

BIRTHING BENEFITS PROGRAM

ELIGIBILITY

In order to be eligible for birthing benefits, employees must:

- Be a benefits-eligible (*i.e.*, classified as salaried and regularly working at least 20 hours/week, classified as hourly and regularly working at least 30 hours/week, and not seasonal or temporary), US-based, non-bargained employee of Lennox International Inc. or its affiliated companies (collectively, “LII”);
- Complete one continuous month of full-time service before giving birth;
- Give birth.

BENEFIT SUMMARY

1. Birthing benefits last for 8 continuous weeks, starting at the date of delivery. Birthing benefits are in addition to LII’s Bonding Leave, but runs concurrently with LII’s Family and Medical Leave Act (“FMLA”) leave, short-term disability benefits, and all other applicable forms of paid and unpaid leave. To the extent the employee qualifies for another form of paid birthing leave (*e.g.*, under state law), the Company benefit will be reduced by this amount unless otherwise prohibited by law.
2. In order to qualify for birthing benefits, employees must meet the eligibility criteria described above and timely apply and be approved for birthing benefits by LII’s third party FMLA and short-term disability benefits administrator(s). When need for leave is foreseeable, application is timely when it occurs at least 30 days prior to the anticipated need for leave. Where the need for leave is not foreseeable 30 days in advance, application is timely when it is made as soon as practicable (typically the same day the employee becomes aware of the need for leave or the next business day).
3. If approved, birthing benefits will be paid as follows:
 - Salaried Exempt and salaried Non-exempt employees will receive 100% of their salary;
 - Hourly Non-exempt employees will receive \$450/week.

All payments are subject to applicable taxes and withholdings.

4. Following the exhaustion of birthing benefits, Employees:
 - Who wish to take additional paid time off to bond with their healthy infant can apply for up to two weeks of LII Bonding Leave by contacting LII’s third-party leave of absence administrator.

- Who require additional time to recover from medical conditions associated with childbirth or whose infant has a medical condition requiring their care may apply separately for FMLA, short-term disability benefits, and/or another form of paid or unpaid leave (*e.g.*, state-administered leave). See **Family and Medical Leave Act Policy** or contact LII’s third party benefits administrator(s) for more information.
 - Who require a change to the way they work due to a disability associated with childbirth may apply for a reasonable accommodation, including a reasonable amount of additional unpaid time off, if they are medically unable to perform the essential functions after their leave is exhausted. Please contact a Human Resources Business Partner for more information on the reasonable accommodation process.
5. Up to 8 weeks per calendar year of birthing benefits will count as “Eligible Earnings” for the purposes of the Company’s Short-term and Broadbase Incentive programs.

NO DISCRIMINATION, HARASSMENT, INTERFERENCE, OR RETALIATION

LII prohibits discrimination and harassment on the basis of protected characteristics, including sex, pregnancy, sexual orientation, and gender identity. LII also prohibits interference with Employees’ rights under the FMLA and other federal, state, and local leave laws. Employees who know or suspect discrimination, harassment, or interference should follow the reporting procedures outlined in the **Code of Business Conduct**. Employees making good faith reports will be protected from retaliation. Please see the **LII Anti-Retaliation Policy** for details.

MODIFICATION OR CANCELLATION

LII reserves the right to modify or cancel birthing benefits at any time, with or without notice, and in its sole discretion.