

Our operations are subject to evolving and often increasingly stringent international, federal, state and local laws and regulations concerning the environment. Environmental laws and regulations affect or could affect our operations. We believe we are in substantial compliance with such existing environmental laws and regulations.

Energy Efficiency. The U.S. Department of Energy has numerous active energy conservation rulemakings that impact residential and commercial heating, air conditioning and refrigeration equipment. We are actively involved in U.S. Department of Energy activities related to energy efficiency. In 2023, we successfully updated our lines of HVAC equipment to comply with the latest energy conservation standards from the U.S. Department of Energy. We are prepared to have compliant products in place in advance of the effective dates of all such regulations enacted by the U.S. Department of Energy.

Refrigerants. The use of hydrofluorocarbons (“HFCs”) as refrigerants for air conditioning and refrigeration equipment is common practice in the HVACR industry and is regulated. We believe we have complied with applicable rules and regulations in various countries governing the use of HFCs. We are an active participant in the ongoing international and domestic dialogue on this subject and are well positioned to react in a timely manner to changes in the regulatory landscape.

In 2020, in response to a global agreement to reduce greenhouse gasses, the bipartisan American Innovation and Manufacturing Act gave the U.S. Environmental Protection Agency (“EPA”) authority to regulate HFCs and begin the phase down of refrigerants with a higher global warming potential (“GWP”). Transition to refrigerants with a GWP of 700 or less for most commercial and residential HVAC products was effective January 1, 2025.

Remediation Activity. In addition to affecting our ongoing operations, applicable environmental laws and regulations can impose obligations to remediate hazardous substances at our properties, at properties formerly owned or operated by us and at facilities to which we have sent or send waste for treatment or disposal. We are aware of contamination at some of our facilities; however, based on facts presently known, we do not believe that any future remediation costs at such facilities will be material to our results of operations. For more information, see Note 5 in the Notes to our Consolidated Financial Statements.

In the past, we have received notices that we are a potentially responsible party along with other potentially responsible parties in Superfund proceedings under the Comprehensive Environmental Response, Compensation and Liability Act for cleanup of hazardous substances at certain sites to which the potentially responsible parties are alleged to have sent waste. Based on the facts presently known, we do not believe environmental cleanup costs associated with any Superfund sites about which we have received notice that we are a potentially responsible party will be material to our results of operations.

E-Waste and Related Compliance. Many countries around the world as well as many states in the U.S. have enacted directives, laws, and regulations directed at preventing electrical and electronic equipment waste by encouraging reuse and recycling as well as restricting the use of hazardous products in electrical and electronic equipment. All HVACR products and certain components of such products are potentially subject to these types of requirements. We are not uniquely affected as compared to other manufacturers. We actively monitor the development and evolution of such requirements and believe we are well positioned to comply with such directives in the required time frames.

Available Information

Our web site address is www.lennox.com. We make available, free of charge through our web site, our annual reports on Form 10-K, quarterly reports on Form 10-Q, current reports on Form 8-K, including exhibits, and amendments to those reports filed or furnished pursuant to the Securities Exchange Act of 1934, as amended (the “Exchange Act”), as soon as reasonably practicable after such material is electronically filed with, or furnished to, the Securities and Exchange Commission. The information on our web site is not a part of, or incorporated by reference into, this Annual Report on Form 10-K.

The Securities and Exchange Commission maintains a website at www.sec.gov that contains reports, proxy and information statements, and other information regarding issuers, including Lennox, that file electronically with the Securities and Exchange Commission.

Information about our Executive Officers

Our executive officers, their present positions and their ages are as follows as of February 2, 2025:

<u>Name</u>	<u>Age</u>	<u>Position</u>
Alok Maskara	53	Chief Executive Officer
Michael Quenzer	47	Executive Vice President, Chief Financial Officer
Gary S. Bedard	60	Executive Vice President & President, Home Comfort Solutions
Prakash Bedapudi	58	Executive Vice President, Chief Technology Officer
Monica M. Brown	52	Executive Vice President, Chief Legal Officer, and Secretary
Chris A. Kosel	57	Vice President, Chief Accounting Officer, and Controller
Joe Nassab	57	Executive Vice President & President, Building Climate Solutions
Daniel M. Sessa	60	Executive Vice President, Chief Human Resources Officer
John D. Torres	66	Executive Vice President

Alok Maskara joined Lennox International Inc. as Chief Executive Officer on May 9, 2022. Most recently he served for five years as CEO of Luxfer Holdings PLC, an international industrial company focused on advanced materials. Mr. Maskara also served for nearly a decade as president of several global business units at Pentair PLC, a leading provider of water treatment and sustainable applications. Previously, he held various leadership positions at General Electric Corporation and McKinsey & Company. Mr. Maskara also serves on the board of Franklin Electric (Nasdaq: FELE) a company focused on global water and fluid solutions. Mr. Maskara graduated with a bachelor of technology degree in chemical engineering from the Indian Institute of Technology in 1992 and a master's degree in chemical engineering from the University of New Mexico in 1994. In 2000, he earned an MBA from the Kellogg School of Management at Northwestern University.

Michael Quenzer became Executive Vice President and Chief Financial Officer effective January 1, 2024. Previously, he served as LII's Vice President, Financial Planning & Analysis and Investor Relations. Prior to that, he was the chief financial officer for LII's Commercial segment from November 2016 until January 2023. Mr. Quenzer has served in various capacities of increasing responsibility within LII's Finance department since 2004. He received his bachelor's degree in finance from Coastal Carolina University and has an MBA and master's of science in accounting from the University of Texas at Dallas.

Gary S. Bedard was appointed Executive Vice President & President of LII's Home Comfort Solutions business segment in January 2023. Most recently, he served as Executive Vice President & President of LII's Worldwide Refrigeration business, a position he held since October 2017. Prior to that, Mr. Bedard served as Vice President and General Manager, LII Residential Heating & Cooling for 10 years. He has also held the positions of Vice President, Residential Sales, Vice President, Residential Product Management, Director of Brand and Product Management, and District Manager for Lennox Industries' New York District. Before joining LII in 1998, Mr. Bedard spent eight years at York International in product management and sales leadership roles for commercial applied and unitary systems as well as residential systems. Mr. Bedard has a bachelor's degree in engineering management from the United States Military Academy at West Point. Mr. Bedard serves on the Board of Directors of the AHRI, the trade association for the HVACR and water heating equipment industries. In January 2025, Lennox announced Mr. Bedard's decision to retire from Lennox.

Prakash Bedapudi was appointed Executive Vice President, Chief Technology Officer in July 2008. He had previously served as Vice President, Global Engineering and Program Management for Trane Inc. Commercial Systems from 2006 through 2008, and as Vice President, Engineering and Technology for Trane's Residential Systems division from 2003 through 2006. Prior to his career at Trane, Mr. Bedapudi served in senior engineering leadership positions for GE Transportation Systems, a division of General Electric Company, and for Cummins Engine Company. He holds a bachelor of science in mechanical/automotive engineering from Karnataka University, India and a master's of science in mechanical/aeronautical engineering from the University of Cincinnati.

Monica M. Brown was appointed Executive Vice President, Chief Legal Officer, and Secretary effective January 1, 2025. Previously, she served as LII's Vice President, Deputy General Counsel, and Assistant Secretary. During her tenure at Lennox, she has been responsible for a broad range of legal functions, including securities, corporate governance, real estate, and the

refrigeration and residential businesses. Prior to starting at Lennox in 2012, she practiced commercial litigation at Jones Day, a multinational law firm, for almost 13 years. She received her bachelor's degree in mathematics from Howard University and has a juris doctor from the University of Texas.

Chris A. Kosel was appointed Vice President, Chief Accounting Officer and Controller in May 2017. He had previously served as Vice President, Business Analysis and Planning for the Company since 2016. He also had served as Vice President, Finance and Controller and Director of Finance for the Company's North America Commercial Business from 2015 to 2016 and Director, Financial Planning and Analysis for the Company's Residential Business Unit from 2014 to 2015. Prior to 2014 he had served as Director, Finance for the Company's Lennox Stores business and Director of the Company's Financial Shared Services function. Prior to joining Lennox, he worked for Ernst & Young. He holds a bachelor's degree in accounting from Texas A&M University. He is also a Certified Public Accountant.

Joe Nassab has been Executive Vice President & President of our Building Climate Solutions business since 2022. He joined LII in 2010 as Vice President and General Manager of Allied Air. Before joining LII, Mr. Nassab worked for 20 years at General Electric Company in a variety of general management, product management, and marketing leadership roles. Mr. Nassab has a bachelor's degree in finance from the University of Michigan.

Daniel M. Sessa was appointed Executive Vice President, Chief Human Resources Officer in June 2007. He had previously served in numerous senior human resources and legal leadership positions for United Technologies Corporation since 1996, including Vice President, Human Resources for Otis Elevator Company - Americas from 2005 to 2007, Director, Employee Benefits and Human Resources Systems for United Technologies Corporation from 2004 to 2005, and Director, Human Resources for Pratt & Whitney from 2002 to 2004. He holds a bachelor of arts in law and society from the State University of New York at Binghamton and a juris doctor from the Hofstra University School of Law.

John D. Torres served as Chief Legal Officer and Secretary through December 31, 2024, and plans to retire from LII effective February 28, 2025. He was appointed Executive Vice President, Chief Legal Officer, and Secretary in December 2008. He previously served as Senior Vice President, General Counsel, and Secretary for Freescale Semiconductor, a semiconductor manufacturer that was originally part of Motorola. He joined Motorola's legal department as Senior Counsel in 1996 and was appointed Vice President, General Counsel of the company's semiconductor business in 2001. Prior to joining Motorola, Mr. Torres served 13 years in private practice in Phoenix, specializing in commercial law. He holds a bachelor of arts from Notre Dame and a juris doctor from the University of Chicago.

Item 1A. Risk Factors

The following risk factors and other information included in this Annual Report on Form 10-K should be carefully considered. We believe these are the principal material risks currently facing our business; however, additional risks and uncertainties not presently known to us or that we presently deem less significant may also impair our business operations. If any of the following risks or those disclosed in our other SEC filings occurs, our business, financial condition or results of operations could be materially adversely affected.

Business and Operational Risks

We May Not be Able to Compete Favorably in the Competitive HVACR Business.

Substantially all of the markets in which we operate are competitive. The most significant competitive factors we face are product availability, product reliability, energy efficiency, product performance, service, and price, with the relative importance of these factors varying among our product lines. Other factors that affect competition in the HVACR market include the development and application of new technologies, reputation of our company and brands, global supply chain constraints, and new product introductions. We may not be able to adapt to market changes as quickly or effectively as our current and future competitors. Also, the establishment of manufacturing operations in low-cost countries could provide cost advantages to existing and emerging competitors. Some of our competitors may have greater financial resources than we have, allowing them to invest in more extensive research and development and/or marketing activity and making them better able to withstand adverse HVACR market conditions. Current and future competitive pressures may cause us to reduce our prices or lose market share, or could negatively affect our cash flow, all of which could have a material adverse effect on our results of operations. Negative media reports about us or our businesses, whether accurate or inaccurate, could damage our reputation and relationships with our customers and suppliers, cause customers and suppliers to terminate their relationship with us, or impair our ability to effectively compete, which could adversely affect our business, financial condition, results of operations and cash flows.

If We Cannot Successfully Develop and Market New Products or Execute Our Business Strategy, Our Results of Operations Could be Adversely Impacted.

Our future success depends on our continued investment in research and new product development as well as our ability to commercialize new HVACR technological advances in domestic and global markets. If we are unable to continue to timely and successfully develop and market new products, achieve technological advances, or extend our business model and technological advances into international markets, our business and results of operations could be adversely impacted.

We are engaged in various manufacturing rationalization actions designed to achieve our strategic priorities of manufacturing, sourcing, and distribution excellence and of lowering our cost structure. For example, we are continuing to reorganize our North American distribution network in order to better serve our customers' needs by deploying parts and equipment inventory closer to them. In such case, our results of operations and profitability may be negatively impacted, making us less competitive and potentially causing us to lose market share.

Our Ability to Meet Customer Demand and Maintain Profitability may be Limited by Our Single-Location Production Facilities, Reliance on Certain Key Suppliers, and Unanticipated Significant Shifts in Customer Demand.

We manufacture many of our products at single-location production facilities. In certain instances, we heavily rely on suppliers who also may concentrate production in single locations or source unique, necessary products from only one supplier. As a result, any significant interruptions in production at one or more of our facilities or at a facility of one of our key suppliers, any failure to maintain favorable relationships with our suppliers, or any termination of a key supplier relationship, could negatively impact our profitability and ability to deliver our products to our customers.

Further, even with all of our facilities running at full production, we could potentially be unable to fully meet demand during an unanticipated period of exceptionally high demand. This inability to fully meet demand would be exacerbated if a single-location production facility is disrupted due to a climate-related disaster, pandemic, geopolitical political instability, or war, among other things. Our inability to meet our customers' demand for our products could have a material adverse effect on our business, financial condition, and results of operations. Conversely, reduced demand for our products and services could unfavorably impact our absorption of fixed costs. Any of these results could materially and adversely affect our business, financial condition, results of operations and cash flows.

Our Results of Operations May Suffer if We Cannot Continue to License or Enforce the Intellectual Property Rights on Which Our Businesses Depend or if Third Parties Assert That We Violate Their Intellectual Property Rights.

We rely upon patent, copyright, trademark and trade secret laws and agreements to establish and maintain intellectual property rights in the products we sell. Our intellectual property rights could be challenged, invalidated, infringed, circumvented, or be insufficient to permit us to take advantage of current market trends or to otherwise provide competitive advantages. Further, the laws of certain countries do not protect proprietary rights to the same extent as the laws of the United States.

Third parties may also claim that we are infringing upon their intellectual property rights. If we do not license infringed intellectual property or if we are required to substitute similar technology from another source, our operations could be adversely affected. Even if we believe that intellectual property claims are without merit, they can be time consuming, require significant resources and be costly to defend. Claims of intellectual property infringement also might require us to redesign affected products, pay costly damage awards, or face injunctions prohibiting us from manufacturing, importing, marketing, or selling certain of our products. Even if we have agreements to indemnify us, indemnifying parties may be unable or unwilling to do so.

Our Operations Can Be Adversely Affected By Our Ability to Attract, Motivate, Develop, and Retain Our Employees, Labor Shortages and Work Stoppages, Turnover, Labor Cost Increases and Other Labor Relations Problems.

We are committed to attracting, motivating, developing, and retaining our employees to remain an employer of choice. Despite our efforts, we have experienced, and could continue to experience, employee turnover, particularly in our manufacturing and distribution locations. A number of factors may adversely affect the labor force available or increase labor costs, including high employment levels and related competition. In addition, as of December 31, 2024, approximately 32% of our core workforce locations were unionized. Our Marshalltown, Iowa-based union ratified a five-year labor agreement on

November 1, 2021; however, the results of future negotiations with unions are uncertain. If we are unsuccessful in meeting these challenges, our results of operations could be materially impacted.

Artificial Intelligence Technologies Could Present Business, Compliance, and Reputational Risks.

Recent technological advances in artificial intelligence (“AI”) and machine-learning technology both present opportunities and pose risks to us. If we fail to keep pace with rapidly evolving technological developments in AI, our competitive position and business results may suffer. We face risk of competitive disadvantage if our competitors more effectively use AI to better serve customers, drive internal efficiencies, and/or create new or enhanced products or services. The introduction of these technologies, particularly generative AI, into internal processes, customer engagements, and/or new and existing product offerings may result in new or expanded risks and liabilities, including due to enhanced governmental or regulatory scrutiny, litigation, compliance issues, ethical concerns, confidentiality or security risks, as well as other factors that could adversely affect our business, reputation, and financial results. In addition, our personnel could, unbeknownst to us, improperly utilize AI and machine learning-technology while carrying out their responsibilities. The use of AI in the development of our products and services could also cause loss of intellectual property, as well as subject us to risks related to intellectual property infringement or misappropriation, data privacy and cybersecurity. The use of artificial intelligence can lead to unintended consequences, including generating content that appears correct but is factually inaccurate, misleading or otherwise flawed, or that results in unintended biases and discriminatory outcomes, which could harm our reputation and business and expose us to risks related to inaccuracies or errors in the output of such technologies.

Industry Risks

Our Financial Performance Is Affected by the Conditions and Performance of the U.S. Construction Industry.

Our business is affected by the performance of the U.S. construction industry. Our sales in the residential and commercial new construction markets correlate to the number of new homes and buildings that are built, which in turn is influenced by cyclical factors such as interest rates, inflation, availability of financing, consumer spending habits and confidence, employment rates and other macroeconomic factors over which we have no control. Our sales may not improve, or improvement may be limited or lower than expected.

Cooler than Normal Summers and Warmer than Normal Winters May Depress Our Sales.

Demand for our products and services is seasonal and strongly affected by the weather. Cooler than normal summers depress our sales of replacement air conditioning and refrigeration products and services. Similarly, warmer than normal winters have the same effect on our heating products and services. Extreme weather events, conditions, and water scarcity, as a result of climate change or other factors, may exacerbate fluctuations in typical weather patterns, creating financial risks to our business.

Price Volatility for Commodities and Components We Purchase or Significant Supply Interruptions Could Have an Adverse Effect on Our Cash Flow or Results of Operations.

We depend on raw materials, such as steel, copper and aluminum, and components purchased from third parties to manufacture our products. Some of these third-party suppliers are located outside of the United States. We generally concentrate purchases for a given raw material or component with a small number of suppliers. If a supplier is unable or unwilling to meet our supply requirements, including suffering any disruptions at its facilities or in its supply chain, we could experience supply interruptions or cost increases, either of which could have an adverse effect on our results of operations. For example, disruptions have occurred due to supplier capacity constraints, labor shortages, port congestion, logistical problems, the COVID-19 pandemic, and other issues. Some of these disruptions have resulted in supply chain constraints affecting our business including our ability to timely produce and ship our products.

Similarly, suppliers of components that we purchase for use in our products may be affected by rising material costs and inflation and pass these increased costs on to us. Although we regularly pre-purchase a portion of our raw materials at fixed prices each year to hedge against price increases, an increase in raw materials prices not covered by our fixed price arrangements could significantly increase our cost of goods sold and negatively impact our margins if we are unable to effectively pass such price increases on to our customers. Alternatively, if we increase our prices in response to increases in the prices or quantities of raw materials or components or if we encounter significant supply interruptions, our competitive position could be adversely affected, which may result in depressed sales and profitability.

Additionally, the effects of extreme weather events and natural disasters, long-term changes in temperature levels, water availability, increased cost for decarbonizing process heating, supply costs impacted by increasing energy costs, or energy costs impacted by carbon prices or offsets, as a result of climate change or other factors, may exacerbate supply chain constraints and disruption. Resulting supply chain constraints have required, and may continue to require, in certain instances, alternative delivery arrangements and increased costs and could have a material adverse effect on our business and operations.

In addition, we use derivatives to hedge price risk associated with forecasted purchases of certain raw materials. Our hedged prices could result in paying higher or lower prices for commodities as compared to the market prices for those commodities when purchased.

We May Incur Substantial Costs as a Result of Product Liability, Warranty Claims, or Recalls.

The development, manufacture, sale, and use of our products involve warranty and product liability claims and other liabilities and risks for the installation, use, and service of our products. Our product liability insurance coverage may not be sufficient to cover claims or damage awards or we may not be able to obtain such insurance on acceptable terms in the future, if at all, or obtain insurance that will provide adequate coverage against potential claims. Product liability claims can be expensive to defend, regardless of the ultimate outcome. A significant unsuccessful product liability defense could have a material adverse effect on our financial condition and results of operations.

In addition, for some of our HVACR products, we provide warranty terms ranging from one to 20 years to customers for certain components such as compressors or heat exchangers. Warranty claims are not covered by our product liability insurance and certain product liability claims may also not be covered by our product liability insurance. For certain limited products, we provided lifetime warranties. Warranties of such extended lengths pose a risk to us as actual future costs may exceed our current estimates of those costs. Warranty expense is recorded on the date that revenue is recognized and requires significant assumptions about what costs will be incurred in the future. We may be required to record material adjustments to accruals and expense in the future if actual costs for these warranties are different from our assumptions. Our product warranty liability was \$158.4 million as of December 31, 2024.

We maintain strict quality controls and procedures. However, we cannot be certain that these controls and procedures will reveal defects in our products or their component parts or raw materials, which may not become apparent until after the products have been placed in use in the market. Accordingly, there is a risk that products will have defects that could require a product recall or field corrective action, either voluntarily or at the direction of a governmental authority. Product recalls and field corrective actions can be expensive to implement and may damage our reputation, customer relationships and market share.

Further, our business depends on the strong brand reputations we have developed. If a reputation is damaged due to actual, potential, or perceived product and service quality issues, we may face difficulty maintaining our market share and pricing with respect to some of our products, which could reduce our sales and profitability.

Legal, Tax, and Regulatory Risks

Changes in Environmental and Climate-Related Legislation, Government Regulations, or Policies Could Have an Adverse Effect on Our Results of Operations.

The sales, gross margins, and profitability for each of our segments could be directly impacted by changes in legislation, government regulations, or policies (collectively, “LRPs”) relating to global climate change and other environmental initiatives and concerns. These LRPs, implemented under global, national, and sub-national climate objectives or policies, can include changes in environmental and energy efficiency standards and tend to target the global warming potential of refrigerants and hydrofluorocarbons, equipment energy efficiency, and combustion of fossil fuels as a heating source. Many of our products consume energy and use refrigerants and hydrofluorocarbons. LRPs that seek to reduce greenhouse gas emissions may require us to make increased capital expenditures to develop or market new products to meet new LRPs. Further, our customers and the markets we serve may impose emissions or other environmental standards through LRPs or consumer preferences that may require additional time, capital investment, or technological advancement. Our inability or delay in developing or marketing products that match customer demand while also meeting applicable LRPs may negatively impact our results.

There continues to be a lack of consistent climate legislation and regulations, which creates economic and regulatory uncertainty. Such regulatory uncertainty could adversely impact the demand for energy efficient buildings and could increase costs of compliance. Additionally, the extensive and frequently changing legislation and regulations could impose increased liability for remediation costs and civil or criminal penalties in cases of non-compliance. Because these laws are subject to change, we are unable to predict the future costs resulting from environmental compliance. Likewise, a failure to comply with any current or future sustainability-related reporting requirements, as established by U.S. and international regulators, may

result in loss of business, regulatory penalties, litigation, and/or reputational damage. Further, we may face adverse reputational risks due to our products and manufacturing operations consuming energy or using refrigerants and hydrofluorocarbons.

Stakeholders are increasingly scrutinizing environmental, social and governance (“ESG”) practices, and stakeholders’ expectations regarding ESG practices are diverse and rapidly changing. If we are unable to satisfy the increasing ESG-related expectations of certain stakeholders, particularly as it relates to climate change, we may suffer reputational harm, which may cause our stock price to decrease or cause certain investors and financial institutions not to purchase our securities or provide us with capital or credit on favorable terms, which may cause our cost of capital to increase. In addition, our reputation and customer relationships may be damaged as a result of practices that could be associated with ESG, including as it relates to climate-related disclosures. A failure or perceived failure by us in this regard may damage our reputation and adversely affect our results of operations and financial position.

Changes in Tax Laws and Interpretations Could Adversely Impact our Effective Tax Rates and Financial Results.

We are subject to income taxes in the United States as well as certain foreign jurisdictions. Tax laws and regulations are continuously evolving with corporate tax reform, base-erosion efforts, global minimum tax, and increased transparency continuing to be high priorities in many tax jurisdictions in which we operate. We continue to monitor new tax legislation or other developments since significant changes in tax legislation, or in the interpretation of existing legislation, could materially and adversely affect our financial condition and results of operations.

Certain countries in which we have operations have implemented, or are in the process of implementing, legislation or practices inspired by the base erosion and profit shifting project undertaken by the Organization for Economic Co-operation and Development (“OECD”). In December 2021, the OECD issued its guidance on the Global Anti-Base Erosion (“GloBE”) rules with the purpose of ensuring multinational companies pay a minimum level tax on the income generated in each of the jurisdictions where they operate (“Pillar Two”). In December 2022, the European Council attained a consensus on Pillar Two to implement a global minimum corporate tax rate of 15%, and many European Union and G20 countries have specified their plan to adhere to the OECD guidelines starting in 2024. Our effective tax rate for 2024 incorporates our estimated Pillar Two tax liability. We are continuing to evaluate the potential impact on future periods of the Pillar Two framework, pending legislative adoption by individual countries, as such changes could result in an increase in our effective tax rate.

Further, the increased scrutiny of international tax arrangements and continuous changes to countries’ tax legislation may also affect the policies and decisions of tax authorities with respect to certain income tax and transfer pricing positions taken by the Company in prior or future periods. We are regularly subject to audits by tax authorities, and such audits could result in changes in our tax reserves for our historic or future tax positions and transfer pricing policies, which could significantly adversely impact our effective tax rates and financial results.

For more information, see Note 12 in the Notes to our Consolidated Financial Statements.

Changes in U.S. Trade Policy, Including the Imposition of Tariffs and the Resulting Consequences, Could Have an Adverse Effect on Our Results of Operations.

The U.S. government has made changes in U.S. trade policy over the past several years. These changes include renegotiating and terminating certain existing bilateral or multi-lateral trade agreements, such as the U.S.-Mexico-Canada Agreement, and initiating tariffs on certain foreign goods from a variety of countries and regions. In addition, the new presidential administration has articulated that it may impose substantial new or increased tariffs on foreign imports into the U.S., particularly from Canada and Mexico. These changes in U.S. trade policy have historically resulted in, and may continue to result in, one or more foreign governments adopting responsive trade policies that make it more difficult or costly for us to do business in or import or export our products or components from those countries. The sales, gross margins, and profitability for each of our segments could be directly impacted by changes in tariffs and trade agreements.

We cannot predict the extent to which the U.S. or other countries will impose new or additional quotas, duties, tariffs, taxes or other similar restrictions upon the import or export of our products in the future, nor can we predict future trade policy or the terms of any renegotiated trade agreements and their impact on our business. The continuing adoption or expansion of trade restrictions, the occurrence of a trade war, or other governmental action related to tariffs or trade agreements or policies has the potential to adversely impact demand for our products, our costs, our customers, our suppliers, and the U.S. economy, which in turn could have a material adverse effect on our business, results of operations, and financial condition.

Our Reputation, Ability to Do Business, and Results of Operations Could be Impaired By Improper Conduct By Any of Our Employees, Agents, or Business Partners.

We are subject to regulation under a wide variety of U.S. federal and state and non-U.S. laws, regulations and policies (including those related to tariffs and trade barriers, investments, taxation, exchange controls, employment regulations, anti-corruption, anti-bribery, export and import compliance, anti-trust and money laundering). In particular, the U.S. Foreign Corrupt Practices Act and similar anti-bribery laws in other jurisdictions generally prohibit companies and their intermediaries from making improper payments to government officials for the purpose of obtaining or retaining business, and we operate in many parts of the world that have experienced government corruption to some degree. We cannot provide assurance our internal controls will always protect us from, or identify any, improper conduct of our employees, agents and business partners. Any such violation of law or improper actions could subject us to civil or criminal investigations in the U.S. and other jurisdictions, could lead to substantial civil or criminal, monetary and non-monetary penalties and related shareholder lawsuits, could lead to increased costs of compliance, and could damage our reputation, our business and results of operations.

We are Subject to Claims, Lawsuits, and Other Litigation That Could Have an Adverse Effect on Our Results of Operations.

In addition to product liability and warranty claims as described above, we are involved in various claims and lawsuits incidental to our business, including those involving intellectual property infringement, labor relations, alleged exposure to asbestos-containing materials, and environmental matters, some of which claim significant damages. Estimates related to our claims and lawsuits, including estimates for asbestos-related claims and related insurance recoveries, involve numerous uncertainties. Given the inherent uncertainty of litigation and estimates, we cannot be certain that existing claims or litigation or any future adverse legal developments will not have a material adverse impact on our financial condition.

General Risk Factors

Global General Business, Economic and Market Conditions Could Adversely Affect Our Financial Performance and Limit Our Access to the Capital Markets.

The Company's business may be materially and adversely impacted by changes in U.S. or global economic conditions, including recessions, economic downturns, inflation, deflation, interest rates, consumer spending rates, energy availability and commodity prices, and the effects of governmental initiatives to manage economic conditions. Disruptions in U.S. or global financial and credit markets or increases in the costs of capital may also have an adverse impact on our business. The tightening, unavailability or increased cost of credit adversely affects the ability of our customers to obtain financing for significant purchases and operations, resulting in a decrease in sales of our products and services and may impact the ability of our customers to make payments to us. Similarly, tightening of available credit may adversely affect our supplier base and increase the potential for one or more of our suppliers to experience financial distress or bankruptcy. Our business may also be adversely affected by future decreases in the general level of economic activity and increases in borrowing costs, which may cause our customers to cancel, decrease or delay their purchases of our products and services.

If financial markets were to deteriorate, or costs of capital were to increase significantly due to a lowering of our credit ratings, prevailing industry conditions, the volatility of the capital markets or other factors, we may be unable to obtain new financing on acceptable terms, or at all. A deterioration in our financial performance could also limit our future ability to access amounts currently available under our Credit Agreement or to issue notes pursuant to our Commercial Paper Program, as more fully described below.

We cannot predict the likelihood, duration, or severity of any future disruption in financial markets or any adverse economic conditions in the U.S. and other countries.

Extraordinary Events Beyond our Control, Including Conflicts, Wars, Natural Disasters, Public Health Crises, or Terrorist Acts, Could Negatively Impact our Business, Which May Affect our Financial Condition, Results of Operations or Cash Flows.

Conflicts, wars, natural disasters (the nature and severity of which may be impacted by climate change), public health crises, or terrorist acts may cause significant damage or disruption to our operations, employees, facilities, systems, suppliers, supply chain, distributors, resellers, or customers in the United States and internationally for extended periods of time and could also affect demand for our products. The extent to which any extraordinary event impacts us depends on numerous factors and future developments that we are not able to predict, including the duration and scope of the event; governmental, business, and individuals' actions in response to the event; our ability to maintain sufficient qualified personnel; global supply chain disruptions caused by the event; and the impact on economic activity, including financial market instability.

Our International Operations Subject Us to Risks Related to Foreign Currencies Fluctuations and Other Risks.

We earn revenue, pay expenses, own assets, and incur liabilities in countries using currencies other than the U.S. dollar including the Canadian dollar, the Mexican peso, and the Euro. Our Consolidated Financial Statements are presented in U.S. dollars and we translate revenue, income, expenses, assets, and liabilities into U.S. dollars at exchange rates in effect during or at the end of each reporting period. Therefore, increases or decreases in the value of the U.S. dollar relative to other currencies may affect our net operating revenues, operating income and the value of balance sheet items denominated in foreign currencies. Because of the geographic diversity of our operations, weaknesses in some currencies might be offset by strengths in others over time. However, we cannot assure that fluctuations in foreign currency exchange rates, particularly the strengthening of the U.S. dollar against major currencies, would not materially affect our financial results.

In addition to the currency exchange risks inherent in operating in foreign countries, our international sales and operations are also sensitive to changes in foreign national priorities, including government budgets, as well as to geopolitical and economic instability. Net sales outside of the United States comprised approximately 6% of our total net sales in 2024. International transactions may involve increased financial and legal risks due to differing legal systems and customs in foreign countries. The ability to manage these risks could be difficult and may limit our operations and make the manufacture and sale of our products internationally more difficult, which could negatively affect our business and results of operations.

Cyber Attacks and Other Disruptions or Misuse of Information Systems We Rely Upon Could Affect Our Ability to Conduct Our Business Effectively.

Our information systems and those of our business partners are important to our business activities. We also outsource various information systems, including data management, to third-party service providers. Despite our security measures as well as those of our business partners and third-party service providers, the information systems we rely upon may be vulnerable to interruption or damage from cyber attacks, computer viruses, worms or other destructive or disruptive software, process breakdowns, denial of service attacks, malicious social engineering or other malicious activities, or any combination thereof. Attempts have been made to attack our information systems, but we do not believe that material harm has resulted. While we have implemented controls and taken other preventative actions to strengthen these systems against future attacks, we can give no assurance that these controls and preventative actions will be effective. Any breach of data security could result in a disruption of our services or improper disclosure of personal data or confidential information, which could harm our reputation, require us to expend resources to remedy such a security breach or defend against further attacks or subject us to liability under laws that protect personal data, resulting in increased operating costs or loss of revenue.

We May Not be Able to Successfully Integrate and Operate Businesses that We May Acquire nor Realize the Anticipated Benefits of Strategic Relationships We May Form.

From time to time, we may seek to complement or expand our businesses through strategic acquisitions, joint ventures, and strategic relationships. The success of these transactions will depend, in part, on our ability to timely identify those relationships, negotiate and close the transactions and then integrate, manage, and operate those businesses profitably. If we are unable to successfully do those things, we may not realize the anticipated benefits associated with such transactions, which could adversely affect our business and results of operations.

Item 1B. Unresolved Staff Comments

None.

Item 1C. Cybersecurity

Risk Management and Strategy

We manage cybersecurity risk through three core teams: cybersecurity engineering, data privacy, and a security operation center. These teams are responsible for overseeing data safety during new system and infrastructure deployments, maintaining appropriate cybersecurity controls, and monitoring, documenting and investigating any anomalies affecting employees, suppliers, and customers. Our IT security controls are designed to align with the NIST (National Institute of Standards and Technology) standards and are tested on an ongoing basis. These controls and procedures include processes that oversee and identify cybersecurity risks associated with third-party service providers that we engage, as described below. For instance, we conduct risk and compliance assessments of third-party service providers that request access to our information assets. To support our internal risk management structure, we use third-party specialists to monitor for emerging threats, conduct vulnerability scans and analysis including simulated hacker attacks, and audit our cybersecurity framework. We also maintain an information security risk insurance policy in the event of a security breach. Our internal audit function also performs independent testing on aspects of the operations of our cybersecurity program and the supporting controls based upon its risk-based internal audit plan and reports the results of these audits in its periodic reports to the Audit Committee.

Leadership receives training on how to respond to ransomware events and participates in breach simulations at least once a year. Additionally, employees throughout the organization support LII's risk management efforts by participating in mandatory cybersecurity training at least once a year, ongoing awareness campaigns, and quarterly simulated phishing attempts.

To our knowledge, LII's business strategy, results of operations and financial condition have not been materially affected by risks from cybersecurity threats within the last three years, including as a result of previously identified cybersecurity incidents. However, we cannot provide assurance that they will not be materially affected in the future by such risks or any future material incidents. For more information on our cybersecurity related risks, see Item 1A, "Risk Factors."

Governance

Our Chief Technology Officer is ultimately responsible for overseeing all cybersecurity management, including the three core teams mentioned above, and reports to the Board of Directors twice a year on our cybersecurity tactical responses and strategic roadmap. The entire Board of Directors reviews significant cybersecurity risks and works with the Audit Committee to address enterprise risk management processes and policies.

At the management level, our Data Protection & Cybersecurity Steering Committee ("DPCSC") meets on a quarterly basis. The DPCSC includes representatives from communications, ethics and compliance, human resources, information technology, corporate audit, legal, risk, privacy, and sourcing. This committee is responsible for overseeing LII's data protection and cybersecurity policies and procedures. These cybersecurity policies and procedures include an IT security and privacy incident response plan to notify the appropriate parties, including our Chief Technology Officer, our Disclosure Committee, and our Board of Directors, in a timely manner.

Our Chief Technology Officer has served in the role since 2008, and has more than 15 years of experience in developing and executing large enterprise data privacy and cyber security roadmaps at publicly-traded companies. He holds undergraduate and graduate degrees in engineering. Our Vice President, Information Technology, has served in the role since 2003, and has more than 35 years of cybersecurity experience. He holds an undergraduate degree in computer science.

Item 2. Properties

The following chart lists our principal domestic and international manufacturing, distribution and office facilities as of December 31, 2024 and indicates the business segment that uses such facilities, the approximate size of such facilities and whether such facilities are owned or leased. Also included in the chart are large warehouses that hold significant inventory balances.

<u>Location</u>	<u>Segment</u>	<u>Type or Use of Facility</u>	<u>Approx. Sq. Ft. (In thousands)</u>	<u>Owned/Leased</u>
Saltillo, Mexico	Home Comfort Solutions	Manufacturing & Distribution	1,081	Owned
Marshalltown, IA	Home Comfort Solutions	Manufacturing & Distribution	1,000	Owned & Leased
Orangeburg, SC	Home Comfort Solutions	Manufacturing & Distribution	900	Owned & Leased
Grenada, MS	Home Comfort Solutions	Manufacturing & Distribution	395	Owned & Leased
Romeoville, IL	Home Comfort Solutions	Distribution & Office	697	Leased
Glendale, AZ	Home Comfort Solutions	Distribution	342	Leased
McDonough, GA	Home Comfort Solutions	Distribution	254	Leased
Grove City, OH	Home Comfort Solutions	Distribution	279	Leased
Concord, NC	Home Comfort Solutions	Distribution	248	Leased
Pittston, PA	Home Comfort Solutions	Distribution	144	Leased
Harahan, LA	Home Comfort Solutions	Distribution & Office	83	Leased
North Kansas City, MO	Home Comfort Solutions	Distribution & Office	59	Leased
West Columbia, SC	Home Comfort Solutions	Research & Development	63	Owned
DFW Airport, TX	Home Comfort Solutions & Building Climate Solutions	Distribution	580	Leased
Eastvale, CA	Home Comfort Solutions & Building Climate Solutions	Distribution	377	Leased
Brampton, Canada	Home Comfort Solutions & Building Climate Solutions	Distribution	251	Leased
Houston, TX	Home Comfort Solutions & Building Climate Solutions	Distribution	204	Leased
Orlando, FL	Home Comfort Solutions & Building Climate Solutions	Distribution	173	Leased
Middletown, PA	Home Comfort Solutions & Building Climate Solutions	Distribution	166	Leased
Lenexa, KS	Home Comfort Solutions & Building Climate Solutions	Distribution	147	Leased
East Fife, WA	Home Comfort Solutions & Building Climate Solutions	Distribution	112	Leased
Calgary, Canada	Home Comfort Solutions & Building Climate Solutions	Distribution	145	Leased
Saltillo, Mexico	Building Climate Solutions	Manufacturing & Distribution	820	Owned
Stuttgart, AR	Building Climate Solutions	Manufacturing	750	Owned
Stone Mountain, GA	Building Climate Solutions	Manufacturing & Business Unit Headquarters	139	Owned
Tifton, GA	Building Climate Solutions	Manufacturing & Distribution	825	Owned & Leased
Jessup, PA	Building Climate Solutions	Distribution	130	Leased
Indianapolis, IN	Building Climate Solutions	Distribution	69	Leased
Medley, FL	Building Climate Solutions	Distribution	70	Leased
Norcross, GA	Building Climate Solutions	Distribution & Office	95	Leased
Tallassee, AL	Building Climate Solutions	Distribution & Office	81	Leased
Richardson, TX	Corporate and Other	Corporate Headquarters	375	Owned
Carrollton, TX	Corporate and Other	Research & Development	323	Owned & Leased
Chennai, India	Corporate and Other	Research & Development & Office	265	Leased

In addition to the properties described above, we lease numerous facilities in the U.S. and worldwide for use as sales offices, service offices, district and regional warehouses, and Lennox Stores. We routinely evaluate our facilities to ensure adequate capacity, effective cost structure, and consistency with our business strategy. We believe that our properties are in good condition, suitable and adequate for their present requirements and that our principal manufacturing plants are generally adequate to meet our production needs.

Item 3. *Legal Proceedings*

We are involved in a number of claims and lawsuits incident to the operation of our businesses. Insurance coverages are maintained and estimated costs are recorded for such claims and lawsuits. It is management's opinion that none of these claims or lawsuits will have a material adverse effect, individually or in the aggregate, on our financial position, results of operations or cash flows. For more information, see Note 5 in the Notes to the Consolidated Financial Statements.

Item 4. *Mine Safety Disclosures*

Not applicable.

PART II

Item 5. *Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities*

Market Information for Common Stock

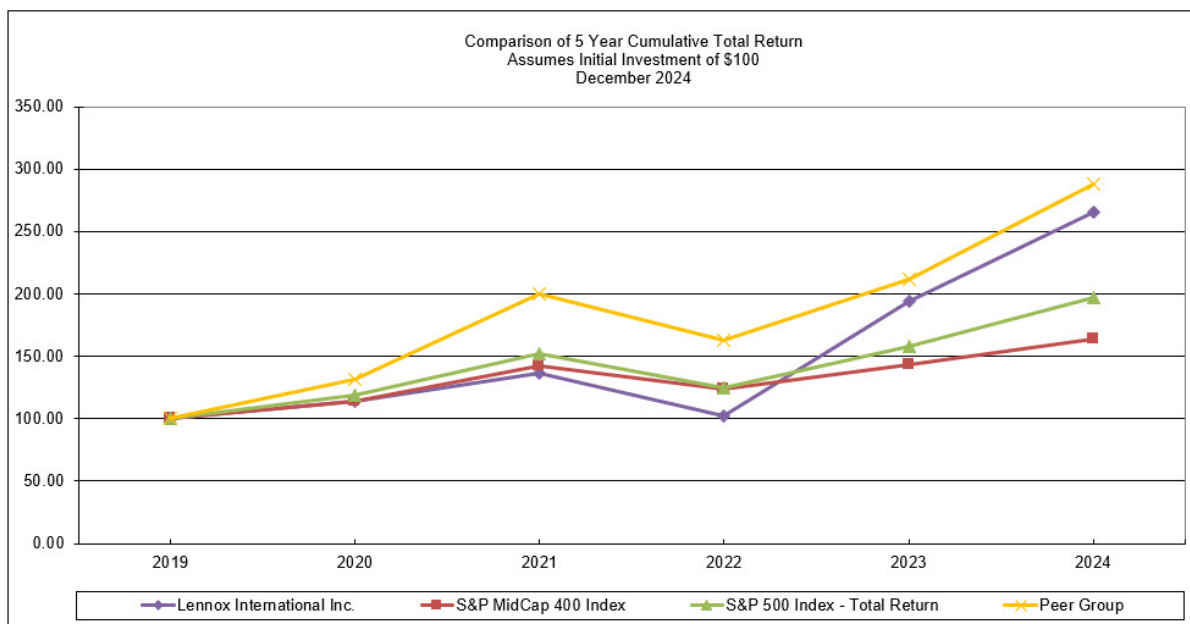
Our common stock is listed for trading on the New York Stock Exchange under the symbol "LII."

Holders of Common Stock

As of the close of business on February 4, 2025, approximately 488 holders of record held our common stock.

Comparison of Total Stockholder Return

The following graph compares the cumulative total returns of LII's common stock with the cumulative total returns of the Standard & Poor's Midcap 400 Index, a broad index of mid-size U.S. companies, Standard & Poor's 500 Index of which the Company is a part beginning in 2024, a broad index of large U.S. companies, and with a peer group of U.S. industrial manufacturing and service companies in the HVACR businesses. The graph assumes that \$100 was invested on December 31, 2019, with dividends reinvested. Our peer group includes AAON, Inc., Carrier Global Corp., Johnson Controls International plc, Trane Technologies plc, and Watco, Inc.



This performance graph and other information furnished under this Comparison of Total Stockholder Return section shall not be deemed to be “soliciting material” or to be “filed” with the Securities and Exchange Commission or subject to Regulation 14A or 14C, or to the liabilities of Section 18 of the Exchange Act.

Our Purchases of Company Equity Securities

Since the inception of the Company’s share repurchase program in 2008, our Board of Directors has authorized a total of \$4 billion to repurchase shares of our common stock (collectively referred to as the “Share Repurchase Plans”), including an incremental \$1.0 billion share repurchase authorization in July 2021. The Share Repurchase Plans authorize open market repurchase transactions and do not have a stated expiration date. As of December 31, 2024, \$492 million is available to repurchase shares under the Share Repurchase Plans.

In the fourth quarter of 2024, we purchased shares of our common stock as follows:

	Total Number of Shares Purchased	Average Price Paid per Share (including fees)	Total Number of Shares Purchased As Part of Publicly Announced Plans	Approximate Dollar Value of Shares that may yet be Purchased under our Share Repurchase Plans (in millions) ⁽¹⁾
October 1 through October 31	24,000	\$ 602.59	24,000	\$ 518.0
November 1 through November 30	20,000	\$ 631.85	20,000	\$ 505.4
December 1 through December 31	21,000	\$ 645.42	21,000	\$ 491.8
	<u>65,000</u>		<u>65,000</u>	

⁽¹⁾ Since the inception of the Company’s share repurchase program in 2008, the Board has authorized share repurchases in an amount not to exceed \$4.0 billion (the “Share Repurchase Plans”). The Share Repurchase Plans do not have an expiration date. See Note 6 in the Notes to the Consolidated Financial Statement for further details.

Item 6. [Reserved]

Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations

The following discussion should be read in conjunction with the other sections of this report, including the Consolidated Financial Statements and related Notes to the Consolidated Financial Statements in Item 8, “Other Financial Statement Details,” of this Annual Report on Form 10-K.

Forward-Looking Statements

This Annual Report on Form 10-K contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended (the "Securities Act"), and Section 21E of the Exchange Act that are based on information currently available to management as well as management's assumptions and beliefs as of the date hereof. All statements, other than statements of historical fact, included in this Annual Report on Form 10-K constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by the words "may," "will," "should," "plan," "predict," "anticipate," "believe," "intend," "estimate" and "expect" and similar expressions. Statements that are not historical should also be considered forward-looking statements. Such statements reflect our current views with respect to future events. Readers are cautioned not to place undue reliance on these forward-looking statements. We believe these statements are based on reasonable assumptions; however, such statements are inherently subject to risks and uncertainties, including but not limited to the specific uncertainties discussed elsewhere in this Annual Report on Form 10-K and the risk factors set forth in Item 1A. Risk Factors in this Annual Report on Form 10-K. These risks and uncertainties may affect our performance and results of operations. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may differ materially from those in the forward-looking statements. We disclaim any intention or obligation to update or review any forward-looking statements or information, whether as a result of new information, future events or otherwise unless required by law.

The following are some of the factors that could cause actual results to differ materially from those expressed or implied in forward-looking statements:

- competition in the HVACR business;
- our ability to successfully develop and market new products or execute our business strategy, including the implementation of price increases for products and services;
- our ability to meet and anticipate customer demands;
- our ability to continue to license or enforce our intellectual property rights;
- our ability to attract, motivate, develop and retain our employees, as well as labor relations problems;
- artificial intelligence technologies;
- a decline in new construction activity and related demand for our products and services;
- the impact of weather on our business;
- the impact of higher raw material prices and significant supply interruptions;
- product liability, warranty claims, or recalls;
- changes in environmental and climate-related legislation or government regulations or policies;
- changes in tax legislation;
- the impact of new or increased trade tariffs;
- improper conduct by any of our employees, agents, or business partners;
- litigation risks;
- general economic conditions in the United States and abroad;
- extraordinary events beyond our control, such as conflicts, wars, natural disasters, public health crises, or terrorist acts;
- risks associated with our international operations;
- cyber attacks and other disruptions or misuse of information systems; and
- our ability to successfully realize, complete and integrate acquisitions.

Business Overview

We operate in two reportable business segments of the HVACR industry, Home Comfort Solutions and Building Climate Solutions. In addition to the two major business segments, Corporate and Other is also reported as a segment. For more detailed information regarding our reportable segments, see Note 3 in the Notes to the Consolidated Financial Statements.

In fourth quarter 2023, we completed the sale of our European businesses. The European businesses were presented with the Corporate and Other business segment until their divestiture.

We sell our products and services through a combination of direct sales, distributors and company-owned stores. The demand for our products and services is seasonal and can be significantly impacted by the weather. Warmer than normal summer temperatures generate demand for replacement air conditioning and refrigeration products and services, and colder than normal winter temperatures have a similar effect on heating products and services. Conversely, cooler than normal summers and warmer than normal winters depress the demand for HVACR products and services. In addition to weather, demand for our products and services is influenced by national and regional economic and demographic factors, such as interest rates, the availability of financing, regional population and employment trends, new construction, general economic conditions and

consumer spending habits and confidence. A substantial portion of the sales in each of our business segments is attributable to replacement business, with the balance comprised of new construction business.

The principal elements of cost of goods sold are components, raw materials, factory overhead, labor, estimated costs of warranty expense and freight and distribution costs. The principal raw materials used in our manufacturing processes are steel, aluminum and copper. In recent years, pricing volatility for these commodities and related components has impacted us and the HVACR industry in general. We seek to mitigate the impact of certain commodity price volatility through a combination of pricing actions, vendor contracts, improved production efficiency and cost reduction initiatives. We also partially mitigate volatility in the prices of these commodities by entering into futures contracts and fixed forward contracts.

Financial Highlights

- Net sales increased \$359 million, or 7%, to \$5,341 million in 2024 from \$4,982 million in 2023.
- Operating income in 2024 was \$1,035 million compared to \$790 million in 2023.
- Net income in 2024 increased to \$807 million from \$590 million in 2023.
- Diluted earnings per share was \$22.54 per share in 2024 compared to \$16.54 per share in 2023.
- We generated \$946 million of cash flow from operating activities in 2024 compared to \$736 million in 2023.
- We returned \$160 million to shareholders through dividend payments in 2024.

Overview of Results

The Home Comfort Solutions segment experienced an 11% increase in net sales and a \$150 million increase in segment profit in 2024 compared to 2023 primarily driven by favorable price and mix and higher sales volumes. Our Building Climate Solutions segment saw an increase in net sales of 17% and a \$56 million increase in segment profit in 2024 compared to 2023, primarily due to favorable price and mix. As a result of the transition to low GWP refrigerants, customers pre-purchased R-410A equipment, which is estimated to have positively impacted revenue by \$125 million.

Results of Operations

The following table provides a summary of our financial results, including information presented as a percentage of net sales (dollars in millions):

	For the Years Ended December 31,					
	2024		2023		2022	
	Dollars	Percent	Dollars	Percent	Dollars	Percent
Net sales	\$ 5,341.3	100.0 %	\$ 4,981.9	100.0 %	\$ 4,718.4	100.0 %
Cost of goods sold	3,569.4	66.8 %	3,434.1	68.9 %	3,433.7	72.8 %
Gross profit	1,771.9	33.2 %	1,547.8	31.1 %	1,284.7	27.2 %
Selling, general and administrative expenses	730.6	13.7 %	705.5	14.2 %	627.2	13.3 %
Losses (gains) and other expenses, net	12.9	0.2 %	8.5	0.2 %	4.9	0.1 %
Restructuring charges	—	— %	3.1	0.1 %	1.5	— %
Impairment on assets held for sale	—	— %	63.2	1.3 %	—	— %
Loss (gain) on sale of businesses	1.5	— %	(14.1)	(0.3)%	—	— %
Income from equity method investments	(7.9)	(0.1)%	(8.5)	(0.2)%	(5.1)	(0.1)%
Operating income	\$ 1,034.8	19.4 %	\$ 790.1	15.9 %	\$ 656.2	13.9 %
Net income	\$ 806.9	15.1 %	\$ 590.1	11.8 %	\$ 497.1	10.5 %

Year Ended December 31, 2024 Compared to Year Ended December 31, 2023 - Consolidated Results

Net Sales

Net sales increased 7% in 2024 compared to 2023 as higher sales volumes of 8%, favorable price and mix of 3% and an increase of sales volumes of 1% from our AES acquisition were partially offset by a 5% reduction in sales due to the fourth quarter 2023 sale of our European businesses.

Gross Profit

Gross profit margins for 2024 increased 210 basis points (“bps”) to 33.2% compared to 31.1% in 2023. Gross profit margin increased 250 bps from higher price and favorable mix, which was partially offset by 40 bps from higher freight and distribution costs.

Selling, General and Administrative Expenses

SG&A expenses increased by \$25 million in 2024 compared to 2023. As a percentage of net sales, SG&A expenses decreased 50 bps from 14.2% to 13.7% in the same periods, primarily due to higher employee-related costs including increased incentive compensation, which was partially offset by a \$62 million reduction in SG&A expenses from our 2023 divestiture of our European businesses.

Losses (Gains) and Other Expenses, Net

Losses (gains) and other expenses, net for 2024 and 2023 included the following (in millions):

	For the Years Ended December 31,	
	2024	2023
Realized losses on settled future contracts	\$ —	\$ 0.1
Foreign currency exchange losses (gains)	7.7	(4.3)
Gain on disposal of fixed assets	(2.1)	(0.5)
Other operating (income) loss	0.5	(1.6)
Net change in unrealized losses (gains) on unsettled futures contracts	—	(0.1)
Environmental liabilities and special litigation charges	6.8	15.6
Other items, net	—	(0.7)
Losses and other expenses, net (pre-tax)	\$ 12.9	\$ 8.5

The net change in unrealized (gains) losses on unsettled futures contracts was due to changes in commodity prices relative to the unsettled futures contract prices. For more information on our derivatives, see Note 9 in the Notes to the Consolidated Financial Statements. Foreign currency exchange losses increased in 2024 primarily due to changes in foreign exchange rates in our primary markets. Environmental liabilities and special legal contingency charges in 2024 relate to estimated remediation costs at some of our facilities and outstanding legal settlements including asbestos. Refer to Note 5 in the Notes to the Consolidated Financial Statements for more information on litigation, including asbestos-related litigation, and environmental liabilities.

Restructuring Charges

There were no restructuring charges in 2024 compared to \$3.1 million in 2023. Charges in 2023 were related to the reorganization or removal of duplicative headcount and infrastructure. For more information on our restructuring activities, see Note 7 in the Notes to the Consolidated Financial Statements.

Goodwill

We performed a qualitative impairment analysis and noted no indicators of goodwill impairment for the year ended December 31, 2024. Refer to Note 9 in the Notes to the Consolidated Financial Statements for more information on goodwill. In 2023, we recorded a \$2.3 million impairment of goodwill related to our agreement to sell our European commercial HVAC and refrigeration businesses.

Asset Impairments

We did not have any impairments of assets in 2024. In the third quarter of 2023, we recorded a \$22.6 million impairment of property, plant and equipment related to our agreement to sell our European commercial HVAC and refrigeration businesses.

Income from Equity Method Investments

Investments over which we do not exercise control but have significant influence are accounted for using the equity method of accounting. Income from equity method investments was \$8 million in 2024 consistent with 2023.

Interest Expense, net

Net interest expense of \$39 million in 2024 decreased from \$52 million in 2023 primarily due to decreased borrowings on our revolving credit facility as a result of increased cash flow.

Income Taxes

The income tax provision was \$187 million in 2024 compared to \$147 million in 2023, and the effective tax rate was 18.8% in 2024 compared to 20.0% in 2023. The 2024 and 2023 effective tax rates differ from the statutory rate of 21% primarily due to lower foreign tax rates. Refer to Note 12 in the Notes to the Consolidated Financial Statements for more information on income taxes.

Year Ended December 31, 2024 Compared to Year Ended December 31, 2023 - Results by Segment

Home Comfort Solutions

The following table presents our Home Comfort Solutions segment's net sales and profit for 2024 and 2023 (dollars in millions):

	For the Years Ended December 31,		Difference	% Change
	2024	2023		
Net sales	\$ 3,577.1	\$ 3,222.9	\$ 354.2	11%
Profit	\$ 759.7	\$ 610.2	\$ 149.5	25%
% of net sales	21.2 %	18.9 %		

Net sales increased 11% in 2024 compared to 2023 due to a 7% increase in volume and a 4% increase in price and mix.

Segment profit in 2024 increased \$150 million compared to 2023 primarily due to \$122 million from higher price and favorable mix, \$90 million from higher sales volumes and \$10 million from factory productivity and favorable product costs, including LIFO. Partially offsetting these increases were \$37 million from higher SG&A costs, \$20 million from higher freight and distribution costs, \$9 million from unfavorable foreign currency, and \$6 million from miscellaneous other items.

Building Climate Solutions

The following table presents our Building Climate Solutions segment's net sales and profit for 2024 and 2023 (dollars in millions):

	For the Years Ended December 31,		Difference	% Change
	2024	2023		
Net sales	\$ 1,764.2	\$ 1,511.4	\$ 252.8	17 %
Profit	\$ 396.9	\$ 340.8	\$ 56.1	16 %
% of net sales	22.5 %	22.5 %		

Net sales increased 17% in 2024 compared to 2023 primarily due to a 9% increase in sales volumes, a 3% increase in higher price and favorable mix, and a 5% increase in sales volumes from our AES acquisition.

Segment profit in 2024 increased \$56 million compared to 2023 primarily due to \$44 million from higher sales volumes, \$39 million from price and mix benefit, and \$15 million from our AES acquisition. Partially offsetting these increases were \$33 million in expenses from higher factory inefficiencies, which includes costs related to the ramp up of our new facility in Mexico, and slightly higher product costs, which includes LIFO, and \$9 million of inflationary wage impacts.

Corporate and Other

The following table presents our Corporate and Other segment's net sales and loss for 2024 and 2023 (dollars in millions):

	For the Years Ended December 31,		Difference	% Change
	2024	2023		
Net sales	\$ —	\$ 247.6	\$ (247.6)	(100)%
Loss	\$ (120.3)	\$ (93.9)	\$ (26.4)	28 %

Net sales decreased \$248 million and segment loss increased \$26 million in 2024 as compared to 2023. Our European businesses, which were sold in 2023, generated net sales of \$248 million and a profit of \$7 million in 2023. Excluding our European business, Corporate and Other costs increased \$19 million in 2024 as compared to 2023 primarily due to higher incentive compensation and other employee costs and wage inflation.

Year Ended December 31, 2023 Compared to Year Ended December 31, 2022 - Consolidated Results

Net Sales

Net sales increased 6% in 2023 compared to 2022 as favorable mix of 5% and favorable price of 5% were partially offset by unfavorable sales volume of 4%.

Gross Profit

Gross profit margins for 2023 increased 390 bps to 31.1% compared to 27.2% in 2022. Gross profit margin increased 340 bps from favorable price, 100 bps from favorable mix, 90 bps from lower commodity costs and 10 bps from miscellaneous other items. Partially offsetting these margin increases were 70 bps from higher distribution costs, 50 bps from higher other product costs including LIFO and 30 bps from higher component costs.

Selling, General and Administrative Expenses

SG&A expenses increased by \$78 million in 2023 compared to 2022. As a percentage of net sales, SG&A expenses increased 90 bps from 13.3% to 14.2% in the same periods primarily due to higher discretionary expenditures.

Losses (Gains) and Other Expenses, Net

Losses (gains) and other expenses, net for 2023 and 2022 included the following (in millions):

	For the Years Ended December 31,	
	2023	2022
Realized losses (gains) on settled futures contracts	\$ 0.1	\$ 0.1
Foreign currency exchange gains	(4.3)	(1.3)
Gain on disposal of fixed assets	(0.5)	(1.0)
Other operating income	(1.6)	(1.0)
Net change in unrealized losses on unsettled futures contracts	(0.1)	0.4
Environmental liabilities and special litigation charges	15.6	7.5
Charges incurred related to COVID-19 pandemic	—	0.8
Other items, net	(0.7)	(0.6)
Losses (gains) and other expenses, net	\$ 8.5	\$ 4.9

The net change in unrealized (gains) losses on unsettled futures contracts was due to changes in commodity prices relative to the unsettled futures contract prices. For more information on our derivatives, see Note 9 in the Notes to the Consolidated Financial Statements. Foreign currency exchange gains increased in 2023 primarily due to changes in foreign exchange rates in our primary markets. Environmental liabilities and special legal contingency charges in 2023 relate to estimated remediation costs at some of our facilities and outstanding legal settlements including asbestos. Refer to Note 5 in the Notes to the

Consolidated Financial Statements for more information on litigation, including the asbestos-related litigation, and the environmental liabilities.

Restructuring Charges

Restructuring charges were \$3.1 million in 2023 compared to \$1.5 million in 2022. Charges in 2023 were related to the reorganization or removal of duplicative headcount and infrastructure. For more information on our restructuring activities, see Note 7 in the Notes to the Consolidated Financial Statements.

Goodwill

We performed a qualitative impairment analysis and noted no indicators of goodwill impairment for the year ended December 31, 2023. Refer to Note 9 in the Notes to the Consolidated Financial Statements for more information on goodwill. In 2023, we recorded a \$2.3 million impairment of goodwill related to our agreement to sell our European commercial HVAC and refrigeration businesses.

Asset Impairments

In the third quarter of 2023, we recorded a \$22.6 million impairment of property, plant and equipment related to our agreement to sell our European commercial HVAC and refrigeration businesses.

Pension Settlement

We did not have significant pension buyout activity in 2023 and 2022. Refer to Note 10 in the Notes to the Consolidated Financial Statements for more information on pensions and employee benefit plans.

Income from Equity Method Investments

Investments over which we do not exercise control but have significant influence are accounted for using the equity method of accounting. Income from equity method investments was \$8 million in 2023 compared to \$5 million in 2022. The increase is due to better operating results at the investees.

Interest Expense, net

Net interest expense of \$52 million in 2023 increased from \$39 million in 2022 primarily due to higher borrowing costs.

Income Taxes

The income tax provision was \$147 million in 2023 compared to \$119 million in 2022, and the effective tax rate was 20.0% in 2023 compared to 19.3% in 2022. The 2023 and 2022 effective tax rates differ from the statutory rate of 21% primarily due to foreign taxes. Refer to Note 12 in the Notes to the Consolidated Financial Statements for more information on income taxes.

Year Ended December 31, 2023 Compared to Year Ended December 31, 2022 - Results by Segment

Home Comfort Solutions

The following table presents our Home Comfort Solutions segment's net sales and profit for 2023 and 2022 (dollars in millions):

	For the Years Ended December 31,		Difference	% Change
	2023	2022		
Net sales	\$ 3,222.9	\$ 3,198.3	\$ 24.6	1%
Profit	\$ 610.2	\$ 596.9	\$ 13.3	2%
% of net sales	18.9 %	18.7 %		

Net sales increased 1% in 2023 compared to 2022 as a 6% increase in product mix and a 2% increase in price were partially offset by a 7% decrease in sales volume.

Segment profit in 2023 increased \$13 million compared to 2022 primarily due to \$82 million from favorable mix, \$72 million from higher price, \$35 million from lower commodity costs, \$5 million from favorable freight, \$5 million from lower other product costs including LIFO and \$7 million from miscellaneous other items. Partially offsetting these increases were \$71 million from lower sales volume, \$51 million from higher SG&A costs due primarily to higher discretionary spend and inflationary pressures, \$30 million from higher factory inefficiencies, \$31 million from higher distributions costs and \$10 million from higher component costs.

Building Climate Solutions

The following table presents our Building Climate Solutions segment's net sales and profit for 2023 and 2022 (dollars in millions):

	For the Years Ended December 31,		Difference	% Change
	2023	2022		
Net sales	\$ 1,511.4	\$ 1,286.3	\$ 225.1	18%
Profit	\$ 340.8	\$ 162.9	\$ 177.9	109%
% of net sales	22.5 %	12.7 %		

Net sales increased 18% in 2023 compared to 2022 primarily due to an 11% increase in price, a 4% increase in product mix, a 2% increase in sales volume and 1% from our acquisition of AES.

Segment profit in 2023 increased \$178 million compared to 2022 primarily due to \$147 million from favorable price, \$47 million from favorable product mix and \$9 million from lower commodity costs. Partially offsetting these increases were \$15 million from higher SG&A costs, \$7 million from higher product warranty costs and \$3 million from miscellaneous other items.

Corporate and Other

The following table presents our Corporate and Other segment's net sales and loss for 2023 and 2022 (dollars in millions):

	For the Years Ended December 31,		Difference	% Change
	2023	2022		
Net sales	\$ 247.6	\$ 233.7	\$ 13.9	6 %
Loss	\$ (93.9)	\$ (94.0)	\$ 0.1	— %
% of net sales	(37.9)%	(40.2)%		

Net sales increased 6% in 2023 as compared to 2022 due to revenue growth in our European businesses.

Segment loss was unchanged in 2023 compared to 2022 as unfavorable SG&A costs of \$7 million and unfavorable foreign currency of \$4 million were offset by \$11 million of higher segment profit from our European businesses primarily due to favorable price.

Accounting for Futures Contracts

Realized gains and losses on settled futures contracts are a component of segment profit (loss). Unrealized gains and losses on unsettled futures contracts are excluded from segment profit (loss) as they are subject to changes in fair value until their settlement date. Both realized and unrealized gains and losses on futures contracts are a component of Losses (gains) and other expenses, net in the accompanying Consolidated Statements of Operations. See Note 9 of the Notes to Consolidated Financial Statements for more information on our derivatives and Note 3 of the Notes to the Consolidated Financial Statements for more information on our segments and for a reconciliation of segment profit to operating income.

Liquidity and Capital Resources

Our working capital and capital expenditure requirements are generally met through internally generated funds, bank lines of credit and our commercial paper program. Working capital needs are generally greater in the first and second quarters due to the seasonal nature of our business cycle.

Statement of Cash Flows

The following table summarizes our cash flow activity for the years ended December 31, 2024, 2023 and 2022 (in millions):

	2024	2023	2022
Net cash provided by operating activities	\$ 945.7	\$ 736.2	\$ 302.3
Net cash used in investing activities	\$ (174.4)	\$ (319.7)	\$ (103.0)
Net cash used in financing activities	\$ (418.6)	\$ (406.2)	\$ (174.1)

Net Cash Provided By Operating Activities - Net cash provided by operating activities activities increased \$210 million to \$946 million in 2024 compared to \$736 million in 2023. The increase was primarily attributable to an increase in net income of \$217 million.

Net Cash Used In Investing Activities - Net cash used in investing activities decreased \$145 million from 2023 to 2024 primarily due to lower capital expenditures and \$95 million related to our acquisition of AES in the fourth quarter of 2023. Capital expenditures were \$164 million, \$250 million and \$101 million in 2024, 2023 and 2022, respectively. Capital expenditures in 2024 and 2023 were primarily related to the expansion of our manufacturing capacity including investments in our commercial HVAC factory in Mexico, equipment, and investments in systems and software to support the overall enterprise.

Net Cash Used In Financing Activities - Net cash used in financing activities was \$419 million in 2024 and \$406 million in 2023. The increase was primarily due to share repurchases in 2024, offset by decreased net debt repayments. We repurchased \$54 million as part of our Share Repurchase Plans, as compared to no repurchases in 2023. We also returned \$160 million to shareholders through dividend payments in 2024.

Debt Position

The following table details our lines of credit and financing arrangements as of December 31, 2024 (in millions):

	Outstanding Borrowings
Commercial paper:	\$ —
Current maturities of long-term debt:	
Finance lease obligations	\$ 14.9
Senior unsecured notes	300.0
Debt issuance costs	(0.4)
Total current maturities of long-term debt	\$ 314.5
Long-term debt:	
Finance lease obligations	\$ 39.5
Credit agreement ⁽¹⁾	—
Senior unsecured notes	800.0
Debt issuance costs	(6.4)
Total long-term debt	\$ 833.1
Total debt	\$ 1,147.6

⁽¹⁾The total capacity on the facility is \$1.1 billion. The amount available for future borrowings on our Credit Agreement (as defined below) is \$1,098 million after being reduced by \$2 million in outstanding standby letters of credit as of December 31, 2024.

Commercial Paper Program

On October 25, 2023, we established a commercial paper program (the "Program"), as a replacement to our Asset Securitization Program which expired in November 2023, pursuant to which we may issue short-term, unsecured commercial paper notes (the "CP Notes") under the exemption from registration contained in Section 4(a)(2) of the Securities Act. Amounts available under the Program may be borrowed, repaid, and re-borrowed from time to time, with the aggregate face or principal amount of the CP Notes outstanding under the Program at any time not to exceed \$500.0 million. The CP Notes will have maturities of up to 397 days from the date of issue. The CP Notes will rank pari passu with all of our other unsecured and unsubordinated indebtedness. The net proceeds of the issuances of the CP Notes are expected to be used for general corporate purposes. We plan to use our revolving credit facility as a liquidity backstop for the repayment of CP Notes outstanding under the Program. There were no CP Notes outstanding under the Program as of December 31, 2024.

Credit Agreement

In August 2023, we entered into the Second Amendment (the "Second Amendment") to our existing Credit Agreement, dated as of July 14, 2021 (as amended, the "Credit Agreement"), with JPMorgan Chase Bank, N.A., as administrative agent, and the other lenders party thereto. Under the Second Amendment, the revolving commitments were increased by \$350 million and certain representations required to be made as conditions precedent to borrowing were revised to provide us greater flexibility to enter into additional future financings.

Our Credit Agreement consists of a \$1.1 billion unsecured revolving credit facility that matures in July 2026. We had no outstanding borrowings as well as \$1.7 million committed to standby letters of credit as of December 31, 2024. Subject to covenant limitations, \$1,098.3 million was available for future borrowings. The revolving credit facility includes a subfacility for swingline loans of up to \$65.0 million. The Credit Agreement will expire and outstanding loans will be required to be repaid in July 2026, unless maturity is extended by the lenders pursuant to two one-year extension options that we may request under the Credit Agreement.

Senior Unsecured Notes

In September 2023, we issued \$500.0 million of senior unsecured notes, which will mature in September 2028 (the "2028 Notes") with interest being paid semi-annually in March and September at 5.50%. We issued two series of senior unsecured notes on July 30, 2020 for \$300.0 million each, which will mature on August 1, 2025 (the "2025 Notes") and August 1, 2027 (the "2027 Notes") with interest being paid semi-annually in February and August at 1.35% and 1.70% respectively, per annum (the 2025 Notes, the 2027 Notes, and the 2028 Notes, collectively the "Notes").

All the Notes are guaranteed, on a senior unsecured basis, by certain of our subsidiaries that guarantee indebtedness under our Credit Agreement. The indenture governing the Notes contains covenants that, among other things, limit our ability and the ability of the subsidiary guarantors to: create or incur certain liens; enter into certain sale and leaseback transactions; and enter into certain mergers, consolidations and transfers of substantially all of our assets. The indenture also contains a cross default provision which is triggered if we default on other debt of at least \$75.0 million in principal which is then accelerated, and such acceleration is not rescinded within 30 days of the notice date. As of December 31, 2024, we believe we were in compliance with all covenant requirements.

Financial Leverage

We periodically review our capital structure, including our primary bank facility, to ensure the appropriate levels of liquidity and leverage and to take advantage of favorable interest rate environments or other market conditions. We consider various other financing alternatives and may, from time to time, access the capital markets.

We also evaluate our debt-to-capital and debt-to-EBITDA ratios to determine, among other considerations, the appropriate targets for capital expenditures and share repurchases under our Share Repurchase Plans. Our book value of debt-to-total-capital ratio decreased to 57% at December 31, 2024 compared to 82% at December 31, 2023.

As of December 31, 2024, our senior credit ratings were Baa2 with a positive outlook, and BBB with a stable outlook, by Moody's Investors Service, Inc. ("Moody's") and Standard & Poor's Rating Group ("S&P"), respectively. The security ratings are not a recommendation to buy, sell or hold securities and may be subject to revision or withdrawal at any time by the assigning rating agency. Each rating should be evaluated independently of any other rating. Our goal is to maintain investment grade ratings from Moody's and S&P to help ensure the capital markets remain available to us.

Liquidity

We believe our cash and cash equivalents of \$415 million, future cash generated from operations and available future borrowings are sufficient to fund our operations, planned capital expenditures, future contractual obligations, share repurchases, anticipated dividends and other needs in the foreseeable future. Included in our cash and cash equivalents as of December 31, 2024 was \$14 million of cash held in foreign locations, although that amount can fluctuate significantly depending on the timing of cash receipts and payments. Our cash and cash equivalents held in foreign locations is generally available for use in our U.S. operations and could be subject to foreign withholding taxes and U.S. state taxes.

No contributions are required to be made to our U.S. defined benefit plans in 2025. No contributions were made to our pension plans in 2024.

Dividend payments were \$160 million in 2024 compared to \$153 million in 2023. On May 20, 2024, our Board of Directors approved a 4.5% increase in our quarterly dividend on common stock from \$1.10 to \$1.15 per share effective with the July 2024 dividend payment.

Delaware law limits the ability to pay dividends to surplus or, if there is no surplus, out of net profits for the fiscal year in which the dividend is declared and/or the preceding fiscal year. In addition, stock repurchases can only be made out of surplus and only if our capital would not be impaired.

We expect capital expenditures of approximately \$150 million in 2025 for general capital improvement projects.

Financial Covenants related to our Debt

The Credit Agreement is guaranteed by certain of our subsidiaries and contains customary covenants applicable to us and our subsidiaries including limitations on indebtedness, liens, dividends, stock repurchases, mergers and sales of all or substantially all of our assets. In addition, the Credit Agreement contains a financial covenant requiring us to maintain, as of the last day of each fiscal quarter for the four prior fiscal quarters, a Total Net Leverage Ratio of no more than 3.50 to 1.00 (or, at our election, on up to two occasions following a material acquisition, 4.00 to 1.00).

Our Credit Agreement contains customary events of default. These events of default include nonpayment of principal or other amounts, material inaccuracy of representations and warranties, breach of covenants, default on certain other indebtedness or receivables securitizations (cross default), certain voluntary and involuntary bankruptcy events and the occurrence of a change in control. A cross default under our credit facility could occur if:

- We fail to pay any principal or interest when due on any other indebtedness or receivables securitization exceeding \$75.0 million; or
- We are in default in the performance of, or compliance with any term of any other indebtedness in an aggregate principal amount exceeding \$75.0 million, or any other condition exists which would give the holders the right to declare such indebtedness due and payable prior to its stated maturity.

Each of our major debt agreements contains provisions by which a default under one agreement causes a default in the others (a cross default). If a cross default under our Credit Agreement or our senior unsecured notes were to occur, it could have a wider impact on our liquidity than might otherwise occur from a default of a single debt instrument or lease commitment.

If any event of default occurs and is continuing, the administrative agent, or lenders with a majority of the aggregate commitments may require the administrative agent to, terminate our right to borrow under our Credit Agreement and accelerate amounts due under our Credit Agreement (except for a bankruptcy event of default, in which case such amounts will automatically become due and payable and the lenders' commitments will automatically terminate).

In the event of a credit rating downgrade below investment grade resulting from a change of control, holders of our senior unsecured notes will have the right to require us to repurchase all or a portion of the senior unsecured notes at a repurchase price equal to 101% of the principal amount of the notes, plus accrued and unpaid interest, if any. The notes are guaranteed, on

a senior unsecured basis, by each of our subsidiaries that guarantee payment by us of any indebtedness under our Credit Agreement. The indenture governing the notes contains covenants that, among other things, limit our ability and the ability of the subsidiary guarantors to: create or incur certain liens; enter into certain sale and leaseback transactions; enter into certain mergers, consolidations and transfers of substantially all of our assets; and transfer certain properties. The indenture also contains a cross default provision which is triggered if we default on other debt of at least \$75 million in principal which is then accelerated, and such acceleration is not rescinded within 30 days of the notice date.

We are currently in compliance with all covenant requirements.

Leasing Commitments

Refer to Note 5 in the Notes to the Consolidated Financial Statements for more details on our leasing commitments.

Guarantees related to our Debt Obligations

Our senior unsecured notes were issued by Lennox International Inc. (the “Parent”) and are unconditionally guaranteed by certain of our subsidiaries (the “Guarantor Subsidiaries”) and are not secured by our other subsidiaries. The Guarantor Subsidiaries are 100% owned and consolidated, all guarantees are full and unconditional, and all guarantees are joint and several.

The following combined Parent and Guarantor Subsidiaries financial information is presented as of December 31, 2024 and December 31, 2023 and for the year ended December 31, 2024 (in millions):

	December 31, 2024		December 31, 2023	
Current assets	\$	1,713.9	\$	1,291.0
Non-current assets		6,995.0		5,737.1
Current liabilities		1,084.9		843.3
Non-current liabilities		1,266.8		1,477.3
Amounts due to non-guarantor subsidiaries		(536.8)		(472.3)
		For the Years Ended December 31,		
		2024	2023	
Net Sales	\$	5,265.6	\$	4,626.8
Gross Profit		1,363.8		1,157.8
Net Income		1,792.5		1,331.1

Off Balance Sheet Arrangements

We have no off-balance sheet arrangements that we believe may have a material current or future effect on our financial condition, liquidity or results of operations.

Contractual Obligations

Contractual obligations arise in the normal course of business and include debt and related interest payments, leases, purchase obligations, pension and post-retirement benefits and warranty liabilities. For additional information regarding our contractual obligations, see Note 5 of the Notes to the Consolidated Financial Statements. See Note 10 of the Notes to the Consolidated Financial Statements for more information on our pension and post-retirement benefits obligations. See Note 13 of the Notes to the Consolidated Financial Statements for more information on our debt obligations.

Fair Value Measurements

Fair value is the price that would be received to sell an asset or the price paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date and requires consideration of our creditworthiness when valuing certain liabilities. Our framework for measuring fair value is based on a three-level hierarchy for fair value measurements.

The three-level fair value hierarchy for disclosure of fair value measurements is defined as follows:

Level 1 - Quoted prices for *identical* instruments in active markets at the measurement date.

Level 2 - Quoted prices for *similar* instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs and significant value drivers are *observable* in active markets at the measurement date and for the anticipated term of the instrument.

Level 3 - Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are *unobservable* inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability developed based on the best information available in the circumstances.

Where available, the fair values were based upon quoted prices in active markets. However, if quoted prices were not available, then the fair values were based upon quoted prices for similar assets or liabilities or independently sourced market parameters, such as credit default swap spreads, yield curves, reported trades, broker/dealer quotes, interest rates and benchmark securities. For assets and liabilities without observable market activity, if any, the fair values were based upon discounted cash flow methodologies incorporating assumptions that, in our judgment, reflect the assumptions a marketplace participant would use. Valuation adjustments to reflect either party's creditworthiness and ability to pay were incorporated into our valuations, where appropriate, as of December 31, 2024 and 2023, the measurement dates. See Note 16 of the Notes to the Consolidated Financial Statements for more information on the assets and liabilities measured at fair value.

Market Risk

Commodity Price Risk

We enter into commodity futures contracts to stabilize prices expected to be paid for raw materials and parts containing high copper and aluminum content. These contracts are for quantities equal to or less than quantities expected to be consumed in future production. Fluctuations in metal commodity prices impact the value of the futures contracts that we hold. When metal commodity prices rise, the fair value of our futures contracts increases. Conversely, when commodity prices fall, the fair value of our futures contracts decreases. Information about our exposure to metal commodity price market risks and a sensitivity analysis related to our metal commodity hedges is presented below (in millions):

Notional amount (pounds of aluminum and copper)	105.9
Carrying amount and fair value of net asset	\$ (0.4)
Change in fair value from 10% change in forward prices	\$ 10.6

Refer to Note 9 of the Notes to the Consolidated Financial Statements for additional information regarding our commodity futures contracts.

Interest Rate Risk

Our results of operations can be affected by changes in interest rates due to variable rates of interest on our debt facilities, cash, cash equivalents and short-term investments. A 10% adverse movement in the levels of interest rates across the entire yield curve would have resulted in an increase to pre-tax interest expense of approximately \$0.9 million, \$2.3 million and \$1.7 million for the years ended December 31, 2024, 2023 and 2022, respectively.

From time to time, we may use an interest rate swap hedging strategy to eliminate the variability of cash flows in a portion of our interest payments. This strategy, when employed, allows us to fix a portion of our interest payments when interest rates are low. As of December 31, 2024 and 2023, no interest rate swaps were in effect.

Foreign Currency Exchange Rate Risk

Our results of operations are affected by changes in foreign currency exchange rates. Net sales and expenses in foreign currencies are translated into U.S. dollars for financial reporting purposes based on the average exchange rate for the period. Our primary exposure to foreign currencies are the Canadian dollar, Mexican Peso, and the Euro. During 2024, 2023 and 2022, net sales from outside the U.S. represented 6.0%, 11.3% and 11.4%, respectively, of our total net sales. For the years ended December 31, 2024, 2023, and 2022, foreign currency transaction gains and losses did not have a material impact to our results.

of operations. A 10% change in foreign exchange rates would have had an estimated \$2.6 million, \$5.6 million and \$3.5 million impact to net income for the years ended December 31, 2024, 2023 and 2022, respectively.

We seek to mitigate the impact of currency exchange rate movements on certain short-term transactions by periodically entering into foreign currency forward contracts. By entering into forward contracts, we lock in exchange rates that would otherwise cause losses should the U.S. dollar appreciate and gains should the U.S. dollar depreciate. Refer to Note 9 of the Notes to the Consolidated Financial Statements for additional information regarding our foreign currency forward contracts.

Critical Accounting Estimates

A critical accounting estimate is one that requires difficult, subjective or complex estimates and assessments and is fundamental to our results of operations and financial condition. The following describes our critical accounting estimate related to product warranties and product-related contingencies and how we develop our judgments, assumptions and estimates about future events and how such policies can impact our financial statements. This discussion and analysis should be read in conjunction with our Consolidated Financial Statements and related Notes in “Item 8. Financial Statements and Supplementary Data.”

Product Warranties and Product-Related Contingencies

The estimate of our liability for future warranty costs requires us to make assumptions about the amount, timing and nature of future product-related costs. Some of the warranties we issue extend 10 years or more in duration and a relatively small adjustment to an assumption may have a significant impact on our overall liability.

From time to time, we may also incur costs to repair or replace installed products experiencing quality issues in order to satisfy our customers and protect our brand. These product-related costs may not be covered under our warranties and are not covered by insurance.

We periodically review the assumptions used to determine the liabilities for product warranties and product-related contingencies and we adjust our assumptions based upon factors such as actual failure rates and cost experience. Numerous factors could affect actual failure rates and cost experience, including the amount and timing of new product introductions, changes in manufacturing techniques or locations, components or suppliers used. Should actual costs differ from our estimates, we may be required to adjust the liabilities and to record expense in future periods. See Note 5 in the Notes to the Consolidated Financial Statements for more information on our product warranties and product-related contingencies.

Recent Accounting Pronouncements

See Note 2 in the Notes to the Consolidated Financial Statements for disclosure of recent accounting pronouncements and the potential impact on our financial statements and disclosures.

Item 7A. *Quantitative and Qualitative Disclosures About Market Risk*

The information required by this item is included under the caption “Market Risk” in Item 7 above.

Item 8. Financial Statements and Supplementary Data

MANAGEMENT'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING

Our management is responsible for establishing and maintaining adequate internal control over financial reporting. As defined by the Securities and Exchange Commission, internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of the Consolidated Financial Statements in accordance with U.S. generally accepted accounting principles.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Management, including our Chief Executive Officer and Chief Financial Officer, has undertaken an assessment of the effectiveness of the Company's internal control over financial reporting as of December 31, 2024, based on criteria established in *Internal Control - Integrated Framework* (2013) by the Committee of Sponsoring Organizations of the Treadway Commission. Management's assessment included an evaluation of the design of the Company's internal control over financial reporting and testing of the operational effectiveness of those controls.

Based on this assessment, management concluded that as of December 31, 2024, the Company's internal control over financial reporting was effective.

KPMG LLP, the independent registered public accounting firm that audited the Company's Consolidated Financial Statements, has issued an audit report including an opinion on the effectiveness of our internal control over financial reporting as of December 31, 2024, a copy of which is included herein.

REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

To the Stockholders and Board of Directors
Lennox International Inc.:

Opinions on the Consolidated Financial Statements and Internal Control Over Financial Reporting

We have audited the accompanying consolidated balance sheets of Lennox International Inc. and subsidiaries (the Company) as of December 31, 2024 and 2023, the related consolidated statements of operations, comprehensive income (loss), stockholders' equity (deficit), and cash flows for each of the years in the three-year period ended December 31, 2024, and the related notes and Schedule II – Valuation and Qualifying Accounts and Reserves (collectively, the consolidated financial statements). We also have audited the Company's internal control over financial reporting as of December 31, 2024, based on criteria established in *Internal Control – Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Company as of December 31, 2024 and 2023, and the results of its operations and its cash flows for each of the years in the three-year period ended December 31, 2024, in conformity with U.S. generally accepted accounting principles. Also in our opinion, the Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2024 based on criteria established in *Internal Control – Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission.

Basis for Opinions

The Company's management is responsible for these consolidated financial statements, for maintaining effective internal control over financial reporting, and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Management's Report on Internal Control Over Financial Reporting. Our responsibility is to express an opinion on the Company's consolidated financial statements and an opinion on the Company's internal control over financial reporting based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement, whether due to error or fraud, and whether effective internal control over financial reporting was maintained in all material respects.

Our audits of the consolidated financial statements included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. Our audit of internal control over financial reporting included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. Our audits also included performing such other procedures as we considered necessary in the circumstances. We believe that our audits provide a reasonable basis for our opinions.

Definition and Limitations of Internal Control Over Financial Reporting

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Critical Audit Matter

The critical audit matter communicated below is a matter arising from the current period audit of the consolidated financial statements that was communicated or required to be communicated to the audit committee and that: (1) relates to accounts or disclosures that are material to the consolidated financial statements and (2) involved our especially challenging, subjective, or complex judgments. The communication of a critical audit matter does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matter below, providing a separate opinion on the critical audit matter or on the accounts or disclosures to which it relates.

Evaluation of the product warranty liability

As discussed in Notes 2 and 5 to the consolidated financial statements, the Company provides a product warranty for certain of its products with the warranty period generally ranging from 1 to 20 years. The product warranty liability is estimated by product category based on the estimated future costs to repair or replace the products under warranty. The Company's product warranty liability was \$158.4 million as of December 31, 2024.

We identified the evaluation of the product warranty liability as a critical audit matter. Assessing the assumptions used to estimate the product warranty liability, specifically, the estimated failure rates by product category by year, and estimated cost per failure, involved subjective and complex auditor judgment.

The following are the primary procedures we performed to address this critical audit matter. We evaluated the design and tested the operating effectiveness of certain internal controls over the Company's estimate of the failure rates by product category and controls to estimate the cost of failures by product category for products subject to warranty. We assessed the estimated failure rates by product category and the estimated cost per failure by product category used in the estimation of the product warranty liability by comparing them to the Company's underlying historical data. We assessed the sensitivity of the estimated failure rates and cost of failures and tested a sample of the historical data used as the basis for these assumptions by comparing to the relevant underlying documentation.

/s/ KPMG LLP

We have served as the Company's auditor since 2002.

Dallas, Texas
February 11, 2025

LENNOX INTERNATIONAL INC. AND SUBSIDIARIES

CONSOLIDATED BALANCE SHEETS
(In millions, except shares and par values)

	As of December 31,	
	2024	2023
ASSETS		
Current Assets:		
Cash and cash equivalents	\$ 415.1	\$ 60.7
Short-term investments	7.2	8.4
Accounts and notes receivable, net of allowances of \$17.8 and \$14.4 in 2024 and 2023, respectively	661.1	594.6
Inventories, net	704.8	699.1
Other assets	96.0	70.7
Total current assets	1,884.2	1,433.5
Property, plant and equipment, net of accumulated depreciation of \$956.8 and \$910.8 in 2024 and 2023, respectively	800.1	720.4
Right-of-use assets from operating leases	327.2	213.6
Goodwill	220.0	222.1
Deferred income taxes	75.1	51.8
Other assets, net	165.2	156.9
Total assets	\$ 3,471.8	\$ 2,798.3
LIABILITIES AND STOCKHOLDERS' EQUITY		
Current Liabilities:		
Commercial paper	\$ —	\$ 150.0
Current maturities of long-term debt	314.5	12.1
Current operating lease liabilities	73.4	57.5
Accounts payable	490.0	374.7
Accrued expenses	435.4	416.1
Income taxes payable	—	4.2
Total current liabilities	1,313.3	1,014.6
Long-term debt	833.1	1,143.1
Long-term operating lease liabilities	267.6	164.6
Pensions	18.9	22.5
Other liabilities	188.7	168.2
Total liabilities	2,621.6	2,513.0
Commitments and contingencies		
Stockholders' equity:		
Preferred stock, \$0.01 par value, 25,000,000 shares authorized, no shares issued or outstanding	—	—
Common stock, \$0.01 par value, 200,000,000 shares authorized, 87,170,197 shares issued	0.9	0.9
Additional paid-in capital	1,213.3	1,184.6
Retained earnings	4,150.8	3,506.2
Accumulated other comprehensive loss	(93.7)	(56.9)
Treasury stock, at cost, 51,573,986 shares and 51,588,103 shares for 2024 and 2023, respectively	(4,421.1)	(4,349.5)
Total stockholders' equity	850.2	285.3
Total liabilities and stockholders' equity	\$ 3,471.8	\$ 2,798.3

The accompanying notes are an integral part of these Consolidated Financial Statements.

LENNOX INTERNATIONAL INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF OPERATIONS

(In millions, except per share data)

	For the Years Ended December 31,		
	2024	2023	2022
Net sales	\$ 5,341.3	\$ 4,981.9	\$ 4,718.4
Cost of goods sold	3,569.4	3,434.1	3,433.7
Gross profit	1,771.9	1,547.8	1,284.7
Operating expenses:			
Selling, general and administrative expenses	730.6	705.5	627.2
Losses and other expenses, net	12.9	8.5	4.9
Restructuring charges	—	3.1	1.5
Impairment on assets held for sale	—	63.2	—
Loss (gain) on sale from previous dispositions	1.5	(14.1)	—
Income from equity method investments	(7.9)	(8.5)	(5.1)
Operating income	1,034.8	790.1	656.2
Pension settlements	0.4	0.8	(0.2)
Interest expense, net	38.7	51.7	38.7
Other expense, net	1.9	0.1	1.9
Income before income taxes	993.8	737.5	615.8
Provision for income taxes	186.9	147.4	118.7
Net income	\$ 806.9	\$ 590.1	\$ 497.1
Earnings per share – Basic:	\$ 22.67	\$ 16.61	\$ 13.92
Earnings per share – Diluted:	\$ 22.54	\$ 16.54	\$ 13.88
Weighted Average Number of Shares Outstanding - Basic	35.6	35.5	35.7
Weighted Average Number of Shares Outstanding - Diluted	35.8	35.7	35.8

The accompanying notes are an integral part of these Consolidated Financial Statements.

LENNOX INTERNATIONAL INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME (LOSS)
(In millions)

	For the Years Ended December 31,		
	2024	2023	2022
Net income	\$ 806.9	\$ 590.1	\$ 497.1
Other comprehensive income (loss):			
Foreign currency translation adjustments	(35.6)	11.9	(10.2)
Reclassification of foreign currency translation upon sale of businesses	—	15.8	—
Net change in pension and post-retirement benefit liabilities	(2.9)	(1.5)	20.4
Reclassification of pension and post-retirement benefit losses into earnings	1.4	5.5	5.4
Reclassification of pension adjustments upon sale of businesses	—	(1.8)	—
Pension settlements	0.4	0.8	(0.2)
Share of equity method investments other comprehensive income	(0.2)	1.1	0.7
Net change in fair value of cash flow hedges	(0.2)	3.2	(9.9)
Reclassification of cash flow hedge losses (gains) into earnings	0.9	0.4	(9.7)
Other comprehensive (loss) income, before tax	\$ (36.2)	\$ 35.4	\$ (3.5)
Tax (expense) benefit	(0.6)	(1.7)	1.0
Other comprehensive (loss) income, net of tax	(36.8)	33.7	(2.5)
Comprehensive income	<u>\$ 770.1</u>	<u>\$ 623.8</u>	<u>\$ 494.6</u>

The accompanying notes are an integral part of these Consolidated Financial Statements.

LENNOX INTERNATIONAL INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY (DEFICIT)
For the Years Ended December 31, 2024, 2023 and 2022
(In millions, except per share data)

	Common Stock Issued	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Loss	Treasury Stock at Cost		Total Stockholders' Equity (Deficit)
					Shares	Amount	
Balance as of December 31, 2021	\$ 0.9	\$ 1,133.7	\$ 2,719.3	\$ (88.1)	\$ 50.5	\$ (4,034.8)	\$ (269.0)
Net income	—	—	497.1	—	—	—	497.1
Dividends, \$4.10 per share	—	—	(145.8)	—	—	—	(145.8)
Foreign currency translation adjustments	—	—	—	(10.2)	—	—	(10.2)
Pension and post-retirement liability changes	—	—	—	22.6	—	—	22.6
Share of equity method investments other comprehensive income	—	—	—	0.7	—	—	0.7
Stock-based compensation expense	—	21.8	—	—	—	—	21.8
Change in cash flow hedges	—	—	—	(15.6)	—	—	(15.6)
Treasury shares reissued for common stock	—	(0.3)	—	—	(0.1)	3.9	3.6
Treasury stock purchases	—	—	—	—	1.3	(308.3)	(308.3)
Balance as of December 31, 2022	0.9	1,155.2	3,070.6	(90.6)	51.7	(4,339.2)	(203.1)
Net income	—	—	590.1	—	—	—	590.1
Dividends, \$4.36 per share	—	—	(154.5)	—	—	—	(154.5)
Foreign currency translation adjustments	—	—	—	27.7	—	—	27.7
Pension and post-retirement liability changes	—	—	—	2.0	—	—	2.0
Share of equity method investments other comprehensive income	—	—	—	1.1	—	—	1.1
Stock-based compensation expense	—	30.1	—	—	—	—	30.1
Change in cash flow hedges	—	—	—	2.9	—	—	2.9
Treasury shares reissued for common stock	—	(0.7)	—	—	(0.2)	4.6	3.9
Treasury stock purchases	—	—	—	—	0.1	(14.9)	(14.9)
Balance as of December 31, 2023	0.9	1,184.6	3,506.2	(56.9)	51.6	(4,349.5)	285.3
Net income	—	—	806.9	—	—	—	806.9
Dividends, \$4.55 per share	—	—	(162.3)	—	—	—	(162.3)
Foreign currency translation adjustments	—	—	—	(35.6)	—	—	(35.6)
Pension and post-retirement liability changes	—	—	—	(1.5)	—	—	(1.5)
Share of equity method investments other comprehensive income	—	—	—	(0.2)	—	—	(0.2)
Stock-based compensation expense	—	28.5	—	—	—	—	28.5
Change in cash flow hedges	—	—	—	0.5	—	—	0.5
Treasury shares reissued for common stock	—	0.2	—	—	(0.1)	4.2	4.4
Treasury stock purchases	—	—	—	—	0.1	(75.8)	(75.8)
Balance as of December 31, 2024	\$ 0.9	\$ 1,213.3	\$ 4,150.8	\$ (93.7)	\$ 51.6	\$ (4,421.1)	\$ 850.2

The accompanying notes are an integral part of these Consolidated Financial Statements.

LENNOX INTERNATIONAL INC. AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
For the Years Ended December 31, 2024, 2023 and 2022
(In millions)

	2024	2023	2022
Cash flows from operating activities:			
Net income	\$ 806.9	\$ 590.1	\$ 497.1
Adjustments to reconcile net income to net cash provided by operating activities:			
Loss (gain) on sale from previous dispositions	1.5	(14.1)	—
Impairment on net assets held for sale	—	63.2	—
Income from equity method investments	(7.9)	(8.5)	(5.1)
Dividends from affiliates	3.0	0.5	1.7
Restructuring charges, net of cash paid	—	2.6	1.0
Provision for credit losses	8.0	9.8	6.9
Unrealized (gains) losses, net on derivative contracts	(2.3)	6.0	1.7
Stock-based compensation expense	28.5	30.1	21.8
Depreciation and amortization	95.1	86.0	77.9
Deferred income taxes	(24.5)	(26.0)	(15.2)
Pension expense	4.2	3.2	6.0
Pension contributions	(9.3)	(15.0)	(22.5)
Other items, net	—	(0.5)	(1.1)
Changes in assets and liabilities, net of effects of acquisitions and divestitures:			
Accounts and notes receivable	(80.4)	(32.7)	(112.4)
Inventories	(10.1)	11.1	(249.3)
Other current assets	(8.3)	7.1	(7.3)
Accounts payable	115.0	(29.2)	28.2
Accrued expenses	30.4	65.0	13.7
Income taxes payable and receivable, net	(21.9)	(24.1)	56.4
Leases, net	5.5	3.1	1.7
Other, net	12.3	8.5	1.1
Net cash provided by operating activities	945.7	736.2	302.3
Cash flows from investing activities:			
Proceeds from the disposal of property, plant and equipment	2.5	2.1	1.6
Purchases of property, plant and equipment	(163.6)	(250.2)	(101.1)
Acquisitions, net of cash	1.8	(94.9)	—
Net (disbursements) proceeds from previous disposition	(7.7)	23.2	—
(Purchases of) proceeds from investments and other	(7.4)	0.1	(3.5)
Net cash used in investing activities	(174.4)	(319.7)	(103.0)
Cash flows from financing activities:			
Commercial paper borrowings	424.1	150.0	—
Commercial paper payments	(574.1)	—	—
Borrowings from debt arrangements	156.7	1,911.0	2,944.5
Payments on debt arrangements	(194.3)	(2,797.4)	(2,671.9)
Issuance of senior unsecured notes	—	500.0	—
Payments of deferred financing costs	—	(5.4)	—
Proceeds from employee stock purchases	4.5	3.9	3.6
Repurchases of common stock	(53.6)	—	(300.0)
Repurchases of common stock to satisfy employee withholding tax obligations	(21.6)	(14.9)	(8.3)
Cash dividends paid	(160.3)	(153.4)	(142.0)
Net cash used in financing activities	(418.6)	(406.2)	(174.1)
Increase in cash and cash equivalents	352.7	10.3	25.2
Effect of exchange rates on cash and cash equivalents	1.7	(2.2)	(3.6)
Cash and cash equivalents, beginning of year	60.7	52.6	31.0
Cash and cash equivalents, end of year	\$ 415.1	\$ 60.7	\$ 52.6
Supplemental disclosures of cash flow information:			
Cash paid during the period for:			
Interest paid	\$ 45.2	\$ 50.2	\$ 35.4
Income taxes paid (net of refunds)	\$ 231.9	\$ 197.8	\$ 77.2

The accompanying notes are an integral part of these Consolidated Financial Statements.

LENNOX INTERNATIONAL INC.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. Nature of Operations:

Lennox International Inc., a Delaware corporation, through its subsidiaries (referred to herein as “we,” “our,” “us,” “Lennox,” “LI,” or the “Company”), is a global leader in energy-efficient climate-control solutions. We design, manufacture and market a broad range of products for the heating, ventilation, air conditioning and refrigeration (“HVACR”) markets. We have leveraged our expertise to become an industry leader known for innovation, quality and reliability. Our products and services are sold through multiple distribution channels under various names. We operate in two reportable business segments: Home Comfort Solutions and Building Climate Solutions. See Note 3 for financial information regarding our reportable segments.

2. Summary of Significant Accounting Policies:

Principles of Consolidation

The consolidated financial statements include the accounts of Lennox International Inc. and our majority-owned subsidiaries. All intercompany transactions, profits and balances have been eliminated.

Cash and Cash Equivalents

We consider all highly liquid temporary investments with original maturity dates of three months or less to be cash equivalents. Cash and cash equivalents consisted primarily of bank deposits.

Short-term Investments

Short-term investments include all investments, exclusive of cash equivalents, with a stated maturity date of one year or less from the balance sheet date.

Accounts and Notes Receivable

Accounts and notes receivable are shown in the accompanying Consolidated Balance Sheet, net of allowance for doubtful accounts. The allowance for doubtful accounts is generally established during the period in which receivables are recognized and is based on the age of the receivables and management’s judgment on our ability to collect. Management considers the historical trends of write-offs and recoveries of previously written-off accounts, the financial strength of customers and projected economic and market conditions. We determine the delinquency status of receivables predominantly based on contractual terms and we write-off uncollectible receivables after management’s review of our ability to collect, as noted above. We have no significant concentrations of credit risk within our accounts and notes receivable.

Inventories

Inventory costs include material, labor, and capitalized overhead. Inventories of \$494.3 million and \$438.9 million as of December 31, 2024 and 2023, respectively, were valued at the lower of cost or net realizable value using the last-in, first-out (“LIFO”) cost method. The remainder of inventory is valued at the lower of cost or net realizable value with cost determined primarily using either the first-in, first-out (“FIFO”) or average cost methods.

We elected to use the LIFO cost method for our domestic manufacturing companies in 1974 and continued to elect the LIFO cost method for new operations through the late 1980s. The types of inventory costs that use LIFO include raw materials, purchased components, work-in-process, repair parts and finished goods. Since the late 1990s, we have adopted the FIFO cost method for all new domestic manufacturing operations (primarily acquisitions). Our operating entities with a previous LIFO election continue to use the LIFO cost method. See Note 9 for more information on our inventories.

Property, Plant and Equipment

Property, plant and equipment is stated at cost, net of accumulated depreciation. Expenditures that increase the utility or extend the useful lives of fixed assets are capitalized while expenditures for maintenance and repairs are charged to expense as incurred.

Depreciation is computed using the straight-line method over the following estimated useful lives:

Buildings and improvements:	
Buildings and improvements	2 to 40 years
Leasehold improvements	1 to 39 years
Machinery and equipment:	
Computer hardware	3 to 5 years
Computer software	3 to 10 years
Factory machinery and equipment	1 to 15 years
Research and development equipment	3 to 5 years
Vehicles	3 to 10 years

We periodically review long-lived assets for impairment as events or changes in circumstances indicate that the carrying amount of such assets might not be recoverable. To assess recoverability, we compare the estimated expected future undiscounted cash flows identified with each long-lived asset or related asset group to the carrying amount of such assets. If the expected future cash flows do not exceed the carrying value of the asset or assets being reviewed, an impairment loss is recognized based on the excess of the carrying amount of the impaired assets over their fair value. See Note 9 for additional information on our property, plant and equipment. Based on the expected fair value of the consideration to be received from the sale of our European commercial HVAC and refrigeration businesses, net of our costs to sell, we recorded an impairment on assets held for sale during the third quarter of 2023 which included a \$22.6 million impairment of property, plant and equipment.

Goodwill and Intangible Assets

Goodwill represents the excess of cost over fair value of assets from acquired businesses. Goodwill is not amortized, but is reviewed for impairment annually during the third quarter and whenever events or changes in circumstances indicate the asset may be impaired. See Note 9 for additional information on our goodwill.

The provisions of the accounting standard for goodwill allow us to first assess qualitative factors to determine whether it is necessary to perform a quantitative goodwill impairment test. As part of our qualitative assessment, we monitor economic, legal, regulatory and other factors, industry trends, our market capitalization, recent and forecasted financial performance of our reporting units and the timing and nature of our restructuring activities for the Company as a whole and for each reporting unit.

If a quantitative goodwill impairment test is determined to be necessary, we estimate reporting unit fair values using a combination of the discounted cash flow approach and a market approach. The discounted cash flows used to estimate fair value are based on assumptions regarding each reporting unit's estimated projected future cash flows and the estimated weighted-average cost of capital that a market participant would use in evaluating the reporting unit in a purchase transaction. The estimated weighted-average cost of capital is based on the risk-free interest rate and other factors such as equity risk premiums and the ratio of total debt to equity capital. In performing these impairment tests, we take steps to ensure that appropriate and reasonable cash flow projections and assumptions are used. We reconcile our estimated enterprise value to our market capitalization and determine the reasonableness of the cost of capital used by comparing to market data. We also perform sensitivity analyses on the key assumptions used, such as the weighted-average cost of capital and terminal growth rates. The market approach is based on objective evidence of market values. In the third quarter of 2023, we recorded a \$2.3 million impairment of goodwill related to our agreement to sell our European commercial HVAC and refrigeration businesses which was included in our impairment on assets held for sale.

Intangible assets such as customer relationships, non-compete agreements and trade names with finite lives are amortized based on the pattern in which the economic benefits of the intangible assets are utilized. If a pattern of economic benefit cannot be reliably determined or if straight-line amortization approximates the pattern of economic benefit, then straight-line amortization may be used.

The range of useful lives approximates the following (in years):

Customer relationships	2 to 20 years
Non-compete agreements	Contracted term
Trade names	2 to 10 years

We assess the recoverability of the carrying amount of our intangible assets with finite lives whenever events or changes in circumstances indicate that the carrying value of the asset group may not be recoverable. Recoverability is measured by a comparison of the carrying amount of an asset group to the future undiscounted cash flows expected to be generated by the asset group. If the undiscounted cash flows are less than the carrying amount of the asset group, an impairment loss is recognized for the amount by which the carrying value of the asset group exceeds the fair value of the asset group.

Product Warranties

For some of our heating, ventilation and air conditioning (“HVAC”) products, we provide warranty terms ranging from 1 to 20 years to customers for certain components such as compressors or heat exchangers. For select products, we also provide limited lifetime warranties. A liability for estimated warranty expense is recorded in cost of goods sold on the date that revenue is recognized. Our estimates of future warranty costs are determined by product category. The number of units we expect to repair or replace is determined by applying an estimated failure rate, which is generally based on historical experience, to the number of units that were sold and are still under warranty. In most cases, the estimated units to be repaired under warranty are multiplied by the estimated cost of replacement parts to determine the estimated future warranty cost. We do not discount product warranty liabilities as the amounts are not fixed and the timing of future cash payments is neither fixed nor reliably determinable. We also provide for specifically-identified warranty obligations. Estimated future warranty costs are subject to adjustment depending on changes in actual failure rate and cost experience. Subsequent costs incurred for warranty claims serve to reduce the accrued product warranty liability. See Note 5 for more information on our estimated future warranty costs.

Pensions and Post-retirement Benefits

We provide pension and post-retirement medical benefits to eligible domestic and foreign employees and we recognize pension and post-retirement benefit costs over the estimated service life or average life expectancy of those employees. We also recognize the funded status of our benefit plans, as measured at year-end by the difference between plan assets at fair value and the benefit obligation, in the Consolidated Balance Sheet. Changes in the funded status are recognized in the year in which the changes occur through Accumulated other comprehensive loss (“AOCL”). Actuarial gains or losses are amortized into net period benefit cost over the estimated service life of covered employees or average life expectancy of participants depending on the plan.

The benefit plan assets and liabilities reflect assumptions about the long-range performance of our benefit plans. Should actual results differ from management’s estimates, revisions to the benefit plan assets and liabilities would be required. See Note 10 for information regarding those estimates and additional disclosures on pension and post-retirement medical benefits.

Self-Insurance

Self-insurance expense and liabilities were actuarially determined based primarily on our historical claims information, industry factors, and trends. The self-insurance liabilities as of December 31, 2024 represent our best estimate of the future payments to be made on reported and unreported losses for 2024 and prior years. The amounts and timing of payments for claims reserved may vary depending on various factors, including the development and ultimate settlement of reported and unreported claims. To the extent actuarial assumptions change and claims experience rates differ from historical rates, our liabilities may change. See Note 5 for additional information on our self-insured risks and liabilities.

Derivatives

We use futures contracts, forward contracts and fixed forward contracts to mitigate our exposure to volatility in metal commodity prices and foreign exchange rates. We hedge only exposures in the ordinary course of business and do not hold or trade derivatives for profit. All derivatives are recognized in the Consolidated Balance Sheet at fair value and the classification of each derivative instrument is based upon whether the maturity of the instrument is less than or greater than 12 months. See Note 9 for more information on our derivatives.

Leases

We lease certain real and personal property under non-cancelable leases including real estate, IT equipment, fleet vehicles and manufacturing and distribution equipment. At inception of the lease, we determine a lease exists if the contract conveys the right to control an identified asset for a period of time in exchange for consideration. Control is considered to exist when the lessee has the right to obtain substantially all the economic benefits from the use of an identified asset as well as the right to direct the use of the asset. If a contract is considered to be a lease, we recognize a lease liability based on the present value of the future minimum lease payments and a right-of-use asset. For contracts that are 12 months or less, we do not recognize a right-of-use asset or liability. We do not separate non-lease components from the lease components to which they relate and account for the combined lease and non-lease components as a single lease component.

Income Taxes

We recognize deferred tax assets and liabilities for the future tax consequences attributable to differences between the financial statement carrying amounts of existing assets and liabilities and their respective tax bases and operating loss and tax credit carry forwards. Deferred tax assets and liabilities are measured using enacted tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be recovered or settled. The effect of a change in tax rates on deferred tax assets and liabilities is recognized in income in the period that includes the enactment date. Unrecognized tax benefits are accounted for as required by the Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 740. See Note 12 for more information related to income taxes.

Revenue Recognition

Our revenue recognition practices for the sale of goods depend upon the shipping terms for each transaction. Shipping terms are primarily FOB Shipping Point and, therefore, revenue is recognized for these transactions when products are shipped to customers and title and control passes. Certain customers in our smaller operations, primarily outside of North America, have shipping terms where control does not transfer until the product is delivered to the customer. For these transactions, revenue is recognized on the date that the product is received and accepted by such customers. We experience returns for miscellaneous reasons and record a reserve for these returns at the time we recognize revenue based on historical experience. Our historical rates of return are insignificant as a percentage of sales. We also recognize revenue net of sales taxes. We have elected to recognize the revenue and cost for freight and shipping when control over the sale of goods passes to our customers. See Note 8 for more information on our revenue recognition practices.

Cost of Goods Sold

The principal elements of cost of goods sold are components, raw materials, factory overhead, labor, estimated costs of warranty expense, and freight and distribution costs.

Selling, General and Administrative Expenses

SG&A expenses include payroll and benefit costs, advertising, commissions, research and development, information technology costs, and other SG&A related costs such as insurance, travel, non-production depreciation, and rent.

Stock-Based Compensation

We recognize compensation expense for stock-based arrangements over the required employee service periods. We measure stock-based compensation costs based on the estimated grant-date fair value of the stock-based awards that are expected to ultimately vest and we adjust expected vesting rates to actual rates as additional information becomes known. For stock-based arrangements with performance conditions, we periodically adjust performance achievement rates based on our best estimates of those rates at the end of the performance period. See Note 15 for more information.

Translation of Foreign Currencies

All assets and liabilities of foreign subsidiaries and joint ventures are translated into U.S. dollars using rates of exchange in effect at the balance sheet date. Revenue and expenses are translated at weighted average exchange rates during the year. Unrealized translation gains and losses are included in AOCL in the accompanying Consolidated Balance Sheets. Transaction gains and losses are included in Losses (gains) and other expenses, net in the accompanying Consolidated Statements of Operations.

Use of Estimates

The preparation of financial statements requires us to make estimates and assumptions about future events. These estimates and the underlying assumptions affect the amounts of assets and liabilities reported, disclosures about contingent assets and liabilities, and reported amounts of revenue and expenses. Such estimates include the valuation of accounts receivable, inventories, goodwill, intangible assets and other long-lived assets, contingencies, product warranties, and assumptions used in the calculation of income taxes, pension and post-retirement medical benefits, and stock-based compensation among others. These estimates and assumptions are based on our best estimates and judgment.

We evaluate these estimates and assumptions on an ongoing basis using historical experience and other factors, including the current economic environment. We believe these estimates and assumptions to be reasonable under the circumstances and will adjust such estimates and assumptions when facts and circumstances dictate. Volatile equity, foreign currency and commodity markets and uncertain future economic conditions combine to increase the uncertainty inherent in such estimates and assumptions. Future events and their effects cannot be determined with precision and actual results could differ significantly from these estimates. Changes in these estimates resulting from continuing changes in the economic environment will be reflected in the financial statements in future periods.

Changes in Accounting Standards Effective for Future Reporting Periods

In December 2023, the FASB issued ASU No. 2023-09, *Income Taxes (Topic 740): Improvements to Income Tax Disclosures*, which updates income tax disclosure requirements, primarily through enhanced disclosures regarding income rate reconciliation and income taxes paid. This is effective for fiscal years beginning after December 15, 2024. ASU 2023-09 requires that on an annual basis, entities disclose specific categories in the rate reconciliation and additional information for reconciling items that meet a certain quantitative threshold. The amendment also requires enhanced disclosures around taxes paid and income tax expense by federal, state and foreign jurisdictions. We will adopt ASU 2023-09 in the fourth quarter of 2025.

In November 2024, the FASB issued ASU No. 2024-03, *Income Statement-Reporting Comprehensive Income-Expense Disaggregation Disclosures (Subtopic 220-40)*, which will require public entities to disclose additional information about specific expense categories in the notes to the financial statements at interim and annual reporting periods. ASU 2024-03 is effective for fiscal years beginning after December 15, 2026, and interim reporting periods beginning after December 15, 2027. We are currently evaluating the impact of this standard on our financial statements.

Recently Adopted Accounting Pronouncements

In March 2023, the FASB issued ASU No. 2023-02, *Investments – Equity Method and Joint Ventures (Topic 323): Accounting for Investments in Tax Credit Structures using the Proportional Amortization Method*. ASU 2023-02 replaces the guidance related to accounting for investments in tax credit structures to allow the use of the proportional amortization method. The amendment permits reporting entities to elect to account for their equity investments in tax credit structures using the proportional amortization method if certain conditions are met. This amendment requires entities to make disclosures about all investments in a tax credit program for which they have elected to account for using the proportional amortization method, including those investments in an elected tax credit program that do not meet the conditions to apply the proportional amortization method. ASU 2023-02 is effective for fiscal years beginning after December 15, 2023, including interim periods within those fiscal years. The adoption of ASU 2023-02 did not have a material impact on our financial statements.

In November 2023, the FASB issued ASU No. 2023-07, *Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures*. ASU 2023-07 updates reportable segment disclosure requirements, primarily through enhanced disclosures about significant segment expenses and information used to assess segment performance. This is effective for fiscal years beginning after December 15, 2023 and interim periods within fiscal years beginning after December 15, 2024. We adopted the standard in the current period. See Note 3 for more information.

3. Reportable Business Segments:

Description of Segments

We operate in two reportable business segments of the HVACR industry. Our segments are organized primarily by the nature of the products and services we provide. The following table describes each segment:

Segment	Products or Services	Markets Served	Geographic Areas
<i>Home Comfort Solutions</i>	Furnaces, air conditioners, heat pumps, packaged heating and cooling systems, indoor air quality equipment, comfort control products, replacement parts and supplies	Residential Replacement; Residential New Construction	United States Canada
<i>Building Climate Solutions</i>	Unitary heating and air conditioning equipment, applied systems, controls, installation and service of commercial heating and cooling equipment, variable refrigerant flow commercial products, curb, curb adapters, drop box diffusers, HVAC recycling and salvage service, condensing units, unit coolers, fluid coolers, air cooled condensers, air handlers, process chillers, controls, compressorized racks	Light Commercial; Food Preservation; Non-Food Industry	United States Canada

Prior to January 1, 2023, we operated in three reportable business segments. In November 2022, we announced the decision to explore strategic alternatives for our European commercial HVAC and refrigeration businesses. We continue to invest in our Heatcraft Worldwide Refrigeration business which is included in the Building Climate Solutions segment. The consolidation of our Heatcraft business within the Building Climate Solutions segment provides the opportunity to leverage synergies and create long-term growth opportunities by integrating entities with similar products, end consumers and financial performance metrics under the same management. The change in segment reporting better aligns with how the businesses are managed and evaluated given the change in portfolio.

In the fourth quarter of 2023, we successfully completed the divestiture of our European operations, which until that time, were presented with the Corporate and Other segment.

Segment Data

We use segment profit or loss as the primary measure of profitability to evaluate operating performance and to allocate capital resources. We define segment profit or loss as a segment's income or loss from continuing operations before income taxes included in the accompanying Consolidated Statements of Operations, excluding certain items. The reconciliation in the table below details the items excluded.

Our corporate costs include those costs related to corporate functions such as legal, internal audit, treasury, human resources, tax compliance and senior executive staff. Any intercompany sales and associated profit (and any other intercompany items) are eliminated from segment results. There were no significant intercompany eliminations for the periods presented.

The chief operating decision maker uses segment profit or loss from operations before interest and income taxes, excluding certain items, to allocate resources (including employees, financial, or capital resources) for each segment predominantly in the annual budget and forecasting process. The chief operating decision maker considers budget-to-actual variances in segment profit or loss and its individual components on a monthly basis when evaluating segment performance and making decisions about allocating resources to the segments.

The Company's chief operating decision maker is Alok Maskara, Chief Executive Officer.

Key financial information for each segment is shown below (in millions):

	Home Comfort Solutions	Business Climate Solutions	Corporate and Other ⁽¹⁾	Total
<i>For the Year Ended December 31, 2024</i>				
Net Sales ⁽²⁾	\$ 3,577.1	\$ 1,764.2	\$ —	\$ 5,341.3
Cost of Goods Sold	2,426.2	1,142.5	0.7	3,569.4
Selling, general and administrative	393.8	229.9	107.0	730.6
Other (income) expense ⁽³⁾	(2.5)	(5.2)	12.7	5.0
Segment profit (loss)⁽⁴⁾	\$ 759.7	\$ 396.9	\$ (120.3)	\$ 1,036.3
<i>For the Year Ended December 31, 2023</i>				
Net Sales ⁽²⁾	\$ 3,222.9	\$ 1,511.4	\$ 247.6	\$ 4,981.9
Cost of Goods Sold	2,277.3	977.9	178.9	3,434.1
Selling, general and administrative	350.2	197.5	157.8	705.5
Other (income) expense ⁽³⁾	(14.8)	(4.8)	4.8	(14.8)
Segment profit (loss)⁽⁴⁾	\$ 610.2	\$ 340.8	\$ (93.9)	\$ 857.1
<i>For the Year Ended December 31, 2022</i>				
Net Sales ⁽²⁾	\$ 3,198.3	\$ 1,286.4	\$ 233.7	\$ 4,718.4
Cost of Goods Sold	2,302.2	948.5	183.0	3,433.7
Selling, general and administrative	303.3	179.7	144.2	627.2
Other (income) expense ⁽³⁾	(4.1)	(4.7)	0.5	(8.3)
Segment profit (loss)⁽⁴⁾	\$ 596.9	\$ 162.9	\$ (94.0)	\$ 665.8

⁽¹⁾ The Corporate and Other segment included our European portfolio. In the fourth quarter of 2023, we completed the divestiture of our European operations.

⁽²⁾ On a consolidated basis, no revenue from transactions with a single customer were 10% or greater of our consolidated net sales for any of the periods presented.

⁽³⁾ Other (income) expense is primarily comprised of (income) loss from equity method investments and other (gains) loss, net.

⁽⁴⁾ We define segment profit (loss) as a segment's operating income (loss) included in the accompanying Consolidated Statements of Operations, excluding:

- The following items in Losses and other expenses, net:
 - Net change in unrealized losses (gains) on unsettled futures contracts,
 - Environmental liabilities and special litigation charges, and
 - Other items, net
- Restructuring charges;
- Impairment on assets held for sale; and
- Loss (gain) on sale from previous dispositions.

The reconciliations of segment profit to Operating income and Net income before income taxes are presented below (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Total segment profit	\$ 1,036.3	\$ 857.1	\$ 665.8
Reconciliation to Operating income:			
Loss (gain) on sale from previous dispositions	1.5	(14.1)	—
Impairment of net assets held for sale	—	63.2	—
Items in Losses and other expenses, net that are excluded from segment profit (loss) ⁽¹⁾	—	14.8	8.1
Restructuring charges	—	3.1	1.5
Operating income	1,034.8	790.1	656.2
Reconciliation to income before income taxes:			
Pension settlements	0.4	0.8	(0.2)
Interest expense, net	38.7	51.7	38.7
Other expense, net	1.9	0.1	1.9
Income before income taxes	\$ 993.8	\$ 737.5	\$ 615.8

⁽¹⁾ We define segment profit (loss) as a segment's operating income (loss) included in the accompanying Consolidated Statements of Operations, excluding:

- The following items in Losses and other expenses, net:
 - Net change in unrealized losses (gains) on unsettled futures contracts,
 - Environmental liabilities and special litigation charges, and;
 - Other items, net
- Restructuring charges;
- Special product quality adjustments;
- Impairment on assets held for sale; and
- Loss (gain) on sale of businesses.

Total assets by segment are shown below (in millions):

	As of December 31,		
	2024	2023	2022
Total Assets:			
Home Comfort Solutions	\$ 1,626.0	\$ 1,449.4	\$ 1,456.4
Building Climate Solutions	1,052.6	989.2	730.3
Corporate and Other	793.2	359.7	380.9
Total assets	\$ 3,471.8	\$ 2,798.3	\$ 2,567.6

The assets in the Corporate and Other segment primarily consist of cash, property, plant and equipment and short-term investments and deferred tax assets as well as the assets in the European portfolio which was disposed of in the fourth quarter of 2023. Assets recorded in the operating segments represent those assets directly associated with those segments.

Total capital expenditures by segment are shown below (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Capital Expenditures:			
Home Comfort Solutions	\$ 78.1	\$ 59.1	\$ 42.4
Building Climate Solutions	57.8	119.6	29.7
Corporate and Other	27.7	71.5	29.0
Total capital expenditures	\$ 163.6	\$ 250.2	\$ 101.1

Depreciation and amortization expenses by segment are shown below (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Depreciation and Amortization:			
Home Comfort Solutions	\$ 39.0	\$ 35.3	\$ 31.5
Building Climate Solutions	25.6	19.4	17.9
Corporate and Other	30.5	31.3	28.5
Total depreciation and amortization	<u>\$ 95.1</u>	<u>\$ 86.0</u>	<u>\$ 77.9</u>

The income from equity method investments is shown below (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Income from Equity Method Investments:			
Home Comfort Solutions	\$ 4.4	\$ 5.5	\$ 0.9
Building Climate Solutions	3.5	3.0	4.2
Total income from equity method investments	<u>\$ 7.9</u>	<u>\$ 8.5</u>	<u>\$ 5.1</u>

Geographic Information

Property, plant and equipment, net for each major geographic area in which we operate, based on the domicile of our operations, are shown below (in millions):

	As of December 31,		
	2024	2023	2022
Property, Plant and Equipment, net:			
United States	\$ 537.3	\$ 487.1	\$ 408.8
Mexico	254.0	228.7	110.9
Canada	2.9	2.2	2.1
Other international	5.9	2.4	27.1
Total Property, plant and equipment, net	<u>\$ 800.1</u>	<u>\$ 720.4</u>	<u>\$ 548.9</u>

4. Earnings Per Share:

Basic earnings per share are computed by dividing net income by the weighted-average number of common shares outstanding during the period. Diluted earnings per share are computed by dividing net income by the sum of the weighted-average number of shares and the number of equivalent shares assumed outstanding, if dilutive, under our stock-based compensation plans.

The computations of basic and diluted earnings per share were as follows (in millions, except per share data):

	For the Years Ended December 31,		
	2024	2023	2022
Net income	\$ 806.9	\$ 590.1	\$ 497.1
Weighted-average shares outstanding – basic	35.6	35.5	35.7
Add: Potential effect of diluted securities attributable to stock-based payments	0.2	0.2	0.1
Weighted-average shares outstanding – diluted	\$ 35.8	\$ 35.7	\$ 35.8
Earnings per share - Basic:			
Net income	\$ 22.67	\$ 16.61	\$ 13.92
Earnings per share - Diluted:			
Net income	\$ 22.54	\$ 16.54	\$ 13.88

5. Commitments and Contingencies:

Leases

We lease certain real and personal property under non-cancelable leases. Approximately 81% of our right-of-use assets and lease liabilities relate to our leases of real estate with the remaining amounts relating to our leases of IT equipment, fleet vehicles and manufacturing and distribution equipment.

The components of lease expense were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Finance lease cost:			
Amortization of right-of-use assets	\$ 15.4	\$ 14.5	\$ 13.2
Interest on lease liabilities	2.7	1.7	0.7
Operating lease cost	83.3	74.1	67.7
Short-term lease cost	5.0	5.3	5.0
Variable lease cost	27.6	26.8	24.5
Total lease cost	\$ 134.0	\$ 122.4	\$ 111.1

Other information

Cash paid for amounts included in the measurement lease liabilities:

Operating cash flows from operating leases	\$ 76.6	\$ 70.5	\$ 66.0
Financing cash flows from finance leases	\$ 17.3	\$ 15.8	\$ 13.6
Right-of-use assets obtained in exchange for new finance lease liabilities	\$ 26.1	\$ 21.3	\$ 14.4
Right-of-use assets obtained in exchange for new operating lease liabilities	\$ 177.1	\$ 56.4	\$ 98.8

	As of December 31,	
	2024	2023
Finance lease right-of-use assets ⁽¹⁾	\$ 48.1	\$ 38.4
Operating lease right-of-use assets	\$ 327.2	\$ 213.6
Finance lease liability, current ⁽²⁾	\$ 14.9	\$ 12.1
Finance lease liability, non-current ⁽³⁾	\$ 39.5	\$ 32.7
Operating lease liability, current	\$ 73.4	\$ 57.5
Operating lease liability, non-current	\$ 267.6	\$ 164.6
Weighted-average remaining lease term – finance leases	3.3 years	3.4 years
Weighted-average remaining lease term – operating leases	5.5 years	5.0 years
Weighted-average discount rate – finance leases	4.73 %	4.30 %
Weighted-average discount rate – operating leases	4.67 %	4.14 %

(1) Recorded in Property, plant and equipment in Consolidated Balance Sheet

(2) Recorded in Current maturities of long-term debt in Consolidated Balance Sheet

(3) Recorded in Long-term debt in Consolidated Balance Sheet

Future annual minimum lease payments and finance lease commitments as of December 31, 2024 were as follows (in millions).

	Operating Leases	Finance Leases
2025	\$ 82.4	\$ 16.5
2026	75.6	12.8
2027	56.2	8.7
2028	46.4	17.1
2029	36.2	1.8
Thereafter	93.1	1.6
Total minimum lease payments	\$ 389.9	\$ 58.5
Less imputed interest	(48.9)	(4.1)
Present value of minimum payments	\$ 341.0	\$ 54.4

As of December 31, 2024, the Company has an additional operating lease commitment of \$28.7 million for a distribution facility that has not yet commenced and is not included in the amounts in the table above.

On March 1, 2019, we entered into an agreement with a financial institution to renew the lease of our corporate headquarters in Richardson, Texas for a term of five years through March 1, 2024. The property consists of an office building of approximately 192,000 square feet, land and related improvements. In December 2023, we purchased the property for \$41.2 million.

Environmental

Environmental laws and regulations in the locations we operate can potentially impose obligations to remediate hazardous substances at our properties, properties formerly owned or operated by us, and facilities to which we have sent or send waste for treatment or disposal. We are aware of contamination at some facilities; however, we do not believe that any future remediation related to those facilities will be material to our results of operations. Total environmental accruals are included in Accrued expenses and Other liabilities on the accompanying Consolidated Balance Sheets. Future environmental costs are estimates and may be subject to change due to changes in environmental remediation regulations, technology or site-specific requirements.

Product Warranties and Product Related Contingencies

We incur the risk of liability for claims related to the installation and service of heating and air conditioning products, and we maintain liabilities for those claims that we self-insure. We are involved in various claims and lawsuits related to our products. Our product liability insurance policies have limits that, if exceeded, may result in substantial costs that could have

an adverse effect on our results of operations. In addition, warranty claims and certain product liability claims are not covered by our product liability insurance.

Total product warranty liabilities are included in the following captions on the accompanying Consolidated Balance Sheets (in millions):

	As of December 31,	
	2024	2023
Accrued expenses	\$ 49.1	\$ 45.4
Other liabilities	109.4	97.4
Total product warranty liabilities	\$ 158.4	\$ 142.8

The changes in product warranty liabilities related to continuing operations for the years ended December 31, 2024 and 2023 were as follows (in millions):

Total warranty liability as of December 31, 2022	\$ 142.7
Payments made in 2023	(40.1)
Changes resulting from issuance of new warranties	53.9
Changes in estimates associated with pre-existing liabilities	(13.9)
Changes in foreign currency translation rates and other	0.2
Total warranty liability as of December 31, 2023	\$ 142.8
Payments made in 2024	(41.2)
Changes resulting from issuance of new warranties	59.0
Changes in estimates associated with pre-existing liabilities	(1.4)
Changes in foreign currency translation rates and other	(0.8)
Total warranty liability as of December 31, 2024	\$ 158.4

Self-Insurance

We use a combination of third-party insurance and self-insurance plans to provide protection against claims relating to workers' compensation/employers' liability, general liability, product liability, auto liability, auto physical damage and other exposures. We use large deductible insurance plans, written through third-party insurance providers, for workers' compensation/employers' liability, general liability, product liability and auto liability. We also carry umbrella or excess liability insurance for all third-party and self-insurance plans, except for directors' and officers' liability, property damage and certain other insurance programs. For directors' and officers' liability, property damage and certain other exposures, we use third-party insurance plans that may include per occurrence and annual aggregate limits. We believe the deductibles and liability limits for all of our insurance policies are appropriate for our business and are adequate for companies of our size in our industry.

We maintain safety and manufacturing programs that are designed to remove risk, improve the effectiveness of our business processes and reduce the likelihood and significance of our various retained and insured risks.

Total self-insurance liabilities were included in the following captions on the accompanying Consolidated Balance Sheets (in millions):

	As of December 31,	
	2024	2023
Accrued expenses	\$ 4.6	\$ 3.8
Other liabilities	15.6	15.1
Total self-insurance liabilities	\$ 20.2	\$ 18.9

Litigation

We are involved in a number of claims and lawsuits incident to the operation of our businesses. Insurance coverages are maintained and estimated costs are recorded for such claims and lawsuits, including costs to settle claims and lawsuits, based on experience involving similar matters and specific facts known.

It is management's opinion that none of these claims or lawsuits or any threatened litigation will have a material adverse effect, individually or in the aggregate, on our financial condition, results of operations or cash flows. Claims and lawsuits, however, involve uncertainties and it is possible that their eventual outcome could adversely affect our results of operations in a future period.

6. Stock Repurchases:

Our Board of Directors have authorized a total of \$4 billion to repurchase shares of our common stock (collectively referred to as the "Share Repurchase Plans"), including a \$1.0 billion share repurchase authorization in July 2021. The Share Repurchase Plans allow us to repurchase shares from time to time in open market transactions and in privately negotiated transactions based on business, market, applicable legal requirements and other considerations. The Share Repurchase Plans do not require the repurchase of a specific number of shares and may be terminated at any time. As of December 31, 2024, \$492 million of shares are available for repurchase under the Share Repurchase Plans.

We repurchased 0.1 million shares at an aggregate cost, inclusive of fees, of \$54.2 million in 2024 and 1.3 million shares for \$300.0 million in 2022. No shares were repurchased in 2023. The shares repurchased are held as treasury shares.

7. Restructuring Charges:

We record restructuring charges associated with management-approved restructuring plans to reorganize or to remove duplicative headcount and infrastructure within our businesses. Restructuring charges include severance costs to eliminate a specified number of employees, infrastructure charges to vacate facilities and consolidate operations, contract cancellation costs and other related activities. The timing of associated cash payments is dependent upon the type of restructuring charge and can extend over a multi-year period. Restructuring charges are not included in our calculation of segment profit (loss), as more fully explained in Note 3.

We recorded restructuring charges of \$3.1 million in 2023 to reorganize or remove duplicative headcount and infrastructure, and \$1.5 million in 2022 from activities initiated in prior years including the economic impact of COVID-19. There were no restructuring charges in 2024.

Restructuring accruals are included in Accrued expenses in the accompanying Consolidated Balance Sheets.

8. Revenue Recognition:

The following table disaggregates our revenue by business segment by geography to provide information as to the major sources of revenue. See Note 3 for additional description of our reportable business segments and the products and services being sold in each segment.

For the Year Ended December 31, 2024				
Primary Geographic Markets	Home Comfort Solutions	Building Climate Solutions	Corporate and Other	Consolidated
United States	\$ 3,346.0	\$ 1,675.8	\$ —	\$ 5,021.8
Canada	231.1	88.4	—	319.5
International	—	—	—	—
Total	\$ 3,577.1	\$ 1,764.2	\$ —	\$ 5,341.3

For the Year Ended December 31, 2023				
Primary Geographic Markets	Home Comfort Solutions	Building Climate Solutions	Corporate and Other	Consolidated
United States	\$ 3,001.3	\$ 1,415.6	\$ —	\$ 4,416.9
Canada	221.6	95.8	—	317.4
International	—	—	247.6	247.6
Total	\$ 3,222.9	\$ 1,511.4	\$ 247.6	\$ 4,981.9

For the Year Ended December 31, 2022				
Primary Geographic Markets	Home Comfort Solutions	Building Climate Solutions	Corporate and Other	Consolidated
United States	\$ 2,957.1	\$ 1,223.4	\$ —	\$ 4,180.5
Canada	241.2	62.4	—	303.6
International	—	0.6	233.7	234.3
Total	\$ 3,198.3	\$ 1,286.4	\$ 233.7	\$ 4,718.4

For our businesses that provide services, revenue is recognized at the time services are completed. Our Building Climate Solutions segment also provides sales, installation, maintenance and repair services under fixed-price contracts. Revenue for services is recognized as the services are performed under the contract based on the relative fair value of the services provided. We allocate a portion of the revenue for extended labor warranty obligations and recognize the revenue over the term of the extended warranty. Revenue from extended warranties is insignificant. See Note 5 for more information on product warranties.

Home Comfort Solutions - We manufacture and market a broad range of furnaces, air conditioners, heat pumps, packaged heating and cooling systems, equipment and accessories to improve indoor air quality, comfort control products, replacement parts and supplies and related products for both the residential replacement and new construction markets in North America. These products are sold under various brand names and are sold either through direct sales to a network of independent installing dealers, including through our network of Lennox stores or to independent distributors. For the years ended December 31, 2024, 2023 and 2022, direct sales represented 74%, 75% and 70% of revenues, respectively, and sales to independent distributors represented the remainder. Given the nature of our business, customer product orders are fulfilled at a point in time and not over a period of time.

Building Climate Solutions - In North America, we manufacture and sell unitary heating and cooling equipment used in light commercial applications, such as low-rise office buildings, restaurants, retail centers, churches and schools. These products are distributed primarily through commercial contractors and directly to national account customers in the planned replacement, emergency replacement and new construction markets. We manufacture and market equipment for the commercial refrigeration markets under the Heatcraft Worldwide Refrigeration name. Our products are used in the food retail, food service, cold storage as well as non-food refrigeration markets. We sell these products to distributors, installing contractors, engineering design firms, original equipment manufacturers and end-users. Lennox National Account Services provides installation, service and preventive maintenance for HVAC national account customers in the United States and Canada. AES manufactures curb, curb adapters, drop box diffusers and also offers HVAC recycling and salvage services, as well as focusing on multi-family HVAC replacement for expired mechanical assets. Revenue related to service contracts is recognized as the services are performed under the contract based on the relative fair value of the services provided. For the years ended December 31, 2024, 2023 and 2022, equipment sales represented 80%, 86% and 82% of revenues, respectively, and the remainder of our revenue was generated from our service business.

Corporate and Other - In Europe, we manufactured and marketed equipment for the global commercial refrigeration markets. We also manufactured and sold unitary heating and cooling products and applied systems. A de minimis amount of segment revenue related to services for start-up and commissioning activities. In the fourth quarter of 2023, we successfully completed the divestiture of our European operations.

Variable Consideration - We engage in cooperative advertising, customer rebate, and other miscellaneous programs that result in payments or credits being issued to our customers. We record these customer discounts and incentives as a reduction of sales when the sales are recorded. For certain cooperative advertising programs, we also receive an identifiable benefit (goods or services) in exchange for the consideration given, and, accordingly, record a ratable portion of the expenditure to SG&A expenses. All other advertising, promotions and marketing costs are expensed as incurred.

Other Judgments and Assumptions - We apply the practical expedient in ASC 606-10-50-14 and do not disclose information about remaining performance obligations that have original expected durations of one year or less. Applying the practical expedient in ASC 340-40-25-4, we recognize the incremental costs of obtaining contracts as an expense when incurred if the amortization period of the assets that we otherwise would have recognized is one year or less. These costs are included in SG&A expenses. ASC 606-10-32-18 allows us to not adjust the amount of consideration to be received in a contract for any significant financing component if we expect to receive payment within twelve months of transfer of control of goods or services. We have elected this expedient as we expect all consideration to be received in one year or less at contract inception. We have also elected not to provide the remaining performance obligations disclosures related to service contracts in accordance with the practical expedient in ASC 606-10-55-18. We recognize revenue in the amount to which the entity has a right to invoice and have adopted this election to not provide the remaining performance obligations related to service contracts.

Contract Assets - We do not have material amounts of contract assets since revenue is recognized as control of goods is transferred or as services are performed. There are a small number of installation services that may occur over a period of time, but that period of time is generally very short in duration and right of payment does not exist until the installation is completed. Any contract assets that may arise are recorded in Other assets in our Consolidated Balance Sheets.

Contract Liabilities - Our contract liabilities consist of advance payments and deferred revenue. Our contract liabilities are reported in a net position on a contract-by-contract basis at the end of each reporting period. We classify advance payments and deferred revenue as current or noncurrent based on the timing of when we expect to recognize revenue. Generally all contract liabilities are expected to be recognized within one year and are included in Accrued expenses in our Consolidated Balance Sheet. The noncurrent portion of deferred revenue is included in Other liabilities in our Consolidated Balance Sheets.

Net contract assets (liabilities) consisted of the following:

	December 31, 2024	December 31, 2023
Contract assets	\$ 1.2	\$ 2.2
Contract liabilities - current	(5.0)	(4.7)
Contract liabilities - noncurrent	(8.4)	(7.5)
Total	\$ (12.2)	\$ (10.0)

For the years ended December 31, 2024, 2023, and 2022 we recognized revenue of \$7.4 million, \$7.7 million and \$10.1 million related to our contract liabilities at January 1, 2024, 2023 and 2022, respectively. Impairment losses recognized in our receivables and contract assets were de minimis in 2024, 2023 and 2022.

9. Other Financial Statement Details:

Inventories

The components of inventories are as follows (in millions):

	As of December 31,	
	2024	2023
Finished goods	\$ 422.6	\$ 509.4
Work in process	11.0	9.6
Raw materials and parts	410.7	314.2
Total	844.3	833.2
Excess of current cost over last-in, first-out cost	(139.5)	(134.1)
Total inventories, net	\$ 704.8	\$ 699.1

The Company recorded a pre-tax gain of \$0.2 million in 2024 from LIFO liquidations. There were no pre-tax gains in 2023 or 2022 from LIFO inventory liquidations. Obsolete and slow-moving inventories were \$55.8 million and \$40.2 million as of December 31, 2024 and December 31, 2023, respectively.

Goodwill

The changes in the carrying amount of goodwill in 2024 and 2023, in total and by segment, are summarized in the table below (in millions):

Segment:	Balance at December 31, 2022 (1)	Goodwill reallocation (2)	Goodwill related to divested entities (3)	Goodwill from business acquisition (4)	Balance at December 31, 2023	Goodwill Adjustment (5)	Balance at December 31, 2024
Home Comfort Solutions	\$ 26.1	\$ —	\$ —	\$ —	\$ 26.1	\$ —	\$ 26.1
Building Climate Solutions	61.1	94.5	—	40.4	196.0	(2.1)	193.9
Historical Refrigeration segment	99.1	(99.1)	—	—	—	—	—
Corporate and Other	—	4.6	(4.6)	—	—	—	—
	\$ 186.3	\$ —	\$ (4.6)	\$ 40.4	\$ 222.1	\$ (2.1)	\$ 220.0

(1) The goodwill balances in the table above are presented net of accumulated impairment charges of \$32.7 million, all of which relate to impairments in periods prior to 2022.

(2) As discussed in Note 3, we recast our segment presentation to present our Heatcraft Worldwide Refrigeration business as a component of our Building Climate Solutions segment and our European portfolio as a component of Corporate and Other. Since there is no longer a Refrigeration segment, we allocated goodwill to each segment based upon the relative fair value of the business.

(3) There was \$4.6 million of goodwill related to our European portfolio. As part of the loss on assets held for sale that was recorded in the third quarter of 2023, we recorded an impairment of \$2.3 million for a portion of the goodwill transferred. The remaining goodwill was included in the balance of disposed net assets.

(4) On October 25, 2023, we announced the acquisition of AES. In connection with this acquisition, \$40.4 million of goodwill was recorded and included in the Building Climate Solutions reporting unit. AES is included in the Building Climate Solutions segment. See Note 17 for additional information on the AES acquisition.

(5) As discussed in Note 17, in the first and fourth quarters of 2024 we made adjustments to our purchase price allocation of AES that resulted in a \$2.1 million reduction of goodwill.

A qualitative review of impairment indicators was performed in 2024 for the Home Comfort Solutions and Building Climate Solutions segments. No impairment charges were recorded in 2024, 2023 or 2022, except to the extent of respective goodwill impaired in connection with the disposition of our European operations.

Property, Plant and Equipment

Components of Property, plant and equipment, net were as follows (in millions):

	As of December 31,	
	2024	2023
Land	\$ 30.3	\$ 23.7
Buildings and improvements	427.8	371.9
Machinery and equipment	1,056.6	965.0
Finance leases	84.9	72.2
Construction in progress and equipment not yet in service	157.3	198.4
Total	1,756.9	1,631.2
Less accumulated depreciation	(956.8)	(910.8)
Property, plant and equipment, net	\$ 800.1	\$ 720.4

No impairment charges were recorded in 2024 or 2023, except to the extent of respective property, plant and equipment impaired in connection with the disposition of our European operations.

Accrued Expenses

The significant components of Accrued expenses are presented below (in millions):

	As of December 31,	
	2024	2023
Accrued rebates and promotions	\$ 128.2	\$ 121.5
Accrued compensation and benefits	130.0	111.8
Accrued warranties	49.1	45.4
Accrued sales, use, property and VAT taxes	18.0	27.1
Accrued freight	12.9	19.6
Accrued asbestos reserves	15.8	17.9
Accrued interest	11.2	11.3
Accrued pension	6.4	11.2
Derivative contracts	5.7	5.7
Deferred income	5.0	4.7
Self insurance reserves	4.6	3.8
Other	48.5	36.1
Total Accrued expenses	\$ 435.4	\$ 416.1

Derivatives

Objectives and Strategies for Using Derivative Instruments

Commodity Price Risk. We utilize a cash flow hedging program to mitigate our exposure to volatility in the prices of metal commodities used in our production processes. Our hedging program includes the use of futures contracts to lock in prices, and as a result, we are subject to derivative losses should the metal commodity prices decrease and gains should the prices increase. We utilize a dollar cost averaging strategy so that a higher percentage of commodity price exposures are hedged near-term with lower percentages hedged at future dates. This strategy allows for protection against near-term price volatility while allowing us to adjust to market price movements over time.

Interest Rate Risk. A portion of our debt bears interest at variable interest rates, and as a result, we are subject to variability in the cash paid for interest. To mitigate a portion of that risk, we may choose to engage in an interest rate swap hedging strategy to eliminate the variability of interest payment cash flows. We are not currently hedged against interest rate risk.

Foreign Currency Risk. Foreign currency exchange rate movements create a degree of risk by affecting the U.S. dollar value of assets and liabilities arising in foreign currencies. We seek to mitigate the impact of currency exchange rate movements on certain short-term transactions by periodically entering into foreign currency forward contracts.

Cash Flow Hedges

We have commodity futures contracts and foreign exchange forward contracts designated as cash flows hedges that are scheduled to mature through June 2026 and December 2025, respectively. We currently have cash flow hedge contracts with a notional amount of 105.9 million pounds of aluminum and copper. Unrealized gains or losses from our cash flow hedges are included in AOCL and are expected to be reclassified into earnings within the next 18 months based on the prices of the commodities and foreign currencies at the settlement dates.

We recorded the following amounts related to our cash flow hedges in AOCL (in millions):

	As of December 31,	
	2024	2023
Unrealized losses, net on unsettled contracts	\$ 2.0	\$ 2.6
Income tax benefit	(0.6)	(0.6)
Unrealized losses included in AOCL, net of tax ⁽¹⁾	<u>\$ 1.4</u>	<u>\$ 2.0</u>

⁽¹⁾ Assuming commodity and foreign currency prices remain constant, we expect to reclassify \$1.2 million of derivative losses into earnings within the next 12 months.

Expenses included in our Consolidated Statements of Operations

Below is information about expenses included in Selling, general and administrative expenses in our Consolidated Statements of Operations (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Research and development	\$ 93.6	\$ 94.0	\$ 80.3
Advertising, promotions and marketing	49.7	39.5	32.4
Cooperative advertising expenditures	22.5	28.7	28.1

Interest Expense, net

The components of Interest expense, net in our Consolidated Statements of Operations were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Interest expense, net of capitalized interest	\$ 44.1	\$ 56.0	\$ 39.8
Less: Interest income	5.4	4.3	1.1
Interest expense, net	<u>\$ 38.7</u>	<u>\$ 51.7</u>	<u>\$ 38.7</u>

Losses (Gains) and Other Expenses, net

Losses (gains) and other expenses, net in our Consolidated Statements of Operations were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Realized losses on settled future contracts	\$ —	\$ 0.1	\$ 0.1
Foreign currency exchange losses (gains)	7.7	(4.3)	(1.3)
Gain on disposal of fixed assets	(2.1)	(0.5)	(1.0)
Other operating (income) loss	0.5	(1.6)	(1.0)
Net change in unrealized losses (gains) on unsettled futures contracts	—	(0.1)	0.4
Environmental liabilities and special litigation charges	6.8	15.6	7.5
Charges incurred related to COVID-19 pandemic	—	—	0.8
Other items, net	—	(0.7)	(0.6)
Losses and other expenses, net (pre-tax)	<u>\$ 12.9</u>	<u>\$ 8.5</u>	<u>\$ 4.9</u>

10. Employee Benefit Plans:

Many of our defined benefit pension and profit sharing plans have been frozen and replaced with defined contribution plans. We have a liability for the benefits earned under these inactive plans prior to the date the benefits were frozen. We also have several active defined benefit plans that provide benefits based on years of service. Our defined contribution plans generally include both company and employee contributions which are based on predetermined percentages of compensation earned by the employee.

In addition to freezing the benefits of our defined benefit pension plans, we have also eliminated nearly all of our post-retirement medical benefits.

Defined Contribution Plans

We recorded the following contributions to our defined contribution plans (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Contributions to defined contribution plans	\$ 26.9	\$ 22.5	\$ 22.7

Pension and Post-retirement Benefit Plans

Benefit Obligations, Fair Value of Plan Assets, Funded Status, and Balance Sheet Position

The following tables set forth amounts recognized in our financial statements and the plans' funded status for our pension and post-retirement benefit plans (dollars in millions):

	Pension Benefits	
	2024	2023
Accumulated benefit obligation	\$ 161.4	\$ 176.9
Changes in projected benefit obligation:		
Benefit obligation at beginning of year	\$ 179.1	\$ 174.3
Service cost	1.5	2.1
Interest cost	8.5	8.9
Actuarial loss (gain)	(9.9)	4.5
Effect of exchange rates	(0.9)	1.1
Adjustment upon sale of businesses	(1.2)	(4.8)
Settlements	(9.5)	(0.5)
Benefits paid	(5.5)	(6.5)
Benefit obligation at end of year	\$ 162.1	\$ 179.1
Changes in plan assets:		
Fair value of plan assets at beginning of year	\$ 156.5	\$ 131.1
Actual return on plan assets	(4.9)	16.4
Employer contributions	9.3	15.0
Effect of exchange rates	(0.9)	1.0
Plan settlements	(9.5)	(0.5)
Benefits paid	(5.5)	(6.5)
Fair value of plan assets at end of year	145.0	156.5
Funded status / net amount recognized	\$ (17.1)	\$ (22.6)
Net amount recognized consists of:		
Non-current assets	\$ 8.2	\$ 11.1
Current liability	(6.4)	(11.2)
Non-current liability	(18.9)	(22.5)
Net amount recognized	\$ (17.1)	\$ (22.6)

Plans with Benefit Obligations in Excess of Plan Assets

	For the Years Ended December 31,	
	2024	2023
Pension plans with a benefit obligation in excess of plan assets:		
Projected benefit obligation	\$ 25.3	\$ 38.9
Accumulated benefit obligation	24.6	36.9
Fair value of plan assets	—	—

Net Periodic Benefit Cost

Our U.S.-based pension plans comprised approximately 88% of the projected benefit obligation and 85% of plan assets as of December 31, 2024.

	Pension Benefits		
	2024	2023	2022
Components of net periodic benefit cost as of December 31:			
Service cost	\$ 1.5	\$ 2.1	\$ 3.8
Interest cost	8.5	8.9	6.2
Expected return on plan assets	(7.6)	(9.4)	(9.1)
Amortization of prior service costs	0.1	0.1	0.1
Recognized actuarial loss	1.1	1.1	5.3
Settlements	0.4	0.8	(0.2)
Other	—	(0.4)	(0.1)
Net periodic benefit cost	<u>\$ 4.0</u>	<u>\$ 3.2</u>	<u>\$ 6.0</u>

Amounts recognized in AOCL and Other Comprehensive Income (Loss)

The following table sets forth amounts recognized in AOCL and Other comprehensive income (loss) in our financial statements for 2024 and 2023 (in millions):

	Pension Benefits	
	2024	2023
Amounts recognized in AOCL:		
Prior service costs	\$ (0.2)	\$ (0.3)
Pension adjustments upon sale of businesses	—	(1.8)
Actuarial loss	(54.7)	(52.6)
Subtotal	(54.9)	(54.7)
Deferred taxes	13.5	14.7
Net amount recognized	<u>\$ (41.4)</u>	<u>\$ (40.0)</u>
Changes recognized in other comprehensive income (loss):		
Current year actuarial gain	2.5	(1.8)
Effect of exchange rates	(0.5)	0.4
Amortization of prior service costs	(0.1)	(0.1)
Amortization of actuarial loss, including settlements and other	(1.5)	(1.5)
Total recognized in other comprehensive income (loss)	<u>\$ 0.5</u>	<u>\$ (3.0)</u>
Total recognized in net periodic benefit cost and other comprehensive income	<u>\$ 4.5</u>	<u>\$ 0.2</u>

The estimated prior service costs and actuarial losses for pension benefits that will be amortized from AOCL in 2025 are \$0.1 million and \$1.4 million, respectively.

Assumptions

The following tables set forth the weighted-average assumptions used to determine Benefit obligations and Net periodic benefit cost for the U.S.-based plans in 2024 and 2023:

	Pension Benefits	
	2024	2023
Weighted-average assumptions used to determine benefit obligations as of December 31:		
Discount rate	5.68 %	5.23 %
Rate of compensation increase	3.95 %	4.02 %

	Pension Benefits		
	2024	2023	2022
Weighted-average assumptions used to determine net periodic benefit cost for the years ended December 31:			
Discount rate - service cost	5.23 %	5.39 %	2.53 %
Discount rate - interest cost	5.15 %	5.38 %	2.48 %
Expected long-term return on plan assets	4.50 %	6.50 %	6.50 %
Rate of compensation increase	4.02 %	4.02 %	4.13 %

The following tables set forth the weighted-average assumptions used to determine Benefit obligations and Net periodic benefit cost for the non-U.S.-based plans in 2024 and 2023:

	Pension Benefits	
	2024	2023
Weighted-average assumptions used to determine benefit obligations as of December 31:		
Discount rate	5.16 %	4.30 %
Rate of compensation increase	3.75 %	3.07 %

	Pension Benefits		
	2024	2023	2022
Weighted-average assumptions used to determine net periodic benefit cost for the years ended December 31:			
Discount rate - service cost	— %	3.75 %	0.86 %
Discount rate - interest cost	4.62 %	4.79 %	2.07 %
Expected long-term return on plan assets	4.53 %	4.94 %	2.75 %
Rate of compensation increase	3.07 %	3.11 %	3.14 %

To develop the expected long-term rate of return on assets assumption for the U.S. plans, we considered the historical returns for each asset category, as well as the target asset allocation of the pension portfolio and the effect of periodic balancing. These results were adjusted for the payment of reasonable expenses of the plan from plan assets. This resulted in the selection of the 4.50% long-term rate of return on assets assumption. A similar process was followed for the non-U.S.-based plans.

To select a discount rate for the purpose of valuing the plan obligations for the U.S. plans, we performed an analysis in which the projected cash flows from defined benefit and retiree healthcare plans was matched with a yield curve based on the appropriate universe of high-quality corporate bonds that were available. We used the results of the yield curve analysis to select the discount rate for each plan. The analysis was completed separately for each U.S. pension and other post-employment benefits (“OPEB”) plan. A similar process was followed for the non-U.S.-based plans with sufficient corporate bond information. In other countries, the discount rate was selected based on the approximate duration of plan obligations.

Assumed health care cost trend rates have an effect on the amounts reported for our healthcare plan. The following table sets forth the healthcare trend rate assumptions used:

	2024	2023
Assumed health care cost trend rates as of December 31:		
Health care cost trend rate assumed for next year	7.50 %	6.50 %
Rate to which the cost rate is assumed to decline (the ultimate trend rate)	4.50 %	5.00 %
Year that the rate reaches the ultimate trend rate	2037	2030

Expected future benefit payments are shown in the table below (in millions):

	For the Years Ended December 31,					
	2025	2026	2027	2028	2029	2030-2034
Pension benefits	\$ 12.3	\$ 8.0	\$ 16.3	\$ 10.9	\$ 12.8	\$ 51.4

Composition of Pension Plan Assets

In the fourth quarter of 2023, based on the strong funded status of our U.S. pension plan, we opted to make a \$12.2 million voluntary contribution to the plan to increase the funded status and fully fund the plan. With the U.S. pension plan fully funded, the asset allocation was changed from a blend of 50% equities and 50% fixed income to 100% fixed income in order to align changes in asset values with changes in liabilities, therefore reducing funded status volatility, which effectively placed the plan in hibernation status. As a result, we reduced the expected long-term rate of return for our U.S. pension plan assets to 4.5%. Our U.S. pension plan represents 85%, our Canadian pension plan 7%, and our United Kingdom (“U.K.”) pension plan 8% of the total fair value of our plan assets as of December 31, 2024.

Our U.S. pension plans’ weighted-average asset allocations as of December 31, 2024 and 2023, by asset category, were as follows:

Asset Category:	Plan Assets as of December 31,	
	2024	2023
U.S. equity	— %	— %
International equity	— %	— %
Fixed income	100.0 %	100.0 %
Money market/cash	— %	— %
Total	100.0 %	100.0 %

Our U.S. pension plans’ assets were invested according to the following targets:

Asset Category:	Target
U.S. equity	— %
International equity	— %
Fixed income	100.0 %

Similarly, in 2023, based on the strong funded status of our Canadian pension plans, the asset allocation was adjusted as well, with the Salaried plan moving from 75% fixed income and 25% equity to 100% fixed income, and the Hourly plan moving from 75% fixed income and 25% equity to 90% fixed income and 10% equity. As with the U.S. pension plan, this change in asset allocation will greatly reduce funded status volatility.

Our U.K. pension plan was invested in fixed income securities, including corporate and government bonds.

The fair values of our pension plan assets, by asset category, were as follows (in millions):

Fair Value Measurements as of December 31, 2024				
Asset Category:	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	\$ 0.1	\$ —	\$ —	\$ 0.1
Commingled pools / Collective trusts:				
Fixed income ⁽¹⁾	—	122.7	—	122.7
Balanced pension trust: ⁽²⁾				
International equity	—	4.7	—	4.7
Fixed income	—	5.0	—	5.0
Pension fund:				
Fixed income ⁽³⁾	—	12.5	—	12.5
Total	\$ 0.1	\$ 144.9	\$ —	\$ 145.0

Fair Value Measurements as of December 31, 2023				
Asset Category:	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash and cash equivalents	\$ 0.1	\$ —	\$ —	\$ 0.1
Commingled pools / Collective trusts:				
Fixed income ⁽¹⁾	—	130.8	—	130.8
Balanced pension trust: ⁽²⁾				
International equity	—	0.5	—	0.5
Fixed income	—	11.1	—	11.1
Pension fund:				
Fixed income ⁽³⁾	—	14.0	—	14.0
Total	\$ 0.1	\$ 156.4	\$ —	\$ 156.5

(1) This category includes investments in U.S. investment grade and high yield fixed income securities, international fixed income securities and emerging markets fixed income securities.

(2) The investment objectives of the plan are to provide long-term capital growth and income by investing primarily in a well-diversified, balanced portfolio of Canadian common stocks, bonds and money market securities. The plan also holds a portion of its assets in international equities, a portion of which may be invested in U.S. securities.

(3) This category includes investments in U.K. government index-linked securities (index-linked gilts) that have maturity periods of 5 years or longer with a derivatives overlay and investment grade corporate bonds denominated in sterling. The plan also holds a portion of its assets in international instruments, a portion of which may be invested in U.S. securities.

Additional information about assets measured at Net Asset Value (“NAV”) per share (in millions):

	As of December 31, 2024		
	Fair Value	Redemption Frequency (if currently eligible)	Redemption Notice Period
Asset Category:			
Commingled pools / Collective trusts:			
Fixed income ⁽¹⁾	122.7	Daily	5 days
Balanced pension trust: ⁽²⁾			
International equity	4.7	Daily	3-5 days
Fixed income	5.0	Daily	3-5 days
Pension fund:			
Fixed income ⁽³⁾	12.5	Daily	1-3 days
Total	\$ 144.9		
	As of December 31, 2023		
	Fair Value	Redemption Frequency (if currently eligible)	Redemption Notice Period
Asset Category:			
Commingled pools / Collective trusts:			
Fixed income ⁽¹⁾	130.8	Daily	5 days
Balanced pension trust: ⁽²⁾			
International equity	0.5	Daily	3-5 days
Fixed income	11.1	Daily	3-5 days
Pension fund:			
Fixed income ⁽³⁾	14.0	Daily	1-3 days
Total	\$ 156.4		

(1) This category includes investments in U.S. investment grade and high yield fixed income securities, international fixed income securities and emerging markets fixed income securities.

(2) The investment objectives of the plan are to provide long-term capital growth and income by investing primarily in a well-diversified, balanced portfolio of Canadian common stocks, bonds and money market securities. The plan also holds a portion of its assets in international equities, a portion of which may be invested in U.S. securities.

(3) This category includes investments in U.K. government index-linked securities (index-linked gilts) that have maturity periods of 5 years or longer with a derivatives overlay and investment grade corporate bonds denominated in sterling. The plan also holds a portion of its assets in international instruments, a portion of which may be invested in U.S. securities.

The majority of our commingled pool/collective trusts, mutual funds, balanced pension trusts and pension funds are managed by professional investment advisors. The NAVs per share are furnished in monthly and/or quarterly statements received from the investment advisors and reflect valuations based upon their pricing policies. We assessed the fair value classification of these investments as Level 2 for commingled pool/collective trusts, balanced pension trusts and pension funds based on an examination of their pricing policies and the related controls and procedures. The fair values we report are based on the pool, trust or fund’s NAV per share. The NAVs per share are calculated periodically (daily or no less than one time per month) as the aggregate value of each pool or trust’s underlying assets divided by the number of units owned. See Note 16 for information about our fair value hierarchies and valuation techniques.

11. Joint Ventures and Other Investments:

We participate in three joint ventures. Two are located in the U.S. and the third in Mexico. These three joint ventures are engaged in the manufacturing and distribution of compressors, condensing units, unit and module coolers, heat pumps, ductless heat pump mini-split and Variable Refrigerant Flow system. We exert significant influence over these affiliates based upon our respective 25%, 49.9% and 50% ownership, but do not control them due to venture partner participation. Accordingly, two of these joint ventures have been accounted for under the equity method and the other as a held-to-maturity investment, and their financial position and results of operations are not consolidated.

The combined balance of equity method and other investments included in Other assets, net totaled (in millions):

	As of December 31,	
	2024	2023
Equity method investments	\$ 56.4	\$ 58.4
Held-to-maturity investment	7.9	—
Total investments	\$ 64.3	\$ 58.4

We purchase compressors from one of our U.S. joint ventures for use in certain of our products. The amounts of purchases included in Cost of goods sold in the Consolidated Statements of Operations were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Purchases of compressors from joint venture	\$ 173.3	\$ 148.3	\$ 156.2

12. Income Taxes:

Our provision for income taxes consisted of the following (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Current:			
Federal	\$ 158.0	\$ 131.8	\$ 104.0
State	33.5	26.6	21.6
Foreign	20.0	14.5	7.8
Total current	211.5	172.9	133.4
Deferred:			
Federal	(19.6)	(22.2)	(13.9)
State	(4.0)	(4.9)	(3.1)
Foreign	(1.0)	1.6	2.3
Total deferred	(24.6)	(25.5)	(14.7)
Total provision for income taxes	\$ 186.9	\$ 147.4	\$ 118.7

Income before income taxes was comprised of the following (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Domestic	\$ 620.2	\$ 471.4	\$ 340.2
Foreign	373.6	266.1	275.6
Total	\$ 993.8	\$ 737.5	\$ 615.8

The difference between the income tax provision computed at the statutory federal income tax rate and the financial statement Provision for income taxes is summarized as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Provision at the U.S. statutory rate of 21%	\$ 208.7	\$ 154.9	\$ 129.3
Increase (reduction) in tax expense resulting from:			
State income tax, net of federal income tax benefit	23.0	16.4	14.6
Tax credits, net of unrecognized tax benefits	(5.3)	(3.4)	(8.0)
Change in unrecognized tax benefits	0.5	0.4	0.2
Change in valuation allowance	—	0.1	—
Foreign taxes at rates other than U.S. statutory rate	(61.1)	(40.3)	(47.4)
Deemed inclusions	7.6	6.1	10.0
Global intangible low-taxed income	20.8	17.5	23.9
Change in rates from the Tax Act & other law changes	—	0.2	0.1
Excess tax benefits from stock-based compensation	(8.0)	(5.2)	(0.6)
Miscellaneous other	0.7	0.7	(3.4)
Total provision for income taxes	\$ 186.9	\$ 147.4	\$ 118.7

Deferred income taxes reflect the tax consequences on future years of temporary differences between the tax basis of assets and liabilities and their financial reporting basis and depending on the classification of the asset or liability generating the deferred tax. The deferred tax provision for the periods shown represents the effect of changes in the amounts of temporary differences during those periods.

Deferred tax assets (liabilities) were comprised of the following (in millions):

	As of December 31,	
	2024	2023
Gross deferred tax assets:		
Warranties	\$ 39.4	\$ 35.9
Loss carryforwards (foreign, U.S. and state)	2.7	10.9
Post-retirement and pension benefits	4.5	4.7
Inventory reserves	16.2	12.3
Receivables allowance	7.4	6.6
Compensation liabilities	6.6	6.2
Legal reserves	14.2	14.2
Tax credits, net of federal effect	12.3	12.1
Research and development capitalization	55.8	39.7
Other	11.9	9.0
Total deferred tax assets	171.0	151.6
Valuation allowance	(10.6)	(17.8)
Total deferred tax assets, net of valuation allowance	160.4	133.8
Gross deferred tax liabilities:		
Depreciation	(64.4)	(61.8)
Intangibles	(17.4)	(15.9)
Insurance liabilities	(2.0)	(2.4)
Other	(1.5)	(1.9)
Total deferred tax liabilities	(85.3)	(82.0)
Net deferred tax assets	\$ 75.1	\$ 51.8

As of December 31, 2024 and 2023, we had \$2.7 million and \$10.8 million in tax-effected foreign net operating loss carryforwards, respectively. The deferred tax asset valuation allowance relates primarily to loss carryforwards. The remainder of the valuation allowance relates to state tax credits.

In assessing whether a deferred tax asset will be realized, we consider whether it is more likely than not that some portion or all of the deferred tax asset will not be realized. We consider the reversal of existing taxable temporary differences, projected future taxable income and tax planning strategies in making this assessment. Based upon the level of historical taxable income and projections for future taxable income over the periods in which the deferred tax assets are deductible, we believe it is more likely than not we will realize the benefits of these deductible differences, net of the existing valuation allowances, as of December 31, 2024.

No provision was made for income taxes which may become payable upon distribution of our foreign subsidiaries' earnings. An actual repatriation in the future from our non-U.S. subsidiaries could still be subject to foreign withholding taxes and U.S. state taxes, but we expect any amounts to be immaterial.

We and our subsidiaries file income tax returns with the U.S. federal government, various U.S. states, and various foreign jurisdictions throughout the world. We regularly engage in discussions and negotiations with tax authorities regarding tax matters, and we continue to defend any and all such claims presented. Our U.S. federal and state tax returns remain open to examination for 2017 through 2023. We are currently under a limited scope audit by the Internal Revenue Service for our 2021 and 2022 tax years. There are also ongoing U.S. state and local audits and other foreign audits covering fiscal years 2017 through 2023. We are generally no longer subject to U.S. federal, state and local, or non-U.S. income tax examinations by taxing authorities for years prior to 2016. We have no material uncertain tax provisions recorded as of December 31, 2024. We do not expect the results from any ongoing income tax audit to have a material impact on our consolidated financial condition, results of operations, or cash flows.

13. Lines of Credit and Financing Arrangements:

The following tables summarize our outstanding debt obligations and their classification in the accompanying Consolidated Balance Sheets (in millions):

	As of December 31,	
	2024	2023
Commercial paper:	\$ —	\$ 150.0
Current maturities of long-term debt:		
Finance lease obligations	\$ 14.9	\$ 12.1
Senior unsecured notes	300.0	—
Debt issuance costs	(0.4)	—
Total current maturities of long-term debt	\$ 314.5	\$ 12.1
Long-Term Debt:		
Finance lease obligations	39.5	32.7
Credit agreement	—	20.0
Senior unsecured notes	800.0	1,100.0
Debt issuance costs	(6.4)	(9.6)
Total long-term debt	\$ 833.1	\$ 1,143.1
Total debt	\$ 1,147.6	\$ 1,305.2

As of December 31, 2024, the aggregate amounts of required principal payments on total debt excluding finance lease obligations (see Note 5) were as follows (in millions):

2025	\$ 300.0
2026	—
2027	300.0
2028	500.0
Thereafter	—

Commercial Paper Program

On October 25, 2023, we established a commercial paper program (the “Program”) pursuant to which we may issue short-term, unsecured commercial paper notes (the “CP Notes”) under the exemption from registration contained in Section 4(a)(2) of the Securities Act. Amounts available under the Program may be borrowed, repaid, and re-borrowed from time to time, with the aggregate face or principal amount of the CP Notes outstanding under the Program at any time not to exceed \$500.0 million. The CP Notes will have maturities of up to 397 days from the date of issue. The CP Notes will rank pari passu with all of our other unsecured and unsubordinated indebtedness. The net proceeds of the issuances of the CP Notes are expected to be used for general corporate purposes. We plan to use our revolving credit facility as a liquidity backstop for the repayment of CP Notes outstanding under the Program. There were no CP Notes outstanding under the Program as of December 31, 2024.

Below is a summary of the weighted average interest rate for CP notes as of December 31, 2024 and 2023:

	As of December 31,	
	2024	2023
Weighted average borrowing rate	— %	5.66 %

Long-Term Debt

Credit Agreement

In August 2023, we entered into the Second Amendment (the "Second Amendment") to our existing Credit Agreement, dated as of July 14, 2021 (as amended, the "Credit Agreement"), with JPMorgan Chase Bank, N.A., as administrative agent, and the other lenders party thereto. Under the Second Amendment, the revolving commitments were increased by \$350 million and certain representations required to be made as conditions precedent to borrowing were revised to provide us greater flexibility to enter into additional future financings.

The Credit Agreement consists of a \$1.1 billion unsecured revolving credit facility that matures in July 2026. We had no outstanding borrowings and \$1.7 million committed to standby letters of credit as of December 31, 2024. Subject to covenant limitations, \$1,098.3 million was available for future borrowings after taking into consideration outstanding borrowings under our Commercial Paper Program. The revolving credit facility includes a subfacility for swingline loans of up to \$65.0 million. The Credit Agreement will expire and outstanding loans will be required to be repaid in July 2026, unless maturity is extended by the lenders pursuant to two one-year extension options that we may request under the Credit Agreement.

Below is a summary of the weighted average interest rate as of December 31, 2024 and 2023:

	As of December 31,	
	2024	2023
Weighted average borrowing rate	— %	6.67 %

The Credit Agreement is guaranteed by certain of our subsidiaries and contains customary covenants applicable to us and its subsidiaries including limitations on indebtedness, liens, dividends, stock repurchases, mergers and sales of all or substantially all of its assets. In addition, the Credit Agreement contains a financial covenant requiring us to maintain, as of the last day of each fiscal quarter for the four prior fiscal quarters, a Total Net Leverage Ratio of no more than 3.50 to 1.00 (or, at our election, on up to two occasions following a material acquisition, 4.00 to 1.00).

Our Credit Agreement contains customary events of default. These events of default include nonpayment of principal or other amounts, material inaccuracy of representations and warranties, breach of covenants, default on certain other indebtedness or receivables securitizations (cross default), certain voluntary and involuntary bankruptcy events and the occurrence of a change in control. A cross default under our credit facility could occur if:

- We fail to pay any principal or interest when due on any other indebtedness or receivables securitization exceeding \$75.0 million; or
- We are in default in the performance of, or compliance with any term of any other indebtedness in an aggregate principal amount exceeding \$75.0 million, or any other condition exists which would give the holders the right to declare such indebtedness due and payable prior to its stated maturity.

Each of our major debt agreements contains provisions by which a default under one agreement causes a default in the others (a cross default). If a cross default under our Credit Agreement or our senior unsecured notes were to occur, it could have a wider impact on our liquidity than might otherwise occur from a default of a single debt instrument or lease commitment.

If any event of default occurs and is continuing, the administrative agent, or lenders with a majority of the aggregate commitments may require the administrative agent to, terminate our right to borrow under our Credit Agreement and accelerate amounts due under our Credit Agreement (except for a bankruptcy event of default, in which case such amounts will automatically become due and payable and the lenders' commitments will automatically terminate).

In the event of a credit rating downgrade below investment grade resulting from a change of control, holders of our senior unsecured notes will have the right to require us to repurchase all or a portion of the senior unsecured notes at a repurchase price equal to 101% of the principal amount of the notes, plus accrued and unpaid interest, if any. The notes are guaranteed, on a senior unsecured basis, by each of our subsidiaries that guarantee payment by us of any indebtedness under our Credit Agreement. The indenture governing the notes contains covenants that, among other things, limit our ability and the ability of the subsidiary guarantors to: create or incur certain liens; enter into certain sale and leaseback transactions; enter into certain mergers, consolidations and transfers of substantially all of our assets; and transfer certain properties. The indenture also contains a cross default provision which is triggered if we default on other debt of at least \$75 million in principal which is then accelerated, and such acceleration is not rescinded within 30 days of the notice date.

We are currently in compliance with all covenant requirements.

Senior Unsecured Notes

In September 2023, we issued \$500.0 million of senior unsecured notes, which will mature in September 2028 (the "2028 Notes") with interest being paid semi-annually in March and September at 5.50%. We issued two series of senior unsecured notes on July 30, 2020 for \$300.0 million each, which will mature on August 1, 2025 (the "2025 Notes") and August 1, 2027 (the "2027 Notes") with interest being paid semi-annually on February and August at 1.35% and 1.70% respectively, per annum (the 2025 Notes, the 2027 Notes, and the 2028 Notes, collectively the "Notes").

All the Notes are guaranteed, on a senior unsecured basis, by certain of our subsidiaries that guarantee indebtedness under our Credit Agreement. The indenture governing the Notes contains covenants that, among other things, limit our ability and the ability of the subsidiary guarantors to: create or incur certain liens; enter into certain sale and leaseback transactions; and enter into certain mergers, consolidations and transfers of substantially all of our assets. The indenture also contains a cross default provision which is triggered if we default on other debt of at least \$75 million in principal which is then accelerated, and such acceleration is not rescinded within 30 days of the notice date. We are currently in compliance with all covenant requirements.

14. Comprehensive Income:

The following table provides information on items not reclassified in their entirety from AOCL to Net Income in the accompanying Consolidated Statements of Operations (in millions):

AOCL Component	For the Years Ended December 31,		Affected Line Item(s) in the Consolidated Statements of Operations
	2024	2023	
Gains/(Losses) on cash flow hedges:			
Derivative contracts	\$ (0.9)	\$ (0.4)	Cost of goods sold;
Income tax benefit (expense)	(0.2)	0.1	Losses (gains) and other expenses, net
Net of tax	\$ (0.7)	\$ (0.3)	Provision for income taxes
Defined Benefit Plan Items:			
Pension and post-retirement benefits costs	\$ (1.4)	\$ (5.5)	Cost of goods sold; Selling, general, and administrative expenses and other (income) expense, net
Pension settlements	(0.4)	(0.8)	Pension settlements
Pension adjustments upon sale of businesses	—	1.8	Gain on sale of businesses
Income tax benefit (expense)	(0.4)	1.6	Provision for income taxes
Net of tax	\$ (1.4)	\$ (2.9)	
Foreign currency translation adjustments:			
Foreign currency adjustments upon sale of businesses	\$ —	\$ (15.8)	Gain on sale of businesses
Income tax expense	—	—	Provision for income taxes
Net of tax	\$ —	\$ (15.8)	
Total reclassifications from AOCL	\$ (2.1)	\$ (19.0)	

The following tables provide information on changes in AOCL, by component (net of tax), for the years ended December 31, 2024 and 2023 (in millions):

	(Losses) Gains on Cash Flow Hedges	Share of Equity Method Investments Other Comprehensive Income	Defined Benefit Plan Items	Foreign Currency Translation Adjustments	Total AOCL
Balance as of December 31, 2023	\$ (2.0)	\$ 0.6	\$ (44.2)	\$ (11.3)	\$ (56.9)
Other comprehensive loss before reclassifications	(0.2)	(0.2)	(2.9)	(35.6)	(38.9)
Amounts reclassified from AOCL	0.7	—	1.4	—	2.1
Net other comprehensive income (loss)	0.5	(0.2)	(1.5)	(35.6)	(36.8)
Balance as of December 31, 2024	\$ (1.5)	\$ 0.4	\$ (45.7)	\$ (46.9)	\$ (93.7)

	(Losses) Gains on Cash Flow Hedges	Share of Equity Method Investments Other Comprehensive Income	Defined Benefit Plan Items	Foreign Currency Translation Adjustments	Total AOCL
Balance as of December 31, 2022	\$ (4.9)	\$ (0.5)	\$ (46.2)	\$ (39.0)	\$ (90.6)
Other comprehensive income (loss) before reclassifications	2.6	1.1	(0.9)	11.9	14.7
Amounts reclassified from AOCL	0.3	—	2.9	15.8	19.0
Net other comprehensive income	2.9	1.1	2.0	27.7	33.7
Balance as of December 31, 2023	\$ (2.0)	\$ 0.6	\$ (44.2)	\$ (11.3)	\$ (56.9)

15. Stock-Based Compensation:

Stock-based compensation expense was included in Selling, general and administrative expenses in the accompanying Consolidated Statements of Operations as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Compensation expense	\$ 28.5	\$ 30.1	\$ 21.8

Incentive Plan

Under the Lennox International Inc. 2019 Equity and Incentive Compensation Plan, we are authorized to issue awards for 1.7 million shares of common stock. The plan provides for various long-term incentive awards, including performance share units, restricted stock units and stock appreciation rights. A description of these long-term incentive awards and related activity within each award category is provided below. As of December 31, 2024, there were 1.6 million shares available for future issuance.

Historically our annual equity awards were granted in December. In 2023, we made the decision to move the annual grant for 2023 to February 2024. Thus, there were no equity grants in 2023. We also made the decision to award the Board of Directors fully vested shares on an annual basis. As a result, approximately \$1.3 million of compensation expense was recognized in 2024 for the 2024 director grant.

Performance Share Units

Performance share units are granted to certain employees at the discretion of the Board of Directors with a three-year performance period beginning January 1st of each year. Upon meeting the performance and vesting criteria, performance share units are converted to an equal number of shares of our common stock. Performance share units vest if, at the end of the three-year performance period, at least the threshold performance level has been attained. To the extent that the payout level attained is less than 100%, the difference between 100% and the units earned and distributed will be forfeited. Eligible participants may also earn additional units of our common stock, which would increase the potential payout up to 200% of the units granted, depending on LII's performance over the three-year performance period.

Performance share units are classified as equity awards. Compensation expense is recognized on an earnings curve over the period and is based on the expected number of units to be earned and the fair value of the stock at the date of grant. The fair value of units is calculated as the average of the high and low market price of the stock on the date of grant discounted by the expected dividend rate over the service period. The number of units expected to be earned will be adjusted in future periods as necessary to reflect changes in the estimated number of award to be issued and, upon vesting, the actual number of units awarded. Our practice is to issue new shares of common stock or utilize treasury stock to satisfy performance share unit distributions.

The following table provides information on our performance share units:

	For the Years Ended December 31,		
	2024	2023	2022
Compensation expense for performance share units (in millions)	\$ 14.9	\$ 15.2	\$ 6.9
Weighted-average fair value of grants, per share	\$ 403.68	\$ —	\$ 237.68
Payout ratio for shares paid	189 %	131 %	126 %

A summary of the status of our undistributed performance share units as of December 31, 2024, and changes during the year then ended, is presented below (in thousands, except per share data):

	Shares	Weighted- Average Grant Date Fair Value per Share
Undistributed performance share units as of December 31, 2023	106.4	\$ 261.91
Granted	23.7	\$ 403.68
Adjustment to shares paid based on payout ratio	16.5	\$ 314.27
Distributed	(37.3)	\$ 265.96
Forfeited	(10.2)	\$ 279.73
Undistributed performance share units as of December 31, 2024 ⁽¹⁾	99.1	\$ 305.14

⁽¹⁾ Undistributed performance share units include approximately 66.2 thousand units with a weighted-average grant date fair value of \$300.60 per share that had not yet vested and 32.9 thousand units that have vested but were not yet distributed with a fair value of \$10.3 million.

As of December 31, 2024, we had \$14.3 million of total unrecognized compensation cost related to non-vested performance share units that are expected to be recognized over a weighted-average period of 1.8 years. Our weighted-average estimated forfeiture rate for these performance share units was 33.0% as of December 31, 2024.

The total fair value of performance share units distributed and the resulting tax deductions to realized tax benefits were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Fair value of performance share units distributed	\$ 19.5	\$ 13.5	\$ 6.1
Realized tax benefits from tax deductions	\$ 4.8	\$ 3.3	\$ 1.5

Restricted Stock Units

Restricted stock units are issued to attract and retain key employees. Generally, at the end of a three-year retention period, the units will vest and be distributed in shares of our common stock to the participant. Our practice is to issue new shares of common stock or utilize treasury stock to satisfy restricted stock unit vestings. Restricted stock units are classified as equity awards. The fair value of units granted is the average of the high and low market price of the stock on the date of grant discounted by the expected dividend rate over the service period. Units are amortized to compensation expense ratably over the service period.

The following table provides information on our restricted stock units (in millions, except per share data):

	For the Years Ended December 31,		
	2024	2023	2022
Compensation expense for restricted stock units	\$ 9.4	\$ 10.8	\$ 11.0
Weighted-average fair value of grants, per share	\$ 404.91	\$ —	\$ 240.87

A summary of our non-vested restricted stock units as of December 31, 2024 and changes during the year then ended is presented below (in thousands, except per share data):

	Shares	Weighted- Average Grant Date Fair Value per Share
Non-vested restricted stock units as of December 31, 2023	82.3	\$ 268.39
Granted	28.0	\$ 404.91
Vested	(29.5)	\$ 304.41
Forfeited	(9.9)	\$ 286.05
Non-vested restricted stock units as of December 31, 2024 ⁽¹⁾	<u>70.9</u>	<u>\$ 306.01</u>

⁽¹⁾ As of December 31, 2024, we had \$9.0 million of total unrecognized compensation cost related to non-vested restricted stock units that are expected to be recognized over a weighted-average period of 2.15 years. Our estimated forfeiture rate for restricted stock units was 32.0% as of December 31, 2024.

The total fair value of restricted stock units vested and the resulting tax deductions to realized tax benefits were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Fair value of restricted stock units vested	\$ 17.3	\$ 15.0	\$ 9.7
Realized tax benefits from tax deductions	\$ 4.2	\$ 3.7	\$ 2.4

Stock Appreciation Rights

Stock appreciation rights are issued to certain key employees. Each recipient is given the “right” to receive compensation, paid in shares of our common stock, equal to the future appreciation of our common stock price. Stock appreciation rights generally vest in one-third increments beginning on the first anniversary date after the grant date and expire after seven years. Our practice is to issue new shares of common stock or utilize treasury stock to satisfy the exercise of stock appreciation rights.

The following table provides information on our stock appreciation rights (in millions, except per share data):

	For the Years Ended December 31,		
	2024	2023	2022
Compensation expense for stock appreciation rights	\$ 4.2	\$ 4.1	\$ 3.9
Weighted-average fair value of grants, per share	\$ 136.37	\$ —	\$ 64.54

Compensation expense for stock appreciation rights is based on the fair value on the date of grant, estimated using the Black-Scholes-Merton valuation model, and is recognized over the service period. We used historical stock price data to estimate the expected volatility. We determined that the recipients of stock appreciation rights can be combined into one employee group that has similar historical exercise behavior and we used our historical pattern of award exercises to estimate the expected life of the awards for the employee group. The risk-free interest rate was based on the zero-coupon U.S. Treasury yield curve with a maturity equal to the expected life of the awards at the time of grant.

The fair value of the stock appreciation rights granted in 2024 and 2022 were estimated on the date of grant using the following assumptions. In 2023 there were no stock appreciation rights granted:

	2024	2022
Expected dividend yield	1.23 %	2.01 %
Risk-free interest rate	4.05 %	3.88 %
Expected volatility	34.89 %	29.90 %
Expected life (in years)	4.18	4.18

A summary of our stock appreciation rights as of December 31, 2024, and changes during the year then ended, is presented below (in thousands, except per share data):

	Shares	Weighted-Average Exercise Price per Share
Outstanding stock appreciation rights as of December 31, 2023	292.5	\$ 266.57
Granted	47.2	\$ 418.69
Exercised	(123.3)	\$ 255.73
Forfeited	(12.7)	\$ 295.44
Outstanding stock appreciation rights as of December 31, 2024	203.7	\$ 306.61
Exercisable stock appreciation rights as of December 31, 2024	153.1	\$ 287.75

The following table summarizes information about stock appreciation rights outstanding as of December 31, 2024 (in millions, except per share data and years; shares in thousands):

Range of Exercise Prices	Stock Appreciation Rights Outstanding			Stock Appreciation Rights Exercisable		
	Shares	Weighted-Average Remaining Contractual Term (in years)	Aggregate Intrinsic Value	Shares ⁽¹⁾	Weighted-Average Remaining Contractual Life (in years)	Aggregate Intrinsic Value
\$214.63 to \$257.08	33.4	1.73	\$ 12.1	33.4	1.7	\$ 12.1
\$278.00 to \$328.65	57.8	3.58	\$ 17.4	57.8	3.58	\$ 17.4
\$259.56 to \$418.69	112.5	5.81	\$ 32.1	61.9	5.41	\$ 19.6

⁽¹⁾ Share amounts are rounded but the balance accurately reflects the actual amount of exercisable stock appreciation rights as of December 31, 2024.

As of December 31, 2024, we had \$5.4 million of unrecognized compensation cost related to non-vested stock appreciation rights that is expected to be recognized over a weighted-average period of 1.9 years. Our estimated forfeiture rate for stock appreciation rights was 25.0% as of December 31, 2024.

The total intrinsic value of stock appreciation rights exercised and the resulting tax deductions to realize tax benefits were as follows (in millions):

	For the Years Ended December 31,		
	2024	2023	2022
Intrinsic value of stock appreciation rights exercised	\$ 25.4	\$ 19.8	\$ 3.5
Realized tax benefits from tax deductions	\$ 6.2	\$ 4.8	\$ 0.9

Employee Stock Purchase Plan

On May 24, 2022, the Company commenced a new Employee Stock Purchase Plan to succeed the prior agreement from 2012. Under the 2022 Employee Stock Purchase Plan ("ESPP"), all employees who meet certain service requirements are eligible to purchase our common stock through payroll deductions at the end of three month offering periods. The purchase price for such shares is 95% of the fair market value of the stock on the last day of the offering period. A maximum of 1.0 million shares is authorized for purchase until issuance of all shares available under the plan, unless terminated earlier at the discretion of the Board of Directors. Employees purchased approximately 8,800 shares under the ESPP during the year ended December 31, 2024. Approximately 0.9 million shares remain available for purchase under the ESPP as of December 31, 2024.

16. Fair Value Measurements:

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date and requires consideration of our creditworthiness when valuing certain liabilities. Our framework for measuring fair value is based on the following three-level hierarchy for fair value measurements:

Level 1 - Quoted prices for *identical* instruments in active markets at the measurement date.

Level 2 - Quoted prices for *similar* instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs and significant value drivers are *observable* in active markets at the measurement date and for the anticipated term of the instrument.

Level 3 - Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are *unobservable* inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability developed based on the best information available in the circumstances.

Where available, the fair values were based upon quoted prices in active markets. However, if quoted prices were not available, then the fair values were based upon quoted prices for similar assets or liabilities or independently sourced market parameters, such as credit default swap spreads, yield curves, reported trades, broker/dealer quotes, interest rates and benchmark securities. For assets and liabilities without observable market activity, if any, the fair values were based upon discounted cash flow methodologies incorporating assumptions that, in our judgment, reflect the assumptions a marketplace participant would use. Valuation adjustments to reflect either party's creditworthiness and ability to pay were incorporated into our valuations, where appropriate, as of December 31, 2024 and 2023, the measurement dates.

The methodologies used to determine the fair value of our financial assets and liabilities as of December 31, 2024 were the same as those used as of December 31, 2023.

Fair values are estimates and are not necessarily indicative of amounts for which we could settle such instruments currently nor indicative of our intent or ability to dispose of or liquidate them.

Assets and Liabilities Carried at Fair Value on a Recurring Basis

Derivatives, classified as Level 2, were primarily valued using estimated future cash flows based on observed prices from exchange-traded derivatives. We also considered the counterparty's creditworthiness, or our own creditworthiness, as appropriate. Adjustments were recorded to reflect the risk of credit default, but they were insignificant to the overall value of the derivatives. Refer to Note 9 for more information related to our derivative instruments. Refer to Note 10 for more information related to the fair value assumptions related to our pension assets and liabilities.

Other Fair Value Disclosures

The carrying amounts of Cash and cash equivalents, Short-term investments, Accounts and notes receivable, net, Accounts payable, Other current liabilities, and Short-term debt approximate fair value due to the short maturities of these instruments. The carrying amount of our Credit Agreement in Long-term debt also approximates fair value due to its variable-rate characteristics.

We purchased the held-to-maturity investment in 2024. The carrying value of the investment approximates fair value.

The fair value of our senior unsecured notes in Long-term debt was based on the amount of future cash flows using current market rates for debt instruments of similar maturities and credit risk. The following table presents the fair value for our senior unsecured notes in Long-term debt (in millions):

	As of December 31,	
	2024	2023
Quoted Prices in Active Markets for Similar Instruments (Level 2):		
Senior unsecured notes	\$ 1,093.4	\$ 1,079.3

17. Prior Year Acquisition:

In October 2023, we completed the acquisition of AES, a company dedicated to service and sustainability in the light commercial market. Under the terms of the purchase agreement, a final working capital adjustment was completed in the first quarter of 2024. This working capital adjustment resulted in a \$1.8 million reduction in the purchase price. Additionally, in the first and fourth quarters of 2024, we made certain purchase price adjustments. The following table details the purchase price adjustments that were made during the first and fourth quarters of 2024 (in millions):

<i>(Amounts in millions)</i>	December 31, 2023	Adjustment	December 31, 2024
Net tangible assets acquired	\$ 17.6	\$ (1.7)	\$ 15.9
Intangible assets acquired	36.9	2.1	39.0
Goodwill	40.4	(2.1)	38.3
Total investment	\$ 94.9	\$ (1.7)	\$ 93.2

Item 9. Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

None.

Item 9A. Controls and Procedures

Disclosure Controls and Procedures

As required by Rule 13a-15 under the Exchange Act, we carried out an evaluation, under the supervision and with the participation of our current management, including our Chief Executive Officer and Chief Financial Officer, of the effectiveness of our disclosure controls and procedures as of the end of the period covered by this report. There are inherent limitations to the effectiveness of any system of disclosure controls and procedures, including the possibility of human error and circumvention or overriding of the controls and procedures. Accordingly, even effective disclosure controls and procedures can only provide reasonable assurance of achieving their control objectives. Based on that evaluation, our Chief Executive Officer and Chief Financial Officer have concluded that, as of December 31, 2024, our disclosure controls and procedures were effective to provide reasonable assurance that information required to be disclosed by us in the reports we file or submit under the Exchange Act is recorded, processed, summarized and reported, within the time periods specified in the applicable rules and forms, and that such information is accumulated and communicated to management, including our Chief Executive Officer and Chief Financial Officer, to allow timely decisions regarding required disclosure.

Management's Annual Report on Internal Control Over Financial Reporting

See "Management's Report on Internal Control Over Financial Reporting" included in Item 8 "Financial Statements and Supplementary Data."

Attestation Report of the Independent Registered Public Accounting Firm

See "Report of Independent Registered Public Accounting Firm" included in Item 8 "Financial Statements and Supplementary Data."

Changes in Internal Control Over Financial Reporting

There were no changes during the year ended December 31, 2024 in our internal control over financial reporting that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

Item 9B. Other Information

Rule 10b5-1 Plan Elections

Chris A. Kosel, Vice President, Corporate Controller and Chief Accounting Officer, entered into a prearranged stock trading plan on November 22, 2024. Mr. Kosel's plan provides for the sale of approximately 856 shares of the Company's common stock between February 21, 2025 and April 31, 2025. The amount of shares to be sold includes shares subject to the vesting of restricted stock unit and performance share unit awards, and accordingly the actual amount may vary based on tax withholding and satisfaction of performance conditions.

Daniel M. Sessa, Executive Vice President and Chief Human Resources Officer, entered into a prearranged stock trading plan on November 26, 2024. Mr. Sessa's plan provides for the sale of approximately 2,811 shares of the Company's common stock between February 26, 2025 and December 31, 2025. The amount of shares to be sold includes shares subject to the vesting of restricted stock unit and performance share unit awards, and accordingly the actual amount may vary based on tax withholding and satisfaction of performance conditions.

These trading plans were entered into during an open insider trading window and are intended to satisfy the affirmative defense of Rule 10b5-1(c) under the Exchange Act and the Company's policies regarding transactions in the Company's securities.

Item 9C. Disclosure Regarding Foreign Jurisdictions that Prevent Inspections

None.

PART III

Item 10. *Directors, Executive Officers and Corporate Governance*

Our Code of Ethics (which we call our Code of Business Conduct) applies to all employees, officers and directors including our principal executive officer, principal financial officer and principal accounting officer, and is posted on our website at www.lennox.com. Amendments to or waivers of our Code of Business Conduct for our principal executive officer, principal financial officer and principal accounting officer, if any, will be posted on our website.

The remainder of the response to this item is incorporated herein by reference from the Company's definitive proxy statement, which will be filed no later than 120 days after December 31, 2024. Also, refer to Part I, Item 1 "Business - Information about our Executive Officers" of this Annual Report on Form 10-K, which identifies our executive officers and is incorporated herein by reference.

Item 11. *Executive Compensation*

Incorporated herein by reference from the Company's definitive proxy statement, which will be filed no later than 120 days after December 31, 2024.

Item 12. *Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters*

Incorporated herein by reference from the Company's definitive proxy statement, which will be filed no later than 120 days after December 31, 2024. Also, refer to Note 15 in the Notes to the Consolidated Financial Statements for additional information about our equity compensation plans.

Item 13. *Certain Relationships and Related Transactions, and Director Independence*

Incorporated herein by reference from the Company's definitive proxy statement, which will be filed no later than 120 days after December 31, 2024.

Item 14. *Principal Accountant Fees and Services*

Our independent registered public accounting firm is KPMG LLP, Dallas, TX, Auditor Firm ID: 185.

Incorporated herein by reference from the Company's definitive proxy statement, which will be filed no later than 120 days after December 31, 2024.

PART IV

Item 15. *Exhibits and Financial Statement Schedules*

Financial Statements

The following financial statements are included in Part II, Item 8 of the Annual Report on Form 10-K:

- Report of Independent Registered Public Accounting Firm (KPMG LLP, Dallas, TX, Auditor Firm ID: 185)
- Consolidated Balance Sheets as of December 31, 2024 and 2023
- Consolidated Statements of Operations for the Years Ended December 31, 2024, 2023 and 2022
- Consolidated Statements of Comprehensive Income (Loss) for the Years Ended December 31, 2024, 2023 and 2022
- Consolidated Statements of Stockholders' Equity (Deficit) for the Years Ended December 31, 2024, 2023 and 2022
- Consolidated Statements of Cash Flows for the Years Ended December 31, 2024, 2023 and 2022
- Notes to the Consolidated Financial Statements for the Years Ended December 31, 2024, 2023 and 2022

Financial Statement Schedules

The financial statement schedule included in this Annual Report on Form 10-K is Schedule II - Valuation and Qualifying Accounts and Reserves for the Years Ended December 31, 2024, 2023 and 2022 (see Schedule II immediately following the signature page of this Annual Report on Form 10-K).

Financial statement schedules not included in this Annual Report on Form 10-K have been omitted because they are not applicable or the required information is shown in the Consolidated Financial Statements or Notes thereto.

Exhibits

A list of the exhibits required to be filed or furnished as part of this Annual Report on Form 10-K is set forth in the Index to Exhibits, which immediately precedes such exhibits, and is incorporated herein by reference.

INDEX TO EXHIBITS

3.1	Restated Certificate of Incorporation of Lennox International Inc. (“LII”)(filed as Exhibit 3.1 to LII’s Annual Report on Form 10-K filed on February 15, 2022 and incorporated herein by reference).
3.2	Amended and Restated Bylaws of LII (filed as Exhibit 3.2 to LII’s Annual Report on Form 10-K filed on February 15, 2022 and incorporated herein by reference).
4.1	Indenture, dated as of May 3, 2010, between LII and U.S. Bank National Association, as trustee (filed as Exhibit 4.3 to LII’s Post-Effective Amendment No. 1 to Registration Statement on S-3 (Registration No. 333-155796) filed on May 3, 2010 and incorporated herein by reference).
4.2	Ninth Supplemental Indenture, dated as of July 30, 2020, among LII, each existing Guarantor under the Indenture, dated as of May 3, 2010, as subsequently supplemented, and U.S. Bank National Association, as trustee (filed as Exhibit 4.2 to LII’s Current Report on Form 8-K filed on July 30, 2020 and incorporated herein by reference).
4.3	Form of 1.350% Notes due 2025 (filed as Exhibit A in Exhibit 4.2 to LII’s Current Report on Form 8-K filed on July 30, 2020 and incorporated herein by reference).
4.4	Form of 1.700% Notes due 2027 (filed as Exhibit B in Exhibit 4.2 to LII’s Current Report on Form 8-K filed on July 30, 2020 and incorporated herein by reference).
4.5	Tenth Supplemental Indenture, dated as of July 14, 2021, among LII, each existing Guarantor under the Indenture, dated as of May 3, 2010, as subsequently supplemented, and U.S. Bank National Association, as trustee (filed as Exhibit 4.7 to LII’s Annual Report on Form 10-K filed on February 15, 2022 and incorporated herein by reference).
4.6	Eleventh Supplemental Indenture, dated as of September 15, 2023, among LII, the guarantors party thereto and U.S. Bank Trust Company, National Association, as trustee (filed as Exhibit 4.2 to LII’s Current Report on Form 8-K filed on September 15, 2023 and incorporated herein by reference).
4.7	Form of 5.500% Notes due 2028 (filed as Exhibit A in Exhibit 4.2 to LII’s Current Report on Form 8-K filed on September 15, 2023 and incorporated herein by reference).
4.8	Description of Securities (filed as Exhibit 4.8 to LII’s Annual Report on Form 10-K filed on February 21, 2023 and incorporated herein by reference).
10.1	Credit Agreement, dated as of July 14, 2021, among LII, a Delaware corporation, the Banks party thereto, and JPMorgan Chase Bank, N.A., as Administrative Agent (filed as Exhibit 10.1 to LII’s Current Report on Form 8-K filed on July 15, 2021 and incorporated herein by reference).
10.2	Guaranty Agreement, dated as of July 14, 2021, among the guarantors party thereto and JPMorgan Chase Bank, N.A., as Administrative Agent (filed as Exhibit 10.2 to LII’s Current Report on Form 8-K filed on July 15, 2021 and incorporated herein by reference).
10.3	First Amendment to the Credit Agreement, dated as of April 14, 2023, among LII, the lenders party thereto, and JPMorgan Chase Bank, N.A., as Administrative Agent (filed as Exhibit 10.1 to LII’s Current Report on Form 8-K filed on April 18, 2023 and incorporated herein by reference).
10.4	Second Amendment to the Credit Agreement, dated as of August 25, 2023, among LII as borrower, certain of its subsidiaries, as guarantors, the lenders party thereto, and JPMorgan Chase Bank, N.A., as administrative agent (filed as Exhibit 10.1 to LII’s Current Report on Form 8-K filed on August 28, 2023 and incorporated herein by reference).
10.5*	Lennox International Inc. 2019 Equity and Incentive Compensation Plan (filed as Exhibit 10.1 to LII’s Current Report on Form 8-K filed on May 24, 2019 and incorporated herein by reference).
10.6*	Form of Long-Term Incentive Award Agreement for U.S. Employees - Vice President and Above (for use under the 2019 Incentive Plan) (filed as Exhibit 10.18 to LII’s Annual Report on Form 10-K filed on February 18, 2020 and incorporated herein by reference).
10.7*	Form of Long-Term Incentive Award Agreement for Non-U.S. Employees - Vice President (for use under the 2019 Incentive Plan)(filed as Exhibit 10.3 to LII’s Quarterly Report on Form 10-Q filed on October 25, 2021 and incorporated herein by reference).
10.8*	Form of Long-Term Incentive Award Agreement for U.S. Employees - Vice President and Above (for use under the 2019 Incentive Plan) (2024 version) (filed as Exhibit 10.1 to LII’s Current Report on Form 8-K filed on December 11, 2023 and incorporated herein by reference).
10.9*	Form of Long-Term Incentive Award Agreement for U.S. Employees - Vice President and Above (for use under the 2019 Incentive Plan) (2025 version) (filed herewith).
10.10*	Form of Restricted Stock Unit Award Agreement for Non-Employee Directors (for use under the 2019 Incentive Plan) (2022 version) (filed as Exhibit 10.10 to LII’s Annual Report on Form 10-K filed on February 13, 2024 and incorporated herein by reference).

10.11*	Form of Short-Term Incentive Program for Lennox International Inc. and its Subsidiaries (filed as Exhibit 10.20 to LII's Annual Report on Form 10-K filed on February 18, 2020 and incorporated herein by reference).
10.12*	Lennox International Inc. Profit Sharing Restoration Plan, as amended and restated as of January 1, 2009 (filed as Exhibit 10.3 to LII's Current Report on Form 8-K filed on December 17, 2008 and incorporated herein by reference).
10.13*	Lennox International Inc. Supplemental Retirement Plan, as amended and restated as of January 1, 2009 (filed as Exhibit 10.2 to LII's Current Report on Form 8-K filed on December 17, 2008 and incorporated herein by reference).
10.14*	Amendment Number One to the Lennox International Inc. Supplemental Retirement Plan, as amended and restated as of January 1, 2009, dated December 28, 2018 (filed as Exhibit 10.23 to LII's Annual Report on Form 10-K filed on February 19, 2019 and incorporated herein by reference).
10.15*	Lennox International Inc. Supplemental Restoration Retirement Plan, effective as of January 1, 2019, dated December 28, 2018 (filed as Exhibit 10.24 to LII's Annual Report on Form 10-K filed on February 19, 2019 and incorporated herein by reference).
10.16*	Form of Indemnification Agreement entered into between LII and certain executive officers and directors of LII (filed as Exhibit 10.4 to LII's Current Report on Form 8-K filed on December 11, 2023 and incorporated herein by reference).
10.17*	Form of Employment Agreement entered into between LII and certain executive officers of LII (filed as Exhibit 10.30 to LII's Annual Report on Form 10-K filed on February 27, 2007 and incorporated herein by reference).
10.18*	Form of Amendment to Employment Agreement entered into between LII and certain executive officers of LII (filed as Exhibit 10.2 to LII's Current Report on Form 8-K filed on December 12, 2007 and incorporated herein by reference).
10.19*	Form of Offer Letter entered into between LII and certain executive officers of LII (current version) (filed as Exhibit 10.2 to LII's Current Report on Form 8-K filed on December 11, 2023 and incorporated herein by reference).
10.20*	Form of Employment Agreement entered into between LII and certain executive officers of LII (current version) (filed as Exhibit 10.3 to LII's Current Report on Form 8-K filed on December 11, 2023 and incorporated herein by reference).
10.21*	Employment Agreement entered into between LII and Alok Maskara (filed as Exhibit 10.1 to LII's Current Report on Form 8-K filed on March 23, 2022 and incorporated herein by reference).
10.22*	Lennox International Inc. Directors' Retirement Plan (as Amended and Restated as of January 1, 2010) (filed as Exhibit 10.1 to LII's Current Report on Form 8-K filed on December 16, 2009 and incorporated herein by reference).
10.23*	Lennox International Inc. Change in Control Severance Plan (filed as Exhibit 10.1 to LII's Current Report on Form 8-K filed on December 12, 2022 and incorporated herein by reference).
10.24*	Lennox International Inc. 2010 Incentive Plan, as amended and restated (filed as Exhibit 10.1 to LII's Current Report on Form 8-K filed on May 19, 2010 and incorporated herein by reference).
10.25*	Form of Long-Term Incentive Award Agreement for U.S. Employees - Vice President and Above (for use under the 2010 Incentive Plan) (filed as Exhibit 10.14 to LII's Annual Report on Form 10-K filed on February 16, 2018 and incorporated herein by reference).
19.1	Insider Trading Policy (filed herewith).
21.1	Subsidiaries of LII (filed herewith).
22.1	List of Guarantor Subsidiaries (filed as Exhibit 22.1 to LII's Annual Report on Form 10-K filed on February 13, 2024 and incorporated herein by reference).
23.1	Consent of KPMG LLP (filed herewith).
31.1	Certification of the principal executive officer (filed herewith).
31.2	Certification of the principal financial officer (filed herewith).
32.1	Certification of the principal executive officer and the principal financial officer pursuant to 18 U.S.C. Section 1350 (furnished herewith).
97.1	LII Amended and Restated Clawback Policy (filed as Exhibit 97.1 to LII's Annual Report on Form 10-K filed on February 13, 2024 and incorporated herein by reference).
101	SCH Inline XBRL Taxonomy Extension Schema Document
101	CAL Inline XBRL Taxonomy Extension Calculation Linkbase Document
101	LAB Inline XBRL Taxonomy Extension Label Linkbase Document
101	PRE Inline XBRL Taxonomy Extension Presentation Linkbase Document

* Management contract or compensatory plan or arrangement.

Item 16. Form 10-K Summary

None.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

LENNOX INTERNATIONAL INC.

By: /s/ Alok Maskara
Alok Maskara
Chief Executive Officer

February 11, 2025

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the registrant in the capacities and on the dates indicated.

<u>SIGNATURE</u>	<u>TITLE</u>	<u>DATE</u>
<u>/s/ Alok Maskara</u> Alok Maskara	Chief Executive Officer and Director (Principal Executive Officer)	February 11, 2025
<u>/s/ Michael P. Quenzer</u> Michael P. Quenzer	Executive Vice President and Chief Financial Officer (Principal Financial Officer)	February 11, 2025
<u>/s/ Chris A. Kosel</u> Chris A. Kosel	Vice President, Controller and Chief Accounting Officer (Principal Accounting Officer)	February 11, 2025
<u>/s/ Todd J. Teske</u> Todd J. Teske	Chairman of the Board of Directors	February 11, 2025
<u>/s/ Sherry L. Buck</u> Sherry L. Buck	Director	February 11, 2025
<u>/s/ Janet K. Cooper</u> Janet K. Cooper	Director	February 11, 2025
<u>/s/ John W. Norris, III</u> John W. Norris, III	Director	February 11, 2025
<u>/s/ Karen H. Quintos</u> Karen H. Quintos	Director	February 11, 2025
<u>/s/ Sivasankaran Somasundaram</u> Sivasankaran Somasundaram	Director	February 11, 2025
<u>/s/ Gregory T. Swienton</u> Gregory T. Swienton	Director	February 11, 2025
<u>/s/ Jon Vander Ark</u> Jon Vander Ark	Director	February 11, 2025
<u>/s/ Shane D. Wall</u> Shane D. Wall	Director	February 11, 2025

LENNOX INTERNATIONAL INC.

SCHEDULE II - VALUATION AND QUALIFYING ACCOUNTS AND RESERVES

For the Years Ended December 31, 2024, 2023 and 2022

(In millions)

	Balance at beginning of year	Additions charged to cost and expenses	Write-offs	Recoveries	Other ⁽¹⁾	Balance at end of year
2022						
Allowance for doubtful accounts	\$ 10.7	\$ 6.9	\$ (0.4)	\$ —	\$ (1.7)	\$ 15.5
2023						
Allowance for doubtful accounts	\$ 15.5	\$ 9.8	\$ (0.2)	\$ —	\$ (10.7)	\$ 14.4
2024						
Allowance for doubtful accounts	\$ 14.4	\$ 8.0	\$ (0.6)	\$ —	\$ (4.0)	\$ 17.8

⁽¹⁾ 2023 consists of the sale of our European businesses and other miscellaneous items.

LENNOX INTERNATIONAL INC.
Long-Term Incentive Award Agreement
U.S. Employees – Vice President and Above

THIS AGREEMENT (“**Agreement**”) is made as of _____, 20__ (the “**Date of Grant**”), by and between Lennox International Inc., a Delaware corporation (the “**Company**”), and _____ (“**Participant**”).

The Company has adopted the Lennox International Inc. 2019 Equity and Incentive Compensation Plan (as amended and restated from time to time, the “**Plan**”), the terms of which are incorporated by reference and made a part of this Agreement, for the benefit of eligible employees, Directors, and certain other service providers of the Company and its Subsidiaries (together, “**LII**”). Capitalized terms used and not otherwise defined in this Agreement have the meanings set forth in the Plan.

Pursuant to the Plan, the Committee, which has responsibility for administering the Plan, has determined that it is in the interest of the Company and its Stockholders to make the awards described in this Agreement in order to increase Participant’s personal interest in the continued success and progress of the Company, to foster and enhance the long-term profitability of the Company for the benefit of its Stockholders by offering the incentive of long-term rewards, and to encourage Participant to remain in the employ of LII.

The Company and Participant therefore agree as follows:

1. **Grant of Awards.** Subject to and upon the terms of this Agreement and the Plan, the Company grants to Participant on the Date of Grant:

(a) **PSU Award** – for the performance period beginning on January 1, 20__ and ending on December 31, 20__ (the “**PSU Performance Period**”), an award of _____ performance share units (“**PSUs**,” and such award, the “**PSU Award**”). Subject to the degree of attainment of the performance goals approved by the Committee and set forth on **Schedule A** hereto (the “**Performance Goals**”), Participant may earn from 0% to 200% of the PSUs;

(b) **RSU Award** – an award of _____ service-based Restricted Stock Units (“**RSUs**” and such award, the “**RSU Award**”); and

(c) **SAR Award** – for the period beginning on the Date of Grant and ending on _____, 20__, the seventh anniversary of the Date of Grant (the “**SAR Exercise Period**”), an award of _____ Appreciation Rights (“**SARs**,” and such award, the “**SAR Award**”) with a Base Price of \$___ per SAR (the fair market value of a Common Share on the Date of Grant).

2. **Restrictions on Transfer.** Subject to Section 15 of the Plan, neither the awards evidenced hereby nor any interest therein or in the Common Shares underlying such awards shall be transferable prior to settlement other than by will or pursuant to the laws of descent and distribution.

3. Conditions for Vesting.

Subject to Participant's compliance with the terms of this Agreement:

(a) PSU Award – The PSU Award will vest on the last day of the PSU Performance Period based on the extent that the Performance Goals for the PSUs are achieved for the PSU Performance Period.

(b) RSU Award – The RSU Award will vest on _____, 20__ (the "RSU Vesting Date," and the period from the Date of Grant until the RSU Vesting Date, the "RSU Restriction Period"). If the RSU Vesting Date is not a day on which Common Shares are traded on a U.S. national securities exchange or quoted in an inter-dealer quotation system, then the RSU Vesting Date will be the preceding day on which sales of Common Shares were reported.

(c) SAR Award – The SAR Award will vest in accordance with the schedule below (the period from the Date of Grant until the final vesting date, the "SAR Vesting Period").

<u>Date</u>	<u>SARs Vested</u>
_____, 20__	33 1/3%
_____, 20__	66 2/3%
_____, 20__	100%

(d) Forfeiture. Any PSU Award, RSU Award, or SAR Award (or portion thereof) that does not become vested as described in this Section 3 will be forfeited, including, except as provided in Section 4 or Section 5, if Participant ceases to be continuously employed with LII prior to the end of the PSU Performance Period, RSU Restriction Period, or SAR Vesting Period, respectively.

4. **Termination of Employment.** Unless otherwise determined by the Committee in its sole discretion, and except as otherwise provided in Section 5, the PSU Award, the RSU Award and the SAR Award will be subject to vesting or cancellation in connection with the events specified below:

(a) Except as otherwise provided in Section 4(c), if, prior to the end of the PSU Performance Period, RSU Restriction Period or SAR Exercise Period (as applicable), Participant violates Section 11 of this Agreement or is terminated by LII for Cause (as defined in any applicable employment agreement between LII and Participant or as determined by the Committee in its sole discretion in the absence of any such employment agreement), then, immediately after LII becomes aware of a violation of Section 11 or Participant's termination, the PSU Award, RSU Award or SAR Award will be cancelled.

(b) If, prior to the end of the PSU Performance Period, RSU Restriction Period or SAR Exercise Period (as applicable), Participant terminates employment with LII voluntarily or Participant's employment with LII is terminated by LII not for Cause, then, (i) immediately after Participant's termination, the PSU Award, RSU Award and any unvested SAR Award will be cancelled, and (ii) immediately after Participant's termination, the vested SARs

will continue to be exercisable until the earlier of the end of the SAR Exercise Period and 90 days following Participant's termination, and the remainder of the SAR Award will be cancelled.

(c) If, prior to the end of the SAR Exercise Period, Participant's employment with LII is terminated by LII for any reason within one year following a Change in Control, then the vested SARs will continue to be exercisable until the earlier of the end of the SAR Exercise Period and 90 days following Participant's termination, and the remainder of the SAR Award will be cancelled.

(d) If, prior to the end of the PSU Performance Period, RSU Restriction Period or SAR Exercise Period (as applicable), Participant's employment with LII terminates by reason of Participant's retirement, and in connection with such termination of employment (i) Participant is at least 65 years of age, (ii) Participant is at least 62 years of age and has achieved at least 10 years of service with LII or (iii) the number of years of service Participant has achieved with LII plus Participant's age equals at least 80, then (x) Participant will vest in a pro rata amount of the PSU Award based upon the portion of the PSU Performance Period during which Participant served as an employee of LII and the Company's attainment of its performance goals in accordance with the Performance Goals, determined at the end of the PSU Performance Period, and the remainder of the PSU Award will be cancelled, (y) Participant will vest in a pro rata amount of the RSU Award based upon the portion of the RSU Restriction Period during which Participant served as an employee of LII, determined as of the date of such retirement, and the remainder of the RSU Award will be cancelled, and (z) any vested SARs will continue to be exercisable for the remainder of the SAR Exercise Period, and the remainder of the SAR Award will be cancelled.

(e) If, prior to the end of the PSU Performance Period, RSU Restriction Period or SAR Exercise Period (as applicable), Participant dies or incurs a Disability, then (i) Participant, or in the event of Participant's death, Participant's beneficiary, will vest in a pro rata amount of the PSU Award based upon the portion of the PSU Performance Period during which Participant served as an employee of LII and the Company's attainment of its performance goals in accordance with the Performance Goals (as determined in the sole discretion of the Committee), determined as of the date of death or Disability, and the remainder of the PSU Award will be cancelled, (ii) Participant, or in the event of Participant's death, Participant's beneficiary, will vest in a pro rata amount of the RSU Award based upon the portion of the RSU Restriction Period during which Participant served as an employee of LII, determined as of the date of death or Disability, and the remainder of the RSU Award will be cancelled, and (iii) the SAR Award will become fully vested and exercisable (to the extent not already vested) and will continue to be exercisable for the remainder of the SAR Exercise Period. For purposes of this Agreement, "Disability" means permanently disabled (completely unable to perform Participant's duties as defined in the benefit plans of the Company).

5. Change in Control. Section 12(b) of the Plan shall not apply to the PSU Award, the RSU Award, or the SAR Award. Instead, the PSU Award, the RSU Award and the SAR

Award, to the extent outstanding and unvested at the relevant times, will be subject to vesting terms and conditions set forth in this Section 5.

(a) Failure to Provide Qualifying Replacement Award. In the event of a Change in Control, except to the extent that a Qualifying Replacement Award is provided to Participant to continue, replace, or assume the PSU Award, the RSU Award, or the SAR Award, then these awards, as applicable, will fully vest (and, with respect to the SAR Award, become exercisable) immediately prior to (and contingent upon) the Change in Control; provided, however, that the PSU Award will vest at the Change in Control Performance Level.

(b) Qualifying Termination Following a Change in Control. If Participant experiences a Qualifying Termination, any Qualifying Replacement Award will fully vest and (to the extent applicable) become exercisable upon Participant's Qualifying Termination; provided, however, that any Qualifying Replacement Award of stock options or stock appreciation rights will remain exercisable until the earlier of (i) the date that is 90 days after the date of the Qualifying Termination and (ii) the date on which such award would have expired had Participant remained continuously employed.

(c) Certain Definitions. For purposes of this Section 5, the following capitalized terms shall have the following meanings:

(i) **"Cause"** means: (A) any violation by Participant of the Company's material written policies as they may exist or be created or modified and made available to Participant from time to time in the future, including, as examples and not as a limitation of the policies to which Participant may be subject, those policies prohibiting discrimination in the workplace, including the prohibition of harassment, on the ground of race, sex, religion, age or any other prohibited basis; (B) Participant's conviction of, or plea of guilty or nolo contendere to, a crime that constitutes a felony (or state law equivalent) or a crime involving moral turpitude; (C) the commission by Participant of any theft, embezzlement, or other material act of dishonesty related to Participant's employment; (D) any intentional or grossly negligent action or omission to act by Participant which breaches any material covenant, agreement, condition or obligation contained in this Agreement or in any material agreement to which Participant and the Company are parties; or (E) Participant's engagement in intentional or negligent misconduct that has a direct, substantial and adverse effect on the Company's reputation.

(ii) **"Change in Control Performance Level"** means, with respect to the PSU Award, the level of achievement of the Performance Goals determined in accordance with the following rules as reasonably applied by the Committee (as constituted immediately before the Change in Control):

(A) if the full PSU Performance Period has been completed as of the date of the Change in Control, the "Change in Control Performance Level" for the PSU Award shall be determined based on the actual achievement of the Performance Goals for such full PSU Performance Period; and

(B) if the full PSU Performance Period for the PSU Award has not been completed as of the date of the Change in Control, then: (1) if the PSU Performance Period can be adequately partitioned into separate fiscal year periods, the “Change in Control Performance Level” for the PSU Award will be determined based on (x) the greater of the “target” performance level or the actual performance level for any such fiscal year period that has been completed as of the date of the Change in Control, and (y) the “target” performance level for any such fiscal year period that has not been completed as of the date of the Change in Control; and (2) if the PSU Performance Period cannot be adequately partitioned into separate fiscal year periods, the “Change in Control Performance Level” for the PSU Award shall be the “target” performance level.

(iii) “**Good Reason**” means, in the absence of prior written consent of Participant: (A) any material diminution in Participant’s duties, authorities, or responsibilities; (B) any reduction in Participant’s annual base salary, target short-term cash incentive bonus, or target annual long-term incentive awards; (C) the relocation of the principal place of Participant’s employment by more than fifty (50) miles from the Company’s headquarters, which, as of the date hereof, is in Richardson, Texas; (D) in the event that Participant is serving as a member of the Board immediately prior to the Change in Control, any failure to reelect Participant as a member of the Board, unless such reelection would be prohibited by the Company’s Bylaws as in effect immediately prior to the Change in Control; provided, however, that Participant’s termination of employment will not be deemed to be for Good Reason unless (x) Participant has notified the Company in writing describing the occurrence of one or more Good Reason events within 90 days of such occurrence, (y) the Company fails to cure such Good Reason event within 30 days after its receipt of such written notice and (z) Participant’s termination of employment occurs within 180 days after the occurrence of the applicable Good Reason event.

(iv) “**Qualifying Replacement Award**” means a Replacement Award that meets all of the following conditions, as determined by the Committee, as constituted immediately before the Change in Control, in its sole discretion: (A) if the original award is the PSU Award, the Replacement Award is an award of service-based restricted share units; (B) if the original award is the RSU Award or the SAR Award, the Replacement Award is an award of the same type as the original award; provided, however, that, for such purpose, an award of stock options will be deemed to be of the same type as an award of stock appreciation rights, and vice versa; (C) the Replacement Award has a value at least equal to the value of the original award (which, in the case of the PSU Award, will be based on the Change in Control Performance Level); (D) the Replacement Award relates to publicly traded equity securities of the Company or its successor in the Change in Control or another entity that is affiliated with the Company or its successor following the Change in Control; (E) if Participant is subject to U.S. federal income tax under the Code, the tax consequences of the Replacement Award to Participant under the Code are not less favorable to Participant than the tax

consequences of the original award; and (F) the other terms and conditions of the Replacement Award (including the terms related to vesting and exercisability, as applicable) are not less favorable to Participant than the terms and conditions of the original award (including the provisions that would apply in the event of a subsequent termination of employment or change in control).

(v) “**Qualifying Termination**” means the termination of Participant’s employment with the Company and/or its Subsidiaries as a result of a termination by the Company (other than due to Cause, Disability, or the Participant’s death) or, with respect to the Chief Executive Officer or an Executive Vice President of LII, a termination for Good Reason, within two years after the date on which a Change in Control occurs.

(vi) “**Replacement Award**” means an award representing a continuation, replacement, or assumption of the PSU Award, the RSU Award or the SAR Award, as applicable. A Replacement Award may be granted only to the extent it does not result in the original award or the Replacement Award failing to comply with or be exempt from Section 409A of the Code.

6. PSU Payment Timing.

(a) General. Except as otherwise provided in Section 5, following the end of the PSU Performance Period the Committee will determine and certify achievement of the Performance Goals. Except as otherwise provided in Section 6(b), to the extent Performance Goals are achieved and certified by the Committee, vested PSUs will be paid no later than the 15th day of the third month following the end of the PSU Performance Period. Vested PSUs will be paid in the form of one Common Share for each vested PSU.

(b) Other Payment Events. Notwithstanding Section 6(a), to the extent that the PSUs are not subject to a “substantial risk of forfeiture” (within the meaning of Section 409A of the Code), the PSUs shall be paid on an accelerated basis on the earliest of the following: (i) the occurrence of a Change in Control that constitutes a “change in control” for purposes of Section 409A(a)(2)(A)(v) of the Code (a “**409A Change in Control**”); (ii) a separation from service of Participant (for purposes of Treasury Regulation Section 1.409A-1(h)) within two years after a 409A Change in Control; (iii) Participant’s death; or (iv) Participant’s “disability” for purposes of Section 409A(a)(2)(C) of the Code (“**409A Disability**”).

7. RSU Payment Timing.

(a) General. Except as otherwise provided in Section 7(b), vested RSUs will be paid within 30 days following the RSU Vesting Date. Vested RSUs will be paid in the form of one Common Share for each vested RSU.

(b) Other Payment Events. Notwithstanding Section 7(a), to the extent that the RSUs are not subject to a “substantial risk of forfeiture” (within the meaning of Section 409A of the Code), the RSUs shall be paid on an accelerated basis on the earliest of the following: (i) the occurrence of a 409A Change in Control; (ii) a separation from

service of Participant (for purposes of Treasury Regulation Section 1.409A-1(h)) within two years after a 409A Change in Control; (iii) Participant's death; or (iv) Participant's 409A Disability.

8. **Exercise of SARs and SARs Payment Timing.** Vested SARs may be exercised in whole or part at any time until expiration, unless terminated earlier pursuant to this Agreement. Within 30 days of the date of exercise, the Company will deliver to Participant for each vested SAR that is being exercised ("**Exercised SAR**") a number of Common Shares equal in value to the excess (if any) of the Exercise Date Value over the Base Price of the SAR; provided that the aggregate number of Common Shares so determined for all Exercised SARs covered by such exercise will be rounded to the nearest whole Common Share. If on the last day of the SAR Exercise Period (or, if earlier, the last day of the 90-day period following termination, if Section 4(b) or Section 5(b) applies) (i) the fair market value of a Common Share exceeds the Base Price of the SAR, (ii) Participant has not exercised the vested SARs, and (iii) the SAR Award has not otherwise been cancelled, then the vested SARs will be deemed to have been exercised by Participant as of such day, and the Company will settle the Exercised SARs in accordance with this Section 8.

9. **Withholding for Taxes.** To the extent that the Company is required to withhold federal, state, local or foreign taxes or other amounts in connection with the delivery to Participant of Common Shares or any other payment to Participant or any other payment or vesting event under this Agreement, and the amounts available to the Company for such withholding are insufficient, it shall be a condition to the obligation of the Company to make any such delivery or payment that Participant make arrangements satisfactory to the Company for payment of the balance of such taxes or other amounts required to be withheld. Unless otherwise determined by the Committee, such withholding requirement shall be satisfied by retention by the Company of a portion of the Common Shares to be delivered to Participant. The shares so retained shall be credited against such withholding requirement at the fair market value of such Common Shares on the date the applicable benefit is to be included in Participant's income. In no event will the fair market value of the Common Shares to be withheld and/or delivered pursuant to this Section 9 to satisfy applicable withholding taxes exceed the minimum amount of taxes required to be withheld.

10. **Adjustments.** The number of Common Shares subject to each award granted hereunder and the other terms and conditions of the grants evidenced by this Agreement are subject to adjustment as provided in Section 11 of the Plan.

11. **Protective Covenants.**

(a) **Noncompete Obligations.** For one year following the effective date of Participant's termination of employment with LII (the "**Termination Date**"), unless this restriction is prohibited by applicable law, Participant will not participate in any way in any activities within the same geographic area where Participant had responsibility to conduct business activity prior to the Termination Date, on behalf of a business that provides products or services that are the same or similar to products or services offered or planned by LII as of the Termination Date.

If Participant violates Section 11(a), unless prohibited by applicable law, Participant must pay LII on demand an amount equal to the sum of the pre-tax gains received from: (i) PSU Awards and RSU Awards that vested under this Agreement in the one year period prior to the Termination Date; and (ii) SAR Awards exercised under this Agreement in the period beginning one year prior to the Termination Date and ending 90 days after the Termination Date, up to a

maximum amount of the following multiple of Participant's annual base salary in effect on the Termination Date: .75 if Participant is a Vice President; 1.5 if Participant is an Executive Vice President; or 3.0 if Participant is the Chief Executive Officer.

(b) **Nonsolicitation Obligations**. For one year following the Termination Date, Participant will not, directly or indirectly: (i) solicit, recruit or hire any person who is an LII employee as of the Termination Date; or (ii) solicit or induce any customer, supplier or distributor as of the Termination Date to cease or reduce doing business with LII, or divert an LII business opportunity.

If Participant violates Section 11(b), LII will be irreparably harmed and entitled to specific performance, injunctive relief, attorneys' fees and costs incurred in obtaining relief, and any other remedy available at law or equity.

(c) **Consent**. Participant may engage in activities otherwise restricted by this Section 11 with the written consent of LII's Chief Executive Officer if Participant is a Vice President or Executive Vice President, or with the written consent of the independent members of the Board of Directors if Participant is the Chief Executive Officer.

12. **No Stockholder Rights**. Participant will not be deemed for any purpose, including voting rights and dividends or dividend equivalents, to be, or to have any of the rights of, a Stockholder with respect to any Common Shares as to which the PSU Award, the RSU Award or the SAR Award relate until such shares are issued or transferred to Participant by the Company. The existence of this Agreement will not affect the right or power of LII or its Stockholders to accomplish any corporate act.

13. **Restrictions Imposed by Law**. Participant agrees that LII will not be obligated to deliver any Common Shares if LII determines that such delivery would violate any applicable law or any rule or regulation of any governmental authority or any rule or regulation of, or agreement of the Company with, any securities exchange or association upon which the Common Shares may be listed or quoted. LII will not be obligated to take any affirmative action to cause the delivery of Common Shares to comply with any such law, rule, regulation or agreement.

14. **Compliance with Section 409A of the Code**. To the extent applicable, it is intended that this Agreement and the Plan comply with or be exempt from the provisions of Section 409A of the Code. This Agreement and the Plan shall be administered in a manner consistent with this intent, and any provision that would cause this Agreement or the Plan to fail to satisfy Section 409A of the Code shall have no force or effect until amended to comply with or be exempt from Section 409A of the Code (which amendment may be retroactive to the extent permitted by Section 409A of the Code and may be made by the Company without the consent of Participant). If, at the time of Participant's separation from service (within the meaning of Section 409A of the Code), (a) Participant will be a specified employee (within the meaning of Section 409A of the Code and using the identification methodology selected by the Company from time to time) and (b) the Company makes a good faith determination that an amount payable hereunder the timing of which is triggered by such separation from service constitutes deferred compensation (within the meaning of Section 409A of the Code) the payment of which is required to be delayed pursuant to the six-month delay rule set forth in Section 409A of the Code in order to avoid taxes or penalties under Section 409A of the Code, then the Company will not pay such amount on the otherwise scheduled payment date but will instead pay it, without interest, on the tenth business day of the seventh month after such separation from service.

15. **No Right to Future Awards.** The grants of the awards under this Agreement to Participant are voluntary, discretionary awards being made on a one-time basis and they do not constitute commitments to make any future awards. The grants of the awards and any payments made hereunder will not be considered salary or other compensation for purposes of any severance pay or similar allowance, except as otherwise required by law.

16. **Notice.** Unless LII notifies Participant in writing of a different procedure, any notice or other communication to LII with respect to this Agreement must be in writing and delivered personally or by first class mail, postage prepaid, to the following address:

Lennox International Inc.
c/o Corporate Secretary
2140 Lake Park Boulevard
Richardson, Texas 75080

Any notice or other communication to Participant with respect to this Agreement must be in writing and delivered personally, or sent electronically to Participant or by first class mail, postage prepaid, to Participant's address as listed in the records of the Company on the Date of Grant, unless LII has received written notification from Participant of a change of address.

17. **Amendment.** This Agreement may be supplemented or amended from time to time as approved by the Committee as contemplated by the Plan. Participant's consent shall not be required to an amendment that is deemed necessary by the Company to ensure compliance with Section 409A of the Code or Section 10D of the Exchange Act.

18. **Participant Employment.** Nothing contained in this Agreement, and no action of LII or the Committee, will confer or be construed to confer on Participant any right to continue in the employ of LII or interfere in any way with the right of LII to terminate Participant's employment at any time, with or without cause, subject, however, to the provisions of any employment agreement between Participant and LII.

19. **Governing Law.** This Agreement is governed by Delaware law. Any dispute arising out of or related to this Agreement, or any breach or alleged breach hereof, will be exclusively decided by a state or federal court in the State of Texas in the County of Dallas. Participant irrevocably waives Participant's right, if any, to have any disputes between Participant and the Company arising out of or related to this Agreement decided in any jurisdiction or venue other than a state or federal court in the State of Texas in the County of Dallas. Participant hereby irrevocably consents to the personal jurisdiction of the state courts in the State of Texas in the County of Dallas for the purposes of any action arising out of or related to this Agreement.

20. **Construction.** This Agreement is entered into, and the PSU Award, RSU Award and SAR Award are granted, pursuant to the Plan and are governed by and construed in accordance with the Plan and the administrative interpretations adopted under the Plan. In the event of any inconsistency between the terms of the Plan and this Agreement, the terms of the Plan will control. Notwithstanding anything in this Agreement to the contrary, Participant acknowledges and agrees that this Agreement and the awards described herein are subject to the terms and conditions of the Company's clawback policy as may be in effect from time to time (if any).

21. **Severability and Reformation.** If any restriction or covenant in this Agreement is deemed by a court of competent jurisdiction to be unreasonable or unenforceable as written,

the court may modify any unreasonable or unenforceable element of the restriction or covenant to make it reasonable and enforceable or enforce it only to the extent it is reasonable and enforceable. If the court determines that any restriction or covenant in this Agreement is wholly or partially invalid or unenforceable, the remainder of the restrictions or covenants will be given full effect.

22. **Entire Agreement.** This Agreement contains the entire agreement between the parties with respect to the PSU Award, the RSU Award and the SAR Award. If Participant has a written employment agreement or change in control agreement which contains provisions that conflict with this Agreement, the terms of the employment agreement or change in control agreement will control.

23. **Electronic Delivery.** The Participant consents to the delivery of any documents related to the awards granted hereunder by electronic means and agrees to participate in the Plan through an on-line or electronic system established and maintained by the Company or another third party designated by the Company.

24. **Participant Acceptance.** Participant must accept the terms and conditions of this Agreement by electronic signature or by signing in the space below and returning a signed copy to the Company.

25. **No-Waiver.** Any waiver by the Company of a breach of any provision of this Agreement will not operate or be construed as waiver of any subsequent breach.

26. **Other Entities Protected.** This Agreement, including the restrictions on Participant's activities apply to any subsidiary, affiliate, successor and assign of LII to which Participant provides services or about which Participant receives Confidential Information. LII has the right to assign this Agreement at its sole election without the need for further notice to or consent by Participant. Accordingly, this Agreement will inure to the benefit of, and may be enforced by, any and all successors and assigns of LII, including without limitation by asset assignment, stock sale, merger, consolidation or other corporate reorganization, and will be binding on Participant, Participant's executors, administrators, personal representatives or other successors in interest. Participant further agrees that Participant's rights are personal and may not be assigned or transferred.

27. **Acknowledgement.** Participant acknowledges that Participant (a) has received a copy of the Plan, (b) has had an opportunity to review the terms of this Agreement and the Plan, (c) understands the terms and conditions of this Agreement and the Plan and (d) agrees to such terms and conditions.

ACCEPTED:

Signed: _____
«First» «Last»

Date: «Date»

SCHEDULE A

Performance Goals **PSU Performance Period: January 1, 20__ – December 31, 20__**

1. **Overview.** The actual number of Common Shares delivered to the Participant in settlement of the PSUs earned under the Long-Term Incentive Award Agreement between the Company and Participant (the “**Agreement**”) will be determined by the Committee in its reasonable discretion following the end of the PSU Performance Period based on actual performance results against the performance goals described below, subject to Section 4 and Section 5 of the Agreement. Any PSUs not earned will be canceled and forfeited. Capitalized terms used in this Statement of Performance Goals that are not specifically defined in this Statement of Performance Goals have the meanings assigned to them in the Agreement.
2. **Metrics.** 50% of the PSU Award will be earned based upon achievement of Company core net income compound annual growth rate (CAGR) over the three year PSU Performance Period (“Core Net Income”), and 50% of the PSU Award will be earned based upon achievement of Company average return on invested capital for each of the years in the three year PSU Performance Period (“**ROIC**”).
3. **Performance Matrix.** From 0% to 200% of the PSUs will be earned based on achievement of the Core Net Income and ROIC performance goals during the PSU Performance Period as follows:

PSU Award – Performance Goals			
Performance Level	Threshold	Target	Maximum
Percentage of PSUs Earned	50%	100%	200%
Core Net Income CAGR	__%	__%	__%
ROIC Weighted Average	__%	__%	__%

If Core Net Income or ROIC for the PSU Performance Period falls between two performance levels set forth in the performance matrix above, the number of PSUs earned with respect to such performance metric will be determined based on straight-line mathematical interpolation (rounded down to the nearest whole number of PSUs). If Core Net Income or ROIC for the PSU Performance Period falls below the “Threshold” level set forth in the performance matrix above, no PSUs shall become earned with respect to that metric.

LENNOX INTERNATIONAL INC.

INSIDER TRADING POLICY

I. Purpose

The purpose of this Policy (the “**Policy**”) is to promote compliance by Lennox International Inc. (the “**Company**”), the members of its Board of Directors, and its officers and employees with laws related to transactions in securities.

II. Applicability of Policy**A. Persons Covered**

This Policy applies to members of the Company’s Board of Directors, and all officers and employees of the Company and its subsidiaries. This Policy also applies to certain family members of persons covered by this Policy--specifically, their spouses, any minor children (including minor step-children), and any other family member who lives in their households or who lives elsewhere but whose transactions are directed by or are subject to their influence or control (e.g., parents or adult children who consult with persons covered by this Policy before they trade in Company securities) (“**Family Members**”). For purposes of this Policy, other family members may include a person’s adult children, parent, step-parent, grandparent, grandchild, sibling, mother- or father-in law, son- or daughter-in-law, and brother- or sister-in law.

This Policy includes certain requirements that apply only to members of the Board of Directors and executive officers (collectively called “**Section 16 Persons**”), and to certain other designated individuals called “**Other Insiders**” whom the Company has determined are likely to have access to the Company’s non-public quarterly financial information. The Company will periodically update its list of Section 16 Persons and Other Insiders and will notify affected individuals when they have been added to or removed from the list.

B. Transactions Covered

The trading restrictions contained in this Policy apply to all the Company’s securities, including common stock, stock appreciation rights, options, warrants to purchase common stock, bonds, and any other debt or equity securities the Company may issue from time to time.

The following transactions are covered by this Policy:

- purchasing and selling stock and other securities;
- hedging or pledging stock and other securities (see Sections III.F and III.G below);
- selling stock obtained through the exercise of employee stock options (including cashless exercises);
- exercising stock appreciating rights (SARs);
- enrolling or changing participation elections in the Company’s Employee Stock Purchase Plan;
- gifting securities (including charitable donations); and
- purchasing and selling derivative securities and hedging arrangements.

C. Post-Separation Transactions

Under certain circumstances, this Policy continues to apply to transactions in Company securities even after a person covered by this Policy is separated from the Company. If a person possesses Material Nonpublic Information (defined in subsection D below) at the time they separate from the Company, they may not trade in Company securities until that information has become public. If a person subject to the Quarterly Recurring Blackouts (defined in Section III below) separates from the Company during a Blackout, they generally should not trade for the remainder of that Blackout. If a person separates from the Company during a Trading Window (defined in Section III below) and does not possess Material Nonpublic Information as of their separation date, they generally will not be subject to the next Quarterly Recurring Blackout.

D. Definition of Material Nonpublic Information

Information should be regarded as “**material**” if there is a reasonable likelihood that it would be considered important to an investor in making an investment decision to buy, hold or sell securities. Any information that could reasonably be expected to affect the market price of the Company’s securities, whether positive or negative, should be considered material.

There are various categories of information that are particularly sensitive and, as a general rule, should be considered material. Examples could include:

- Financial performance, especially quarterly and annual earnings, and significant changes in financial performance or liquidity;
- Projections of future earnings or losses;
- Significant mergers, acquisitions or sales of assets or subsidiaries;
- A change in control;
- New significant contracts, or changes in significant contracts;
- Equity and debt offerings;
- Significant changes in senior management, directors or external auditor; and
- Significant litigation, investigations, or regulatory proceedings.

Information is “**nonpublic**” if it has not been widely disseminated by the Company to the public through major newswire services, national news services or financial news services or a filing with the Securities and Exchange Commission (“**Widespread Public Release**”). Material information is not considered public even if it

is the subject of rumors or unofficial statements in the press or marketplace. When employees become aware of rumors or unofficial statements concerning the Company, the Legal Department should be notified immediately so that a determination can be made whether arrangements should be made for Widespread Public Release.

III. Restrictions

A. Trading on Material Nonpublic Information

Persons covered by this Policy who possess Material Nonpublic Information involving the Company must not enter into any transaction involving Company securities beginning with the time that they receive that Material Nonpublic Information and ending at the close of the second full Trading Day following the Widespread Public Release of that information. The term “**Trading Day**” means a day when the New York Stock Exchange is open for regular trading, generally from 9:30 a.m. Eastern until 4:00 p.m. Eastern. If, for example, the Company makes a Widespread Public Release of the Material Nonpublic Information before the market opens on a Monday, persons covered by this Policy must not trade in the Company’s securities until after the close of the Trading Day on Tuesday. If the Company does not make a Widespread Public Release of Material Nonpublic Information until after the market opens on a Monday, persons covered by this Policy must not trade in the Company’s securities until after the close of the Trading Day on Wednesday.

B. Tipping

Persons covered by this Policy must not disclose or pass on (“**tip**”) Material Nonpublic Information to anyone and must not make recommendations or express opinions about trading in the Company’s securities on the basis of Material Nonpublic Information. If a person communicates Material Nonpublic Information that someone else uses to trade in securities, legal penalties can apply to the person who communicated the information, whether or not they personally derive any benefit from the trading.

C. Trading in Securities of Other Companies

Note that Material Nonpublic Information is not limited to information about the Company. Material Nonpublic Information could relate to the Company’s customers or suppliers, an acquisition target, or a business completely unrelated to the Company. If persons covered by this Policy possess Material Nonpublic Information about another company, they must not enter into a transaction in that company’s securities, give trading advice about that company to anyone, or “tip” or disclose the Material Nonpublic Information concerning that company to anyone.

D. Trading Blackout Periods

A “**Blackout Period**” means a time period when Section 16 Persons and designated individuals must not engage in any transactions in the Company’s securities (except as provided in Section E below) and includes Quarterly Recurring Blackouts and Special Blackouts as defined below.

1. Quarterly Recurring Blackouts.

“**Quarterly Recurring Blackout**” means each period commencing on the first day of the third month of each quarter (March 1, June 1, September 1, and December 1) and ending at the close of the second full Trading Day following the Widespread Public Release of the financial results for the quarter. The periods between each Quarterly Recurring Blackout are referred to in this Policy as “**Trading Windows.**” Quarterly Recurring Blackouts will apply to all Section 16 Persons and Other Insiders.

2. Special Blackouts

In addition to the Quarterly Recurring Blackouts described above, the Company may announce “**Special Blackouts.**” Typically, a Special Blackout will occur when there are events or developments that may be considered Material Nonpublic Information. A Special Blackout may apply to all employees or only a specific group of employees. The Legal Department will provide written notice to persons subject to a Special Blackout. Any person made aware of the existence of a Special Blackout must not disclose the existence of the Special Blackout to any other person. The failure of the Company to designate a person as being subject to a Special Blackout will not relieve that person of the obligation not to trade while aware of Material Nonpublic Information.

3. Trading Window Not “Free Pass” to Trade

The purpose behind the Blackout Periods is to help avoid trading by insiders who may possess information about the Company’s financial results. *However, trading in the Company’s securities during a Trading Window should not be considered an unrestricted opportunity to trade, and all persons covered by this Policy should use good judgment at all times.* Even during a Trading Window, any person possessing Material Nonpublic Information concerning the Company should not engage in any transactions in the Company’s securities until the close of the second full Trading Day after the Widespread Public Release of the information. Each person is individually responsible at all times for compliance with the prohibitions against insider trading.

E. Transactions Not Restricted by this Policy

The following transactions are not restricted by this Policy but *only if no shares are sold* in connection with the transaction:

- paying cash to exercise stock options at any time, even during a Blackout Period;
- automatic exercise of SARs at the end of their term to avoid cancellation, if provided for in the SAR award agreement (**NOTE:** except for this automatic type of exercise, SARs may not be exercised during a Blackout Period);
- vesting of any equity award;
- withholding shares to satisfy tax withholding obligations upon the vesting of any equity awards;
- purchasing stock through the Employee Stock Purchase Plan under then-existing participation elections;
- and

- acquiring or disposing of securities in a stock split, stock dividend, or other transaction affecting all security holders in a similar manner.

F. Derivatives Trading, Hedging and Short Sales Prohibited

Persons covered by this Policy and their designees must not trade in any interest, security or position relating to the future price of Company securities, such as a put, call, swap, hedge or any other type of derivative security.

Persons covered by this Policy must not make a short sale of the Company's securities (sales of securities that are not owned at the time of the sale). This prohibition is designed to prevent a person from seeking to profit from a decline in the Company's stock price.

G. Margin Accounts and Pledges Prohibited

Persons covered by this Policy are prohibited from holding Company securities in a margin account or pledging Company securities as collateral for a loan. Securities pledged as collateral may result in a sale of the pledged securities at a time when the person who pledged the securities is aware of Material Nonpublic Information or otherwise is not permitted to trade in Company securities pursuant to Blackout Period restriction.

H. Employee Stock Purchase Plan

During Trading Windows, persons covered by this Policy (other than Section 16 Persons) may purchase stock under the Company's Employee Stock Purchase Plan through payroll deductions, so long as they do not possess Material Nonpublic Information at the time they make the purchase election. Changes to levels of participation in the Employee Stock Purchase Plan, including termination or withdrawal from participation, cannot be made if an individual possesses Material Nonpublic Information at the time of the proposed change. Persons subject to a Special Blackout cannot make new purchase elections under the Employee Stock Purchase Plan, nor change levels of participation, including termination or withdrawal from participation.

IV. Additional Restrictions and Obligations for Directors and Officers

A. Pre-Clearance of Transactions

Section 16 Persons must not transact in Company securities without first complying with the Company's "pre-clearance" process. Each Section 16 Person must contact the Legal Department before transacting in the Company's securities.

The Legal Department must pre-clear each proposed transaction. The Legal Department will help the Section 16 Person confirm that they do not possess Material Nonpublic Information, and help ensure their compliance with the reporting and short-swing profit rules described below. If the Legal Department pre-clears the transaction, the Section 16 Person must execute the transaction no later than the close of the third Trading Day after the date of pre-clearance. If for any reason, the proposed transaction is

not completed within the specified time period, the Section 16 Person is required to repeat the pre-clearance process.

B. Reporting and Short-Swing Liability

Section 16 Persons must also comply with the reporting obligations and limitations on short-swing profit transactions set forth in federal securities laws. The practical effect of these provisions is that a Section 16 Person who purchases and sells the Company's securities must report such transactions to the Securities and Exchange Commission on a timely basis. Furthermore, a Section 16 Person may be required to disgorge to the Company all profits of purchases and sales that occurred within the same six-month period, whether or not such individual had knowledge of any Material Nonpublic Information. For this reason, it is important that Section 16 Persons contact the Legal Department prior to any trade in the Company's securities.

Under applicable regulations, neither the receipt of stock or stock options under the Company's stock plans, nor the exercise of stock options is deemed a purchase that can be matched against a sale for short-swing liability purposes. However, the sale of any shares obtained through the receipt of stock or the exercise of stock options under the Company's stock plans is considered a sale for these purposes and may be subject to the profit disgorgement under Section 16.

The rules on recovery of short-swing profits do not depend on whether a person had Material Nonpublic Information at the time of the transaction.

V. Rule 10b5-1 Trading Plans

Rule 10b5-1 provides an affirmative defense from insider trading liability under the federal securities laws for trading plans that meet certain requirements. The Quarterly Blackout and Pre-Clearance restrictions do not apply to trades executed pursuant to a binding contract, instruction or written plan that complies with the requirements of Rule 10b5-1 under the Securities Exchange Act of 1934 and that is pre-cleared by the Legal Department (a "**Trading Plan**").

Trading Plans may only be adopted during a Trading Window and when the employee is not aware of any Material Nonpublic Information, and may not be modified. In addition, a Trading Plan must provide a minimum of thirty (30) days following its adoption before a trade can occur under the Trading Plan (the "**Cooling-Off Period**"). For Section 16 Persons, the Cooling-Off Period is a minimum of ninety (90) days following adoption of the Trading Plan, or two (2) business days following the disclosure of quarterly financial results for the fiscal quarter the Trading Plan was adopted, whichever is later.

The Trading Plan must be entered into in good faith and without any purpose of evading the prohibition against trading while in possession of Material Nonpublic Information. Persons adopting a Trading Plan must also act in good faith with respect to the plan. Trading Plans adopted by Section 16 Persons must include representations from the individual certifying that they are not aware of any Material Nonpublic Information about the issuer or its securities, and that they are acting in good faith and not as part of any plan or

scheme to evade the prohibitions of Rule 10b-5. A Trading Plan must either specify (including by formula) the amount, pricing, and timing of transactions in advance or delegate discretion on those matters to an independent third party. Once the Trading Plan is adopted, the person adopting the Trading Plan must not exercise any influence over the amount of securities to be traded, the price at which they are to be traded, or the date of the trade.

The Company will publicly disclose the adoption or termination of a Trading Plan by any Section 16 Person and a description of the material non-pricing terms, including the name and title of the Section 16 Person, the date of adoption or termination of the Trading Plan, the duration of the Trading Plan, and the aggregate number of securities to be sold or purchased under the Trading Plan.

All Trading Plans must be pre-cleared in advance by the Legal Department. Individuals may not enter into overlapping Trading Plans. Only one single-trade Trading Plan is permitted in any consecutive 12-month period. Approved Trading Plans cannot be amended and can only be terminated with the approval of the Legal Department, which will be granted only in unusual circumstances that could not have been foreseen at the time the Trading Plan was adopted. The compliance of any Trading Plan with applicable law is the responsibility of the person entering into the Trading Plan. All persons adopting a Trading Plan are encouraged to consult with personal legal counsel.

VI. Legal Liability and Disciplinary Action

There are serious legal liabilities for persons who violate insider trading laws, including disgorging profit made or loss avoided, monetary civil penalties, criminal fines, and prison sentences. Employees of the Company who violate this Policy will also be subject to disciplinary action, which may include, among other things, ineligibility for future participation in the Company's equity incentive plans or termination of employment.

VII. Individual Responsibility

Every person covered by this Policy has the individual responsibility to comply with insider trading laws and this Policy, regardless of whether a transaction is executed in a Trading Window or is pre-cleared by the Legal Department. The restrictions and procedures of this Policy are intended to help avoid inadvertent instances of improper insider trading, but appropriate judgment should always be exercised in connection with any trade in the Company's securities.

An individual may, from time to time, have to forego a proposed transaction in the Company's securities even if they planned to make the transaction before learning of the Material Nonpublic Information and even though they believe they may suffer an economic loss or forego anticipated profit by waiting.

VIII. Company Transactions

From time to time, the Company may engage in transactions in its own securities. It is the Company's policy to comply with all applicable securities and state laws (including appropriate approvals by the Board of Directors or appropriate committee, if required) when engaging in transactions of its securities.

IX. Questions

Please direct any questions about this Policy to the Chief Legal Officer or the Assistant General Counsel, Securities.

EXHIBIT 21.1
Lennox International Inc. Subsidiaries

The following are the subsidiaries of Lennox International Inc., as of February 2, 2025, and the states or jurisdictions in which they are organized. Subsidiaries are indented below their immediate parent entity. The names of certain subsidiaries have been omitted because, considered in the aggregate as a single subsidiary, they would not constitute, as of the end of the year covered by this report, a “significant subsidiary” as that term is defined in Rule 1-02(w) of Regulation S-X under the Securities Exchange Act of 1934.

Name	Ownership	Jurisdiction
Lennox Industries Inc. (See Annex A) <i>d/b/a Lennox Parts Plus, Lennox Industries Inc. of Delaware, Lennox Global</i>	100%	Delaware
Heatcraft Inc.	100%	Delaware
Bohn de Mexico S.A. de C.V.	50%	Mexico
Frigus-Bohn S.A. de C.V.	50%	Mexico
Advanced Distributor Products LLC	100%	Delaware
Heatcraft Refrigeration Products LLC	100%	Delaware
Heatcraft Technologies Inc.	100%	Delaware
Alliance Compressor LLC	24.5%	Delaware
Lennox Procurement Company Inc.	100%	Delaware

**ANNEX A
TO
EXHIBIT 21.1**

Lennox Industries Inc. Subsidiaries

Name	Ownership	Jurisdiction
Allied Air Enterprises LLC	100%	Delaware
LPAC Corp.	100%	Delaware
Lennox Global LLC (See Annex B)	100%	Delaware
LGL Europe Holding Co.	54%	Delaware
Lennox National Account Services Inc.	100%	California
Lennox Services LLC	100%	Delaware
Lennox National Account Services LLC <i>d/b/a Commercial Air Systems</i>	100%	Florida
Lennox AES Holdings LLC	100%	Delaware
Lennox AES Industries LLC	100%	Delaware

**ANNEX B
TO
EXHIBIT 21.1**

Lennox Global LLC Subsidiaries

Name	Ownership	Jurisdiction
Lennox (Shanghai) Refrigeration Technology Consulting Co Ltd.	100%	China
LGL Europe Holding Co.	46%	Delaware
P.M. Pagdig, S. de R.L. de C.V. (See Annex C)	99.998%	Mexico
LGL Germany GmbH	100%	Germany
LGL Australia (US) Inc.	100%	Delaware
Lennox India Technology Centre Private Ltd.	0.0005%	India
LII Comercial de Mexico, S. de R.L. de C.V.	99.97%	Mexico
P.M. Pagdig, S. de R.L. de C.V. (See Annex C)	0.002%	Mexico

**ANNEX C
TO
EXHIBIT 21.1**

P.M. Pagdig, S. de R.L. de C.V Subsidiaries

Name	Ownership	Jurisdiction
Lennox Switzerland GmbH	100%	Switzerland
LII Mexico Holdings Ltd.	100%	UK
LII United Products, S. de R.L. de C.V.	99.99%	Mexico
LII Comercial de Mexico, S. de R.L. de C.V.	0.03%	Mexico
Lennox Mexico Minority Holdings LLC	100%	Delaware
LII United Products, S. de R.L. de C.V.	0.01%	Mexico
Lennox LXMO Holdings LLC	100%	Delaware
LII LXMO Holdings LLC	100%	Delaware
LGL Holland B.V. (See Annex D)	100%	Netherlands

**ANNEX D
TO
EXHIBIT 21.1**

LGL Holland B.V. Subsidiaries

Name	Ownership	Jurisdiction
Lennox Industries (Canada) ULC	100%	Canada
Lennox India Technology Centre Private Ltd.	99.9995%	India
LII Global UK Ltd.	100%	United Kingdom
Lennox NAO	99.5%	Russia

Consent of Independent Registered Public Accounting Firm

We consent to the incorporation by reference in the registration statements (Nos. 333-265185, 333-231762 and 333-127540) on Form S-8 and (No. 333-268030) on Form S-3 of our report dated February 11, 2025, with respect to the consolidated financial statements of Lennox International Inc. and the effectiveness of internal control over financial reporting.

(signed) KPMG LLP

Dallas, Texas
February 11, 2025

CERTIFICATION

I, Alok Maskara, certify that:

1. I have reviewed this annual report on Form 10-K of Lennox International Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - d. Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
 - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: February 11, 2025

/s/ Alok Maskara

Alok Maskara

Chief Executive Officer

CERTIFICATION

I, Michael P. Quenzer, certify that:

1. I have reviewed this annual report on Form 10-K of Lennox International Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - a. Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - b. Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - c. Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - d. Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
 - a. All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - b. Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: February 11, 2025

/s/ Michael P. Quenzer

Michael P. Quenzer
Chief Financial Officer

**CERTIFICATION PURSUANT TO
18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Annual Report of Lennox International Inc. (the "Company") on Form 10-K for the year ended December 31, 2024 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), each of the undersigned, Alok Maskara, Chief Executive Officer of the Company, and Michael P. Quenzer, Chief Financial Officer of the Company, certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to section 906 of the Sarbanes-Oxley Act of 2002, that to his or her knowledge:

- (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company

/s/ Alok Maskara

Alok Maskara
Chief Executive Officer

February 11, 2025

/s/ Michael P. Quenzer

Michael P. Quenzer
Chief Financial Officer

February 11, 2025

A signed original of this written statement has been provided to the Company and will be retained by the Company and furnished to the Securities and Exchange Commission or its staff upon request. The foregoing certification is being furnished to the Securities and Exchange Commission as an exhibit to the report.