



2025 Benefits Information

The information shown below is intended to inform you about important information concerning your termination of employment from LII.

<p>Final Paycheck</p>	<p>Regular base pay, including payments for unused accrued vacation time, will be paid through your termination date, less applicable deductions for taxes. If you terminate employment in the middle of a pay period and participate in medical, dental, vision and other supplemental benefits, deductions will be prorated for the pay period, with the exception of flexible spending accounts (no deduction will be taken).</p>			
<p>Health Care</p>	<p>If currently enrolled in the medical, dental, or vision plan, coverage will be cancelled at midnight on your termination date.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%; border: none;"> <p>Medical Quantum Health www.LIIQuantum.com (877) 220-2279</p> </td> <td style="width: 33%; border: none;"> <p>Dental Delta Dental www.deltadentalins.com (800) 521-2651</p> </td> <td style="width: 33%; border: none;"> <p>Vision EyeMed www.eyemed.com (866) 800-5457</p> </td> </tr> </table>	<p>Medical Quantum Health www.LIIQuantum.com (877) 220-2279</p>	<p>Dental Delta Dental www.deltadentalins.com (800) 521-2651</p>	<p>Vision EyeMed www.eyemed.com (866) 800-5457</p>
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<p>Health Care Benefits Coverage Continuation Lockton Dallas (844) 257-4210 www.choosemylo.com/dallas or www.healthcare.gov</p>	<p>Health Care Exchange</p> <p>As you prepare to separate with LII, you still have control of your health insurance and COBRA is not your only choice. To help you understand your health care exchange options, LII has partnered with Lockton Dallas. Their licensed representatives help you compare health insurance coverage options and costs. You have 60 days from your date of termination to enroll in the health care exchange.</p> <p>Consolidated Omnibus Budget Reconciliation Act (COBRA)</p> <p>A COBRA packet with detailed information and monthly costs will also be mailed to your home within two weeks following your separation. If you elect this option, you will need to enroll for coverage to be continued, and COBRA costs are fully paid by you. You are eligible to continue coverage under COBRA for up to 18 months. As detailed above, there may be more cost-effective coverage options available.</p> <p>You will have 60 days to enroll in COBRA, and coverage will be retroactive to your termination date. If you have questions about your COBRA options, contact bswift at (800) 284-4549 for assistance. Please be prepared to provide your LII personnel number.</p>			
<p>Other Benefits</p>	<p>All other benefit coverage will be canceled at midnight on the date of termination.</p>			
<p>Legal Services Plan Legal Shield (888) 807-0407</p>	<p>If you are enrolled in the Legal Services Plan, Legal Shield will mail you information on how to port your coverage. You have 60 days to port from the date of termination. The price and plan are the same.</p>			
<p>Life Insurance, Critical Illness, Accident Insurance VOYA (800) 955-7736 – Life Ins. (877) 236-7564 – Accident and Critical Illness</p>	<p>If you would like to convert your life insurance, please request a Life Conversion Information Request form from your HR representative. If you are enrolled in Critical Illness or Accident Insurance, VOYA will contact you with information on how to convert coverage.</p> <p>Coverage and costs may not be the same as the group coverage available as an LII employee.</p>			

<p>Flexible Spending Accounts (800) 328-4337 www.taxesaverplan.com</p>	<p>Participation in the Health Care Spending Account and Dependent Care Spending Account plans end as of date of termination.</p> <ul style="list-style-type: none"> • Expenses incurred <u>after</u> date of termination are not eligible for reimbursement. • If you have outstanding expenses incurred prior to your date of termination, you have until March 31, 2026 to submit your claim for reimbursement. Any funds remaining in the account after all eligible claims have been paid are forfeit, • You can elect COBRA for the Health Care FSA. By electing COBRA, you remain active in the benefit and continue to contribute and use the funds in the account for dates of service incurred after your termination date.
<p>401(k) Fidelity (866) 783-5225 www.netbenefits.com</p>	<p>You may have several options available with your account depending on the balance; visit the Fidelity website or contact Fidelity's Customer Service Team.</p> <p>If you have a loan against your 401(k), please contact Fidelity for repayment options and to understand any potential tax implications.</p>
<p>Employee Stock Purchase Program (ESPP) Fidelity (800) 783-5225 www.netbenefits.com</p>	<p>You will continue to own stock purchased during your employment with LII, but you will no longer be eligible to participate in the ESPP. Any funds withheld but not used to purchase shares under the ESPP prior to your termination of employment will be returned via your paycheck as soon as administratively feasible.</p> <p>Please contact Fidelity for additional information.</p>
<p>Unemployment Benefits</p>	<p>Depending on the circumstances of your separation from the Company, you may be eligible to receive unemployment benefits. Eligibility for unemployment benefits are determined and administered at the state level and vary from state to state. In most states, you can file for unemployment benefits over the phone or online.</p>
<p>Proof of Employment</p>	<p>Need proof of prior employment? Give the person seeking proof of your prior employment the following information:</p> <ol style="list-style-type: none"> 1. The Work Number Access Options: <ul style="list-style-type: none"> • www.theworknumber.com • 1-800-367-5690 2. Lennox International Employer Code: 15018 3. Your Social Security Number

NOTE: To ensure timely delivery of your year-end W-2 statement, please contact our Payroll department at 972-497-5446 if your mailing address should change. Benefit information shown above for non-bargaining unit employees only.

This Summary provides a description of the provisions applicable upon separation from service. Plan provisions and policies are described in more detail in other available documents and contracts. All plans and programs are governed by the actual plan documents, contracts and Federal regulations, as applicable. Nothing in this or any other document you may receive or verbal communication should be construed as a guarantee of benefits. Lennox International reserves the right to terminate or change benefit plans at any time, and has sole discretion to determine eligibility for any of the benefits provided. Upon any change, impacted participants would be notified in advance.