



NEXT STARTS NOW



For more than a century, Rheem has been a strong and reliable partner in both residential and commercial innovation. Since its founding in 1925, the company has evolved from modest beginnings into a global leader in heating, cooling, water heating and commercial refrigeration. Guided by a commitment to sustainability, Rheem continues to enhance everyday life through thoughtful design, advanced technology and lasting quality.



60.75M
Metric Tons of CO₂e Emissions Avoided*

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*By Rheem product portfolio sold since January 2019. For calculation methodology, visit [Rheem.com/ProductSustainability](https://www.rheem.com/ProductSustainability).

A Letter from our CEO



Between 2019 and 2025, we met or exceeded all our sustainability goals, some of them well ahead of the deadline.”

There is no doubt that 2025 was a great year for sustainability at Rheem. We planned it that way. Back in 2019 when we first introduced Rheem’s sustainability program and strategy, we announced our first set of goals and targeted to accomplish them by the end of 2025. We chose 2025 for a reason: it was our centennial year, and we wanted to celebrate sustainability along with our 100 years of innovation, teamwork and customer partnerships. Rheem has a rich legacy, made richer by people who are committed to minimizing our impact on the environment by designing and selling more sustainable products, building sustainability excellence into world-class operations and leveraging sustainability outreach and training to engage and empower our employees and partners.

With an unrelenting commitment from our teams around the globe, our sustainability strategy paid off. Between 2019 and 2025, we met or exceeded all our sustainability goals, some of them well ahead of the deadline. Just a few examples:

- In 2025, we not only met but exceeded our goal to reduce greenhouse gas emissions by 50 percent across global manufacturing operations compared to a 2018 baseline.
- In 2019, we set a goal to train 250,000 plumbers, contractors and key influencers on sustainable products, installations and best practices. By 2025, we had far surpassed our goal with **800,000 trainings** completed.

- All manufacturing sites included in our 2019 program launch have successfully achieved Zero Waste to Landfill (ZWTL) status.

Those accomplishments required a lot of hard work. But, apart from altruistic reasons, the market is demanding that companies like Rheem make sustainability a priority. It’s top of mind for many of our customers and consumers. Prospective employees tell us a significant factor in their decision to join the Rheem team was because of our industry leadership in sustainability. And government regulations, including new energy efficiency levels required by 2029 for all US residential water heaters known as NAECA 4, are informing our sustainability innovations.

It helps that there is a genuine passion at Rheem for this work. Our people love the challenge to innovate what’s next. They like outshining our competition. Most of all, they like doing the right thing. At Rheem, we like to say, “Next Starts Now.” We are proud of our sustainability achievements, but we will never be complacent. In this report, you will see what’s to come as we set new sustainability goals for 2035. It’s an ongoing commitment at Rheem. And you can count on the same level of engagement from our employees around the world to achieve these goals.

Chris Peel
President and CEO

About Rheem.



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Who We Are



Engineered for Life

We kicked off 2025 with the unveiling of our new tagline, “Engineered for Life.” This tagline underscores the strength of our century-long legacy, one built on more than 500 active patents and a history of meaningful, collaborative partnerships with each of our audience groups. It is this focus on product innovation, quality and customer success that continues to drive Rheem forward.



Celebrating Next Starts Now

Rheem has always led through innovation, and that legacy continues to guide us in what comes next. As we look toward the future of air and water, we remain grounded in the values that have shaped our company for a century. We serve more than 80 countries with a comprehensive portfolio across heating, cooling, water heating, pool and spa heating



and commercial refrigeration. As a leader in the HVAC and water heating industry, our brand is built on strong partnerships and shared success.

By focusing on our sustainability commitments, we advance higher-efficiency product solutions, more responsible manufacturing practices, and the support and education our partners need to deliver sustainable comfort in homes and businesses around the world. Together, we are creating lasting impact, one innovation at a time.

Rheem North America: Air & Water, Better Together.

This year, we have brought together our Air and Water businesses in North America, reflecting an accelerating convergence of these important mechanical trades that significantly influence the functionality, comfort and sustainability of homes and buildings.

Our aim is to be the best to do business with, serving focused-trade Air or Water contractors, and increasingly multi-trade Air and Water contractors, with strong products, exceptional value and dependable support.

The evolution of our organization has provided the opportunity to look more intensely at how progress that spans both Air and Water creates greater opportunity for us – progress in how we reach customers, create technology and develop, manufacture, distribute and support our products with efficiency, without waste and sustainably. With this work, we continue our commitment to leading the industry in sustainability.

By making good on our promise to lead our industry in sustainability, we also make good on our promise to elevate the Rheem customer experience across Air and Water, fulfilling our goal of being the best to do business with.

Alex Housten
Chief Operating Officer



Our 2025 Commitment to *A Greater Degree of Good*™



Product Goal

Launch a line of heating, cooling and water heating products that boast a 50% reduction in greenhouse gas footprint.*

2025 Goal Surpassed: Rheem launched a new line of air and water heat pump products across residential and commercial offerings that met our 50% GHG reduction goal, some achieving as much as an 87% reduction.



Process Goal

Reduce greenhouse gas emissions by 50% and achieve Zero Waste to Landfill in our global manufacturing operations.**

2025 Goals Surpassed: All of Rheem’s manufacturing facilities included in our initial goal launch achieved Zero Waste to Landfill by diverting at least 90% of waste from landfills, incineration and WTE and surpassed our operational greenhouse gas emissions goal with a 55% reduction.



People Goal

Train 250,000 plumbers, contractors and key influencers on sustainable products or sustainable installation and recycling best practices.

2025 Goal Surpassed: Rheem more than tripled our goal by training 800,000+ plumbers, contractors and key influencers on sustainable products and practices.



At Rheem, strategy and sustainability go hand in hand because our ambition extends beyond today’s success. We are focused on creating enduring value for our customers, contractors and partners for generations to come. The achievement of our first set of goals marks an important milestone—and sets the foundation for an even greater impact ahead.”



Chee Wee Gan
Senior Vice President, Strategy & Sustainability

Our Sustainability Highlights at a Glance



60.75M
million metric tons CO₂e emissions avoided by Rheem® product portfolio sold since January 2019***



7,000+
metric tons of carbon dioxide equivalent emissions reduced by our Energy Management Program from 2019-2025



350+
of employees active in GoodWorks



45%
of global new hires aware of the sustainability program during the recruitment process say it attracted them to Rheem

*Rheem’s goal is to release by 2025 a line of heating, cooling, and water heating products that reduce greenhouse gas emissions by 50% as compared to products available in 2019. Reduction calculations will be based on the products’ use phase emissions only and utilize average emission factors to account for variability in electricity grids. Reduction calculations will not consider upstream or manufacturing impacts, but use phase emissions account for the majority of the products’ impact. At this time, these figures have not been independently verified by a third party.

** Rheem’s goal is to reduce greenhouse gas emissions by 50% by 2025 from a 2018 baseline. This metric will be based on intensity emissions normalized by units produced and includes Scope 1, 2, and elements of Scope 3, as defined by the Greenhouse Gas Protocol. At this time, these figures have not been independently verified by a third party. A Rheem plant is considered to have reached Zero Waste to Landfill when it achieves a rate of at least 90% diversion of nonhazardous solid waste away from landfill, waste-to-energy (WTE) and incineration, in line with the Zero Waste International Alliance standards and TRUE Zero Waste standards. At this time, these figures have not been independently verified by a third party.

***For calculation methodology visit, rheem.com/productinnovation

Celebrating 100 Years

In 2025, we celebrated our 100th anniversary with a global campaign that included themed events and engagement for both employees and partners, as well as opportunities to honor our history and look ahead to the future.



Pro Partner™ International Conference

The Pro Partner International Conference in Las Vegas welcomed more than 7,000 contractors, plumbers and industry leaders to mark a century of innovation and leadership. The event showcased Rheem’s strong momentum in heat pump innovations that advance energy efficiency and emissions reduction. With sustainability embedded throughout the conference and a clear focus on equipping the trade with the latest in innovative solutions, we strengthened our partnership with the trade as a trusted leader in shaping the future of efficient, sustainable comfort.



ILC Pro Partner Pledge Board Installations

While visiting the sustainability booth at the Conference Expo, attendees were encouraged to commit to promoting sustainable solutions by signing our pledge wall. These signatures filled the boards, showcasing the commitment our customers have made to sustainability and energy efficiency. Now, visitors to our Innovation Learning Centers (ILC) in Lewisville, Texas and Roswell, Georgia, can see the impact of the conference while attending training sessions on these products.



From the innovations in our product lineup to the intentional planning of the event itself, every detail reflected our commitment to reducing environmental impact while empowering our partners to do the same.”

Kim Albrecht

Senior Director, Channel Marketing, Rheem



At GreenCat, we’ve been successfully delivering weatherization and energy-saving programs for over 10 years in thousands of homes across California. Over the past few years, we’ve teamed up with the folks at Rheem. We can’t say enough about how amazing their products are and how helpful their team is in helping us accomplish our goals of reducing carbon emissions and lowering utility costs for homeowners!”

Charles Holmes

Owner, GreenCat Inc.



Ruud’s heat pump technology helps us deliver efficient, dependable comfort solutions that make sense for our customers while supporting long-term sustainability.”

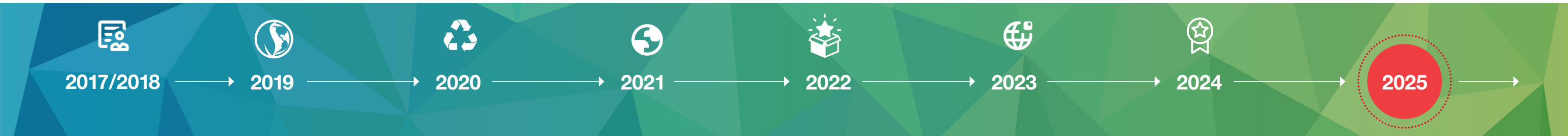
Dustin Green

Chief Executive Officer, Green Country Refrigeration Inc.

Our Progress on Sustainability

Through continued product innovation, disciplined impact reduction and sustained investment in our partners, we are elevating our sustainability leadership and amplifying our ability to create enduring, positive impact. In 2019, we set Rheem’s first sustainability goals, aiming to meet our targets by 2025. We are proud to share that we met or exceeded all of our sustainability goals.

We want to recognize the hard work of our teams around the world since we launched this program, helping us make our operations and products more sustainable, one day at a time.



- Met with Industry Thought Leaders/ Internal Stakeholders
- Initiated Materiality Research
- Formalized Sustainability Business Strategy

- Launched A Greater Degree of Good™ and 2025 Commitments
- Captured GHG Baseline in North America
- Completed Waste Audits / Captured North American Diversion Rates
- Began Integrating Sustainability into the Product Development Process
- Launched Sustainability Product Training

- Captured GHG Baseline and Waste Diversion Rates Globally
- Released Rheem’s First Sustainability Progress Report
- Launched Decarbonization Initiative

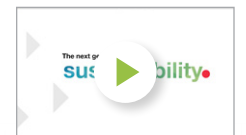
- Launched GoodWorks™ and Sustainability Steering Committee
- Piloted Product Sustainability Elements
- Kicked Off Life Cycle Assessment Pilot
- Held the Inaugural Global Sustainability Summit

- Continued Extending Product Sustainability Elements to Global Markets
- Finalized Pilot Life Cycle Assessment
- Launched Refrigerant Task Force
- Launched Energy Management Program in North America
- **Achieved Sustainability Training Goal**

- Conducted Global Materiality Research
- Held Second Global Sustainability Summit
- Expanded Product Life Cycle Assessments
- Launched Sustainable Packaging Task Force
- Completed Six Global Waste Audits

- Curated our 2025 Sustainability Heat Pump Collection that met or exceeded our GHG Emissions Reduction Goal
- **Achieved Zero Waste to Landfill Status at all Manufacturing Sites**
- Executed A2L Refrigerant Transition

- **Surpassed Greenhouse Gas Reduction Goal Target**
- **Improved Product Design for Sustainability Process**
- **Refined our Global Emissions Mapping**
- **Finalized our Next-Generation Goals and Targets**
[\(Read more in our Looking Ahead section\)](#)



→ [Watch our launch video](#)

Rheem Recognition in 2025

Rheem teams around the world were recognized across multiple platforms for leadership in workplace excellence, sustainability, product innovation and industry performance.



25+
Product Awards



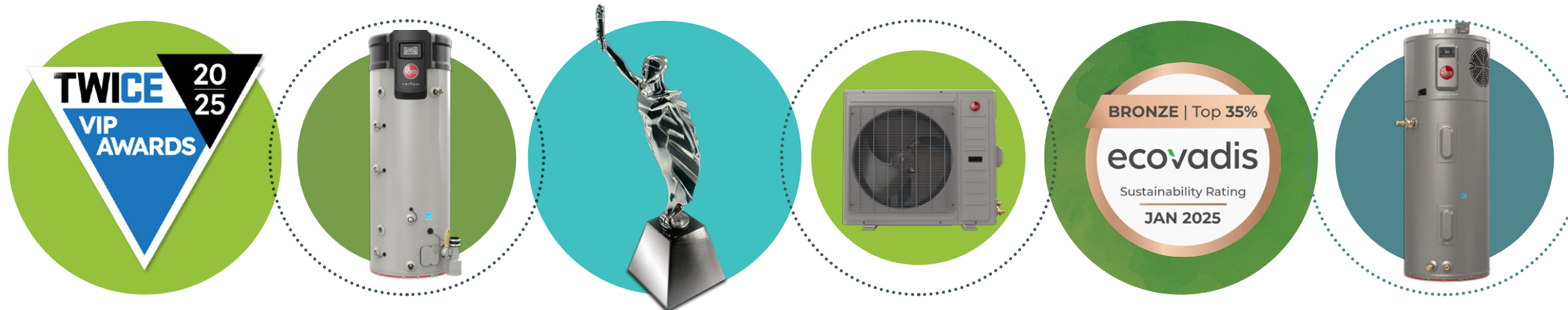
10+
Communication Awards



6+
Global Innovation Awards

Top Company Honors

- Forbes America's Best Large Employers for 2025
- MarCom Awards Platinum Winner, *Rheem Sustainability Progress Report*
- DEJONG earned the Ecovadis bronze medal
- U.S. News & World Report's 2024-2025 Best Companies to Work For: Private Companies
- Newsweek Most Trustworthy Companies in America 2025
- Greenbuilder Media 2025 Sustainable Brand Index, Water Heating & HVAC



Product Honors

- **ACHR The News Residential Product of the Year**, Rheem Endeavor™ Line Prestige™ Series Side-Discharge Universal Heat Pump (RD18AY)
- **Top Building Products of 2024 by Building Design + Construction**, Rheem Triton™ Light Duty Water Heater
- **TWICE VIP Award for Smart Home & Automation**, Friedrich™ Floating Air™ Ductless Mini-Split
- **Good Housekeeping Home Reno Award 2026**

 - Rheem ProTerra Hybrid Electric Heat Pump Water Heater
 - Friedrich Kuhl™ Smart Room Air Conditioner
 - Friedrich Floating Air Ductless Mini Split
- **Beste uit de test 2025 Award**, Intergas™ Xtreme™ 30 and 36
- **Top of Mind Brazil 2025 Award**, Gas Water Heating Category
- **Construction Business News Middle East, Innovation in Mechanical, Electrical, and Plumbing Award**, A2W-W2W Commercial Heat Pump Water Heaters
- **Good Design Award**

 - Rheem Maximus™ Super High Efficiency Gas Water Heater with LeakSense™
 - Rheem IKONIC™ Super High Efficiency Condensing Tankless Water Heaters
- **Climate Control Saudi Awards 2025, Manufacturer/Supplier of the Year (Water Heaters)**, ProTerra Hybrid Heat Pump Water Heater

Rheem Recognition in 2025 CONTINUED

Award-Winning Team Members

Karen Meyers, 2025 ACHR The News HVAC All-Star Award

In 2025, Karen Meyers, Vice President of Government Affairs at Rheem, was named an HVAC Legend as part of The ACHR NEWS inaugural HVAC All Stars awards. With more than four decades in the industry, Meyers was recognized for helping shape the HVAC regulatory landscape through her leadership on energy efficiency standards, policy development and the advancement of sustainable technologies.



Madison Phillips, Supply House Times Next Gen All-Star Award

Rheem's Director of Product and Customer Strategy, Madison Phillips, was named a Supply House Times Next Gen All-Star, recognizing her leadership and impact in the Plumbing, Heating, Cooling, Piping, Pipe, Valves and Fittings industry. The award highlights the top 20 emerging young professionals who are shaping the future of manufacturing and customer strategy.



Holly Beck, ACHR News' 2025 Top Women in HVAC

Holly Beck, Senior Marketing Manager US Air, Rheem North America, earned recognition as one of ACHR News' 2025 Top Women in HVAC for her leadership, industry expertise and commitment to advancing the profession. After a start in product management and transition to lead marketing across branding, trade shows, literature and digital content, Beck's tenure with Friedrich now spans more than 14 years promoting the industry.



Ron Shughart, 2025 ULSE STAR Awards Impactful Member of the Year Award

Ron Shughart, Compliance Engineer Project Manager, HTPG, was named as an Impactful Member of the Year in the 2025 UL Standards & Engagement (ULSE) STAR Awards. Ron was recognized for his dedication to advancing standards development within the refrigeration industry. His ability to bring together large working groups, lead focused task teams and drive meaningful progress reflects both strong technical leadership and a collaborative approach to industry advancement.



Gray Hanson, Named to ACHR News' Top 40 Under 40 HVAC Professionals of 2025

In 2025, Gray Hanson, Commercial Regional Manager of Rheem's Southeast Division, was named to ACHR News' Top 40 Under 40, recognizing his early impact and leadership in the Heating, Ventilation, Air Conditioning and Refrigeration industry. The award celebrates Hanson's contributions to innovation, technical expertise and commitment to advancing the profession.



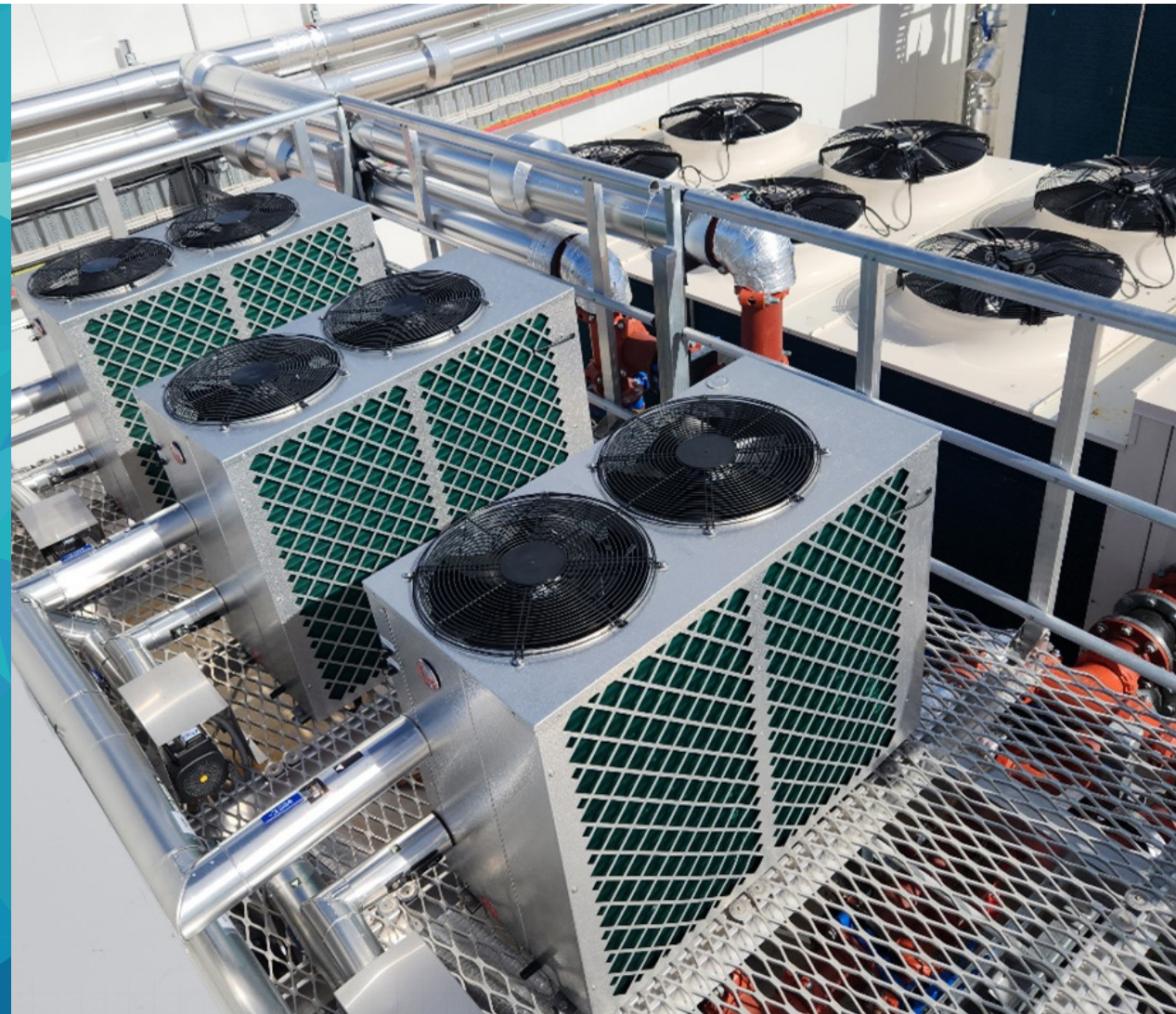
Makenzi Roberts, Women in HVACR's 2025 Influential Woman

Since her start at Rheem, Makenzi Roberts, Content and Communications Manager, has been steadfast in her communications leadership earning her a spot among Women in HVACR's 2025 Influential Women. Her commitment to customers is evident in her pieces and campaigns to create educational and inclusive stories that support the trade, all while staying in tune with the ever-changing industry.



Intelligent products.

At Rheem, our products are engineered for life, designed to last and built to reduce environmental impact. Through purposeful innovation and a strong focus on energy efficiency, we create product solutions that lower emissions, reduce waste and help shape a more sustainable future.



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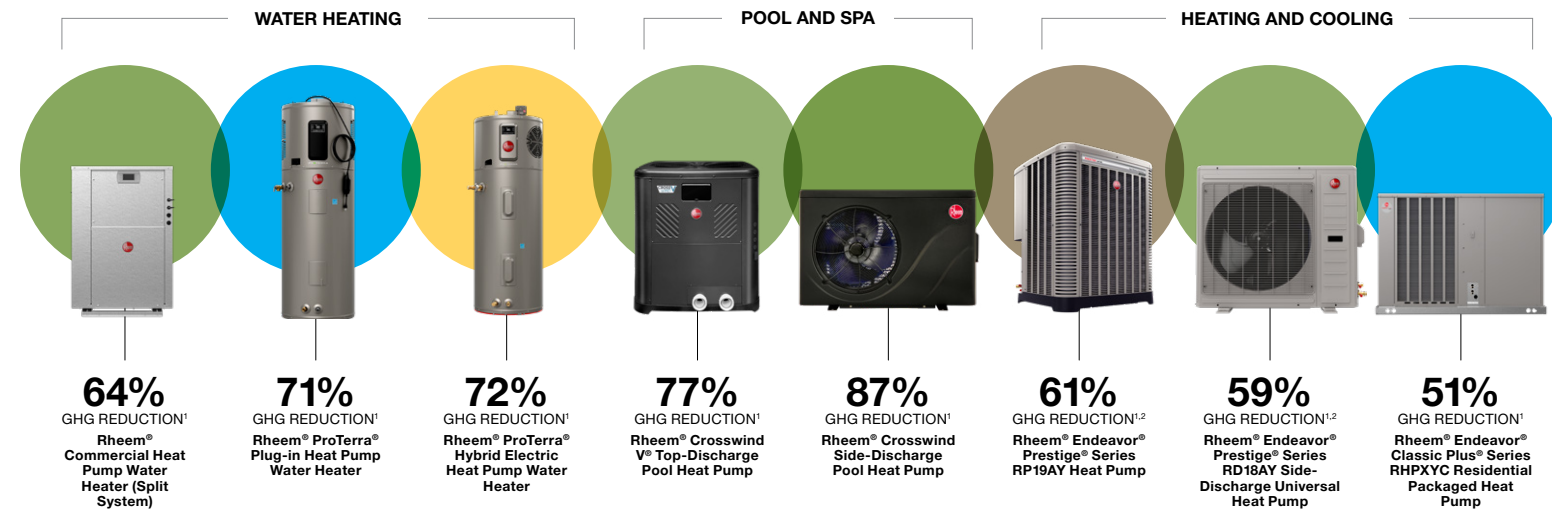
2025 Goal Surpassed: Rheem launched a new line of air and water heat pump products across residential and commercial offerings that met our 50% GHG reduction goal, some achieving as much as an 87% reduction.

2025 Product Sustainability Heat Pump Collection

As a leading global manufacturer, we treat environmental leadership as both a responsibility and a competitive advantage. Throughout the year, we were proud to promote the 2025 Product Sustainability Heat Pump Collection, a line of products that helped us meet our 2025 goal to reduce product greenhouse gas emissions by 50%.¹

From launching a heat pump water heater module in 1982 to innovating our sixth generation of the ProTerra™ Hybrid Heat Pump Water heater, we have always kept energy efficiency and customer impact top of mind. The same can be said for the decades of heat pump innovation in our heating and cooling solutions as we continue to achieve higher standards. Beyond the greenhouse gas reductions our 2025 Sustainability Heat Pump Collection provides, improved sound levels, cold climate capabilities and utility cost savings

make these products the top choice for the trade and consumers. Our portfolio continues to expand in product types and geographically with low-GWP heat pumps, VRF systems, air and water heating and cooling combination units and highly efficient commercial products. Two thirds of a typical household's energy consumption is from heating, cooling and water heating. Our breadth of products allows us the opportunity to deliver more energy efficient, sustainable products solutions throughout a customer's home.



Heating, cooling and water heating represent about 2/3 of the energy usage in a typical home. So as a global leader in air and water, we not only have an opportunity but a responsibility to develop innovative products that are high efficiency that not only allow our customers to be successful, but allow us to reduce our environmental footprint.”



Chris Peel
Chief Executive Officer



¹ Rheem's goal is to release by 2025 a line of heating, cooling, and water heating products that reduce greenhouse gas emissions by 50% as compared to products available in 2019. Reduction calculations will be based on the products' use phase emissions only and utilize average emission factors to account for variability in electricity grids. Reduction calculations will not consider upstream or manufacturing impacts, but use phase emissions account for the majority of the products' impact. At this time, these figures have not been independently verified by a third party.
² Based on AHRI-matched system with air handler.

Championing the Benefits of Heat Pumps and Efficient Technologies

We are accelerating the adoption of energy-efficient products by educating and engaging government agencies, trade professionals and the public, helping consumers make informed product choices. In 2025, Rheem leaders were featured in numerous publications and media outlets to share insights on the role of practical, high-performance solutions in reducing energy use, lowering costs and improving comfort no matter the location.

NPR News Segment with James Courtney

In a 2025 [NPR news segment](#) on climate-friendly electric appliances, James Courtney, Director of Product Management - US Water, highlighted the value and efficiency that Rheem plug-in electric water heaters can bring, especially to regions with warm incoming groundwater. The interview emphasized that these water heaters are the fastest growing portion of the market.

Forbes Magazine feature on Heat Pumps

[Forbes](#) featured Rheem as a leading voice in the transition to efficient systems, highlighted the growing role of heat pump technology in delivering energy savings, safety and long-term value. In the article, Chris Day, Vice President, Program Management Office, Rheem North America, noted that ENERGY STAR-rated heat pump water heaters can save homeowners up to \$4,910 over 10 years*. While savings vary with heating and cooling systems, available efficiency levels in these heat pumps can provide utility savings much like a vehicle with a higher MPG rating.

* Based on estimated annual operating cost savings of the 40, 50, 65 and 80-gallon models.

USA Today and The Lifestyle List Energy Saving Tips

[USA Today](#) and [The Lifestyle List](#) featured Rheem's expert guidance on simple ways homeowners can stay cool and reduce energy bills all summer long — from replacing air filters and sealing air leaks to scheduling routine maintenance and leveraging smart apps for real-time energy use monitoring. The Rheem Endeavor Line Classic Plus™ Side-Discharge Heat Pump is highlighted as an ENERGY STAR™ certified product. The feature highlights how Rheem enables homeowners to improve comfort and efficiency through accessible, cost-effective solutions that deliver real savings without compromising comfort.

Mike Branson in ACHR News

[ACHR News](#) featured Mike Branson, President, Global Air. In the article, he reflects on what it means to be Built to Last — sharing key lessons from Rheem's 100-year journey and how our commitment to innovation, quality and customer success continues to guide us today. As a century-old manufacturer, we're honored to serve this industry and excited about what the future holds.

Plumbing Mechanical with Scott Petty

Rheem was prominently featured throughout an [Plumbing & Mechanical and Supply House Times](#) article, with insights from Scott Petty, Senior Product Manager. Underscoring our leadership in hybrid heat pump water heating, Petty highlighted how this technology delivers up to four times the energy efficiency of traditional water heaters while maintaining reliable performance, even in colder climates and high-demand applications. Busting myths around hot water capacity and cold climate locations, Petty shared that hybrid solutions provide hot water recovery with scalable, future-ready features and demand response capabilities.

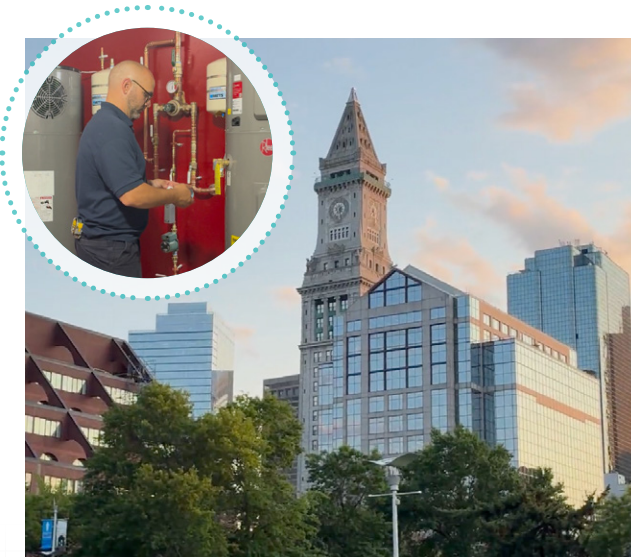


Installing Efficiency and Reliability in 2025

We were proud to take part in several notable installations showcasing the energy efficiency, reliability, cost effectiveness and flexibility of our products. Below, we highlight a few of our standout 2025 installation projects.

Boston University

Rheem® products provided a solution for large-scale sustainability efforts at Boston University, which has committed to achieving net-zero emissions by 2040. As the university transitions from predominantly fossil fuel-based systems to more efficient options, Rheem’s hybrid heat pump water heater technology plays a critical role



by delivering efficiency gains of up to 4x that of standard electric water heaters. Rheem solutions scale effectively at the institutional level, helping reduce energy use, cut emissions and make measurable progress toward long-term climate goals, all while providing reliable comfort for students living on campus.

The Perch at Pinhoti Peak

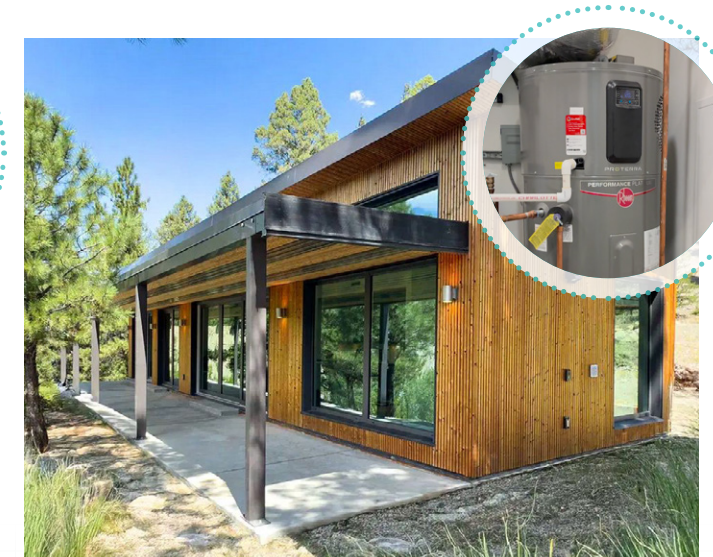
The Perch at Pinhoti Peak, a luxury treehouse hotel in North Georgia, selected Rheem to help power a high-performance approach for this mountain development. Each elevated tree house was equipped with the Rheem ProTerra™ Hybrid Electric Heat Pump Water Heater and Rheem Endeavor Line Classic Plus™ Side-Discharge Heat Pump delivering highly efficient hot water and flexible heating and cooling in the area’s fluctuating



temperatures. By integrating efficient solutions into a nature-focused design, we are proud to contribute to a project that balances guest comfort, operational reliability and long-term sustainability.

VISION House Transcend Installation

Rheem’s ProTerra Hybrid Electric Heat Pump Water Heater is shaping the future of all-electric living displayed by this Green Builder™ Media showcase home. At VISION House Transcend, a net-zero, solar-powered, all-electric prefabricated home, ProTerra delivers efficient, reliable hot water while supporting a more sustainable lifestyle. Seamlessly integrated into the home’s energy ecosystem, it reduces energy use without compromise and supports our vision for a new standard of comfort in sustainable, high-performance homes.



The Kind Foundation, New Zealand

Rheem New Zealand’s Commercial division continues to set itself apart through its delivery of reliable, efficient and innovative water heating solutions tailored to the diverse needs of businesses across the country. The Kind Foundation community and recreation center looked to Rheem for their water heating needs and to balance sustainability and utility costs. Given the wide range of users supported by the Kind Foundation facility, along with limited physical space and a strong focus on an efficient building envelope, Rheem 3-phase commercial heat pumps emerged as the clear choice.



Installing Efficiency and Reliability in 2025 CONTINUED

Think Water Gisborne Project of the Year, New Zealand

Rheem is proud to have played a key role as a preferred supplier in Think Water Gisborne's Project of the Year installation. The award-winning project delivered a high-performance, off-grid solar pump system in a challenging remote environment, where reliability, efficiency and smart system design were essential. Rheem's solutions supported a bespoke two-pump configuration, helping overcome complex constraints related to terrain, power delivery across distance and pump synchronization.



Greater Fort Smith Home Builders Association Showcase Home

Rheem contributed high-performance HVAC and water heating solutions to the Greater Fort Smith Home



Builders Association Showcase Home, donating an IKONIC™ super high-efficiency tankless water heater and an Endeavor™ Line Classic Plus™ Universal Heat Pump system. The equipment helped highlight innovative, energy-efficient residential technologies and was recognized across multiple Showcase Home events and member communications all within the community of one of our major manufacturing sites in Fort Smith, Arkansas.

VISION House Las Vegas

The 2025 VISION House Las Vegas project selected the Rheem ProTerra Heat Pump Water Heater to support comfort needs for these Department of Energy Zero Ready Homes. Working with GreenBuilder Media and a top builder. As a model home, the project seeks to showcase sustainable solutions that can be applied at scale. While other showcase homes show off-grid living, this partnership highlights how these solutions can be utilized in standard homes, expanding access to energy and utility savings.

Rheem Centurion™ System Installation at the Eco Village (MEA)

Rheem is uniquely positioned as the only provider offering both air-conditioning and water heating solutions tailored to the Middle East's demanding climate and energy requirements. Every Rheem product meets stringent Gulf Coast Cooperation regulations and international standards for quality, reliability, efficiency and environmental performance. Designed specifically



for Gulf conditions, the Rheem Centurion VRF Water Heater Heat Recovery System serves as the centerpiece of the HVAC system at the Madinat Jumeirah Eco Village ecolodge experience located in Dubai, United Arab Emirates. Together, these solutions demonstrate Rheem's ability to deliver integrated, high-performance systems that meet regional needs without performance or cost compromise.

Intergas XTend™ Hydrogen Hybrid Heat Pumps in the Netherlands

Rheem delivered a global first with the successful debut of its hydrogen hybrid heat pump technology, demonstrated through an exclusive pilot in the Netherlands. Thirty-three homes were heated using the Intergas Xtend Cool Grey, an intelligent hybrid system that combines a compact electric heat pump with a gas-fired boiler to dramatically reduce gas use while maintaining comfort and efficiency. By leveraging existing natural gas distribution infrastructure to deliver hydrogen, the system enables fully decarbonized home heating without the need for extensive network replacement, bringing to the table pragmatic, scalable solutions for the energy transition.

Intergas Hybrid Heat Pumps reducing Grid Congestion in the Netherlands

In December 2025, we participated in DACS-HW, a groundbreaking Dutch pilot focused on reducing electricity grid congestion through intelligent management of hybrid heat pumps. During a project presentation, 100 Intergas hybrid heat pumps were connected to a single transformer station and collectively controlled to balance electrical demand at the neighborhood level by intelligently steering heat pump capacity to align with available grid capacity.

Innovative Partnerships for Sustainability

Material Reduction and Ease of Recyclability in Europe

Across our European portfolio, we continue to embed sustainability into product design and packaging to improve recyclability and reduce material use throughout the value chain. One key milestone was removing chrome trim from selected plastic boiler displays to enhance recyclability.

GENERAL HVAC Solutions America, Inc. Joins Rheem

2025 continued to be a landmark year with GENERAL Solutions America, Inc. (GHSA) joining the Rheem family portfolio. This strategic alignment expands our range of product solutions, including more options variable refrigerant flow (VRF) solutions, ductless systems and more. With a strong background in product innovation, partnership will further the adoption of heat pumps and other efficient technologies.



At GHSA, we clearly see the opportunity of working together with Rheem to serve our customers and advance sustainability. By working with Rheem’s extensive contractor network and our product offerings we will be able to offer more solutions to the trade that provide consumers with advanced smart controls and energy efficiency.”

Tomokazu Hosoi
President, General HVAC Solutions America, Inc.



Rheem and ecobee Partner for Increased Energy Savings

Founded in 2007 and offering the world’s first smart thermostat in 2009, ecobee brings trusted connectivity options to Rheem’s portfolio. The ecobee Smart Thermostat Lite | Works with EcoNet™ Technology is an innovative solution delivering energy savings, seamless compatibility and enhanced convenience for homeowners and contractors. Fully launching in 2026, more information on this partnership and compatible products can be found at rheem.com/ecobeelite



TotalView™ Contractor Monitoring Platform

We continue to invest in smarter digital tools with the development of TotalView, a contractor-facing application designed to make service more proactive and efficient. This software helps contractors identify issues earlier, monitor equipment remotely, which reduces unnecessary site visits and streamlines day-to-day operations. The result is a solution that supports business efficiency while delivering sustainability benefits, including lower fuel use, fewer truck trips and more reliable performance for customers. The pilot phase of the program has shown strong performance and now we’re excited to launch TotalView to all Pro Partners™ in 2026.



2026 PRIORITIES

- ✓ Launch our new Design for Sustainability framework within the Product Development Process
- ✓ Highlight avoided emissions from higher efficiency product sales
- ✓ Baseline global packaging materials and identify opportunities to increase recyclability and post-consumer content

*The Fujitsu trademark's registered owner in the USA and Canada is Fujitsu Limited of Japan.

Global Product Sustainability Showcase



Rheem FT™ Series Combi-Boiler (US)

Up to 95% Annual Fuel Utilization Efficiency (AFUE)



Rheem Endeavor™ Line Prestige™ Series RD18AY Side-Discharge Universal Heat Pump (US)

Cooling & Heating Efficiencies up to: 19 SEER2 / 13 EER2 / 10.0 HSPF2



Rheem Endeavor™ Line Classic Plus™ Series R951V Ultra Low NOx, Gas Furnace (US)

95% AFUE across all model sizes



Rheem Prestige™ Series RA19AY, High Efficiency Air Conditioner (US)

Cooling Efficiencies up to 20 SEER2 / 13 EER2



Rheem Renaissance™ Line Classic Plus™ Series RGECYC, Gas/Electric Package Unit (US & Canada)

Up to 16.2 SEER2 / 12 EER2



Rheem RACCYC, Air Conditioner Packaged Unit (US & Canada)

Up to 16.2 SEER2 / 12 EER2



Rheem Commercial IKONIC™ Tankless Water Heater (US & Canada)

Can achieve up to 98% thermal efficiency



Friedrich Floating Air™ Ductless Mini-Split Line (US)

Pro X models maintain 100% heating capacity, even at 5°F

Product Sustainability Showcase CONTINUED



Friedrich Kühl™
Inverter Smart Room
Air Conditioner (US)

Precision Inverter™
offers exceptional
energy efficiencies



IBC™ Superflow
Boilers: SFB/SFC
(US & Canada)

Up to 96% AFUE
with full ASME-rated
heat exchanger



IBC VX/CX Boilers
(US & Canada)

95% AFUE



Rheem ProTerra™
Next-Gen (MEA)

UEF Up to 4.07,
LeakGuard™ Auto
Water Shut-off Valve



Rheem Centurion™
VRF with Hot Water
Calorifier & Heat
Reclaim System (MEA)

Up to 84% energy
saving on water
heating; Air
cooling with free
water heating



Rheem AMBIPOWER™
5kW Split System
(Australia)

R290 refrigerant



Rheem AMBIPOWER™
280L with 1.5kW
Plug-in (Australia)

R290 refrigerant



Rheem Wave™ Series
commercial pool
inverter heat pump
(Australia)

Maximizes efficiency
and energy savings
with EEV3

Product Sustainability Showcase CONTINUED



Rheem ALL PRESSURE™ VE Cylinder Range (New Zealand)
Drop in replacement as a mains pressure or as a medium/low pressure system



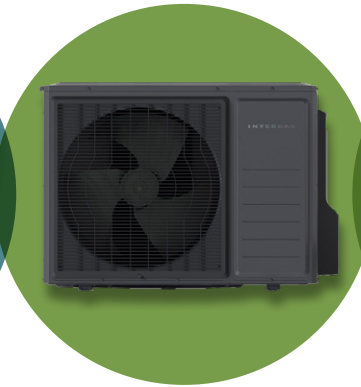
HTPG™ Dual Rated NextGen Minicon (North America)
Features energy efficient motors and supports low GWP refrigerants



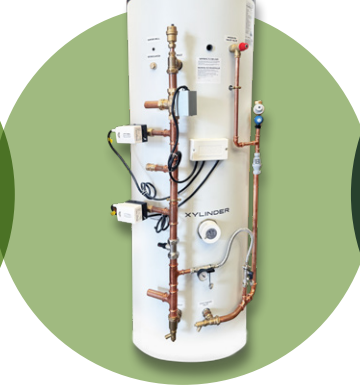
HTPG A2L NextGen All Temp Evaporators (North America)
Contains an integrated leak mitigation package and reduces product refrigerant GWP by 83-96%



HTPG A2L Packaged Refrigeration System (North America)
Contains an integrated leak mitigation package and boasts an 89% reduction in refrigerant GWP



Intergas Xtend™ Cool Grey (Netherlands)
Combination of heat pump and boiler hybrid system; intelligent technology adds ability to cool through hydronic system



Intergas™ pre-plumbed cylinder (UK)
Pre-plumbed appliances on the tank guarantee high system quality and quick install together with a heat pump system



Fujitsu™ Airstage J-7S VRF Heat pumps (North America)
Inverter based compact, cold-climate, high-efficiency heat pump with highest SEER2 of 22.2 and HSPF2 of 11.3



Fujitsu™ Airstage Orion XLTH + (North America)
Premium high-efficiency inverter heat pump delivering up to 33.5 SEER2, 14.0 HSPF2, and 19.0 EER2

*The Fujitsu trademark's registered owner in the USA and Canada is Fujitsu Limited of Japan.

Government Affairs and Advocacy

Evolving policy, regulatory and market dynamics across energy efficiency and product performance continue to shape the water heating and HVAC industries globally. We are proud to play an active role in these conversations, engaging with policymakers, industry groups, utilities and regulators to ensure that emerging standards are practical, market-ready and aligned with real-world performance.

Leadership in North America

Across North America, we are contributing to the development of heat pump and energy efficiency frameworks through participation in initiatives such as California’s Heat Pump Partnership Blueprint, collaboration with the Consortium for Energy Efficiency and ongoing engagement with the Air-Conditioning, Heating, and Refrigeration Institute (AHRI). Rheem leaders also engage directly with federal lawmakers to advocate policies that support high-performance, energy-efficient products and long-term decarbonization goals.

Members of the Government Affairs team, along with Mike Branson, President, Global Air and Alex Houston, Chief Operating Officer attended AHRI’s Public Policy Symposium to discuss the effects from President Donald Trump’s energy and environmental priorities on the industry. The Symposium provided an opportunity for Mike and Alex to meet with U.S. Senators and members of Congress to discuss Rheem’s interests regarding public policy matters.

In November, The AHRI Board of Directors selected Mike Branson to serve as the 2026 Chairman. Mike was

chosen for this position in recognition of his longstanding dedication to AHRI and his meaningful contributions to key committees.

AHR Expo: Heat Pumps are the Future

The Air-Conditioning, Heating, and Refrigeration (AHR) Expo reinforced what Rheem has long recognized: heat pump technology is rapidly becoming the future of efficient heating, cooling and water heating. Industry leaders highlighted major advances in cold-climate heat pump performance, validation and grid readiness accelerating adoption across North America. Our continued leadership and investment in heat pump solutions position the company to capitalize on this shift, aligning proven technology, strong market partnerships, and sustainability priorities with expanding demand and long-term business growth.



Rheem Leadership Influencing Energy Efficiency Policy

In late 2024, the Consortium for Energy Efficiency (CEE) finalized updated specifications to shape 2025 utility programs and federal incentives, reinforcing the growing focus on high-efficiency technologies. Rheem’s Government Affairs worked closely with CEE, providing input to inform future specifications and ensure emerging standards are practical, market-ready and aligned with Rheem’s position as an industry leader of energy-efficient solutions with long-term sustainability goals.

AHRI Certified EPD Program (ACE)

Working with the ACE program, Rheem and other industry members are collaborating to create standards for Environmental Product Declarations (EPDs). Rodrigo Cedeno, Senior Director, Sustainability, Environmental Health, Safety & Security, is a member of this committee. “Standardizing how product footprints are measured is imperative across the industry to create a level playing field to compare impacts. It is vital to providing consumers with the information they need to leverage EPDs for their own sustainability goals and projects,” Cedeno said.

Efficiency Maine Award

In 2025, Rheem was recognized by Efficiency Maine as a top residential heat pump water heater manufacturer. The recognition highlighted Rheem’s collaboration with retail, distribution and local service partners to help homeowners understand the value of high-efficiency heat pump water heaters. Programs like Efficiency Maine’s instant rebates further expanded access to these technologies, helping more households save energy and money while advancing statewide energy-conservation goals.



Government Affairs and Advocacy CONTINUED

Global Leadership

Globally, we are continuing our active role in policy leadership through direct dialogue with government agencies and industry bodies in Europe and the Middle East, including participation in European home decarbonization roundtables, collaboration with utility partners and technical working groups focused on refrigerant transition. These efforts are reinforced by market recognition and real-world adoption of high-efficiency heat pump technologies. We remain committed to serving as a trusted voice in shaping energy policy and advancing sustainable solutions worldwide.

Liverpool Roundtable for Xtend™ Hybrid Heat Pump

We participated in a European home decarbonization roundtable in Liverpool alongside utility partners, sharing real-world insights from the Netherlands' hybrid heat pump pilots with Members of Parliament during the



UK Labour Party conference. We are proud to be a trusted thought leader in sustainable heating solutions across Europe.

Rheem Europe Podcast

Through a collaboration between the European Heat Pump Association, Rheem Europe and Intergas, a podcast was created focused on heat pumps. The episode with Rheem members features a groundbreaking research project on hybrid heat pumps and grid congestion. Intergas participated in creating this podcast to increase knowledge around hybrid heat pumps, how they work and how consumers can experience a smarter, cleaner grid.

Rheem MEA Meets with MEW Executives

In May 2025, the Rheem MEA Team hosted a collaborative session in our Dubai Office with Kuwait's Ministry of Electricity, Water, & Renewable Energy (MEW)

Executives from the Engineering & Tariff Departments. In this session, current market trends such as heat pump water heaters, inverter air conditioners and other innovative solutions for the Kuwait market were discussed.

Rheem MEA's role in the Eurovent MEA Refrigerant Transition Working Group

Rheem MEA is part of Eurovent's Middle East Refrigerant Transition Working Group Committee in which multiple sessions are held throughout the year. The job of this committee is to draft a technical document that can be given to MOIAT (a UAE Regulatory Body) or any other regulatory body in this region on the topic of refrigerant transition. Rheem joined other prominent HVAC manufacturers on this committee, and in November 2025, Eurovent Middle East published its first position paper on refrigerant transition.

Rheem Australia Showcases Innovations and Promotes Energy Efficiency

The team at our Rydalmere factory hosted the Assistant Minister for Climate Change & Energy and the Assistant Minister for Science, Technology and the Digital Economy. The Ministers were particularly impressed with Rheem's range of renewable energy water heaters, the recent expansion of our heat pump manufacturing capacity and our ongoing commitment to Australian manufacturing. At All Energy 2025 Conference, Dr. Dean Clift, Technical Specialist, led a conversation focusing on how water heaters can optimize self-consumption solar energy to assist grid stability. Rheem Australia was also involved in the country's Energy Efficiency Council's inaugural Market Acceleration Summit for Efficient Electric Homes as a founding sponsor.



Politics matter. Why? Because politics drive policy, and policy matters. Why? Because policy effects our products, and our products effect people, and people matter. The Government Affairs team works closely with elected officials and regulators to ensure that policies, whether legislative or regulatory, are centered on the belief that everyone deserves reliable, energy efficient comfort and hot water regardless of application."

Matthew Thronblad
Senior Public Policy and Communications Director, Rheem



Responsible processes.

We strive for operational excellence at Rheem, working smarter and more sustainably to consume fewer resources, generate less waste and ensure simpler, safer processes. With a mindset of continuous improvement, our global operations are evaluated for efficiency and impact on the environment.



IN THIS SECTION

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- 24 Zero Waste to Landfill



2025 Goals Surpassed: All of Rheem's manufacturing facilities included in our initial goal launch achieved Zero Waste to Landfill by diverting at least 90% of waste from landfills, incineration and WTE and surpassed our operational greenhouse gas emissions goal with a 55% reduction.

2025 Progress in Reducing Greenhouse Gas Emissions

55%+
reduction in
GHG emissions
achieved!*

In 2025, we not only met but exceeded our goal to reduce greenhouse gas emissions by 50 percent across global manufacturing operations compared to a 2018 baseline.

This progress was driven by transitioning refrigerants, expanding renewable energy use, modernizing facilities and enhancing leak detection efforts.

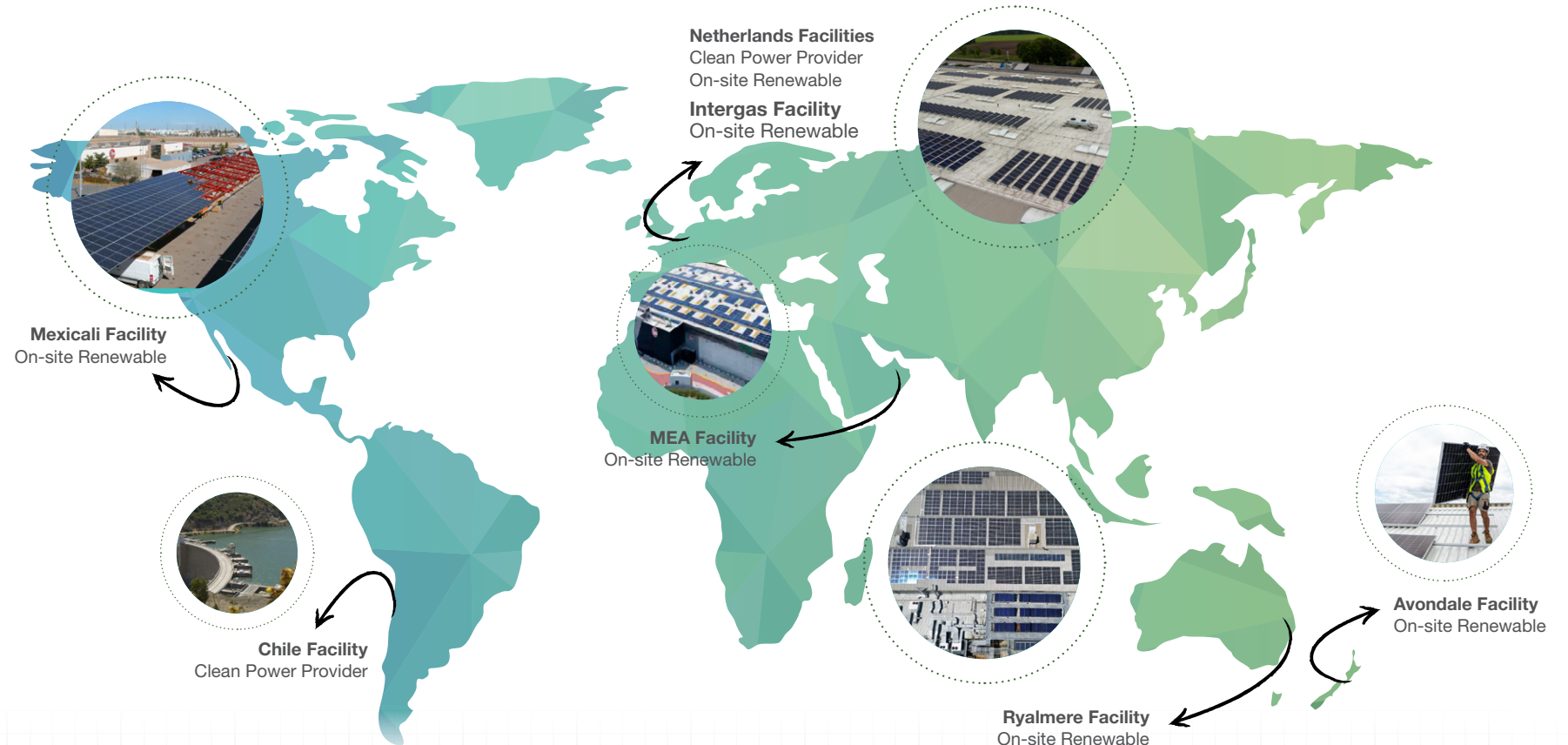


Our Renewable Energy Portfolio

Operating around the world gives us the opportunity to explore the best options for energy procurement. That is why we evaluate renewable energy for each of our facilities on a continual basis. Whether it is built on site or provided by a utility, we seek to procure these sources in pursuit of our GHG reduction goal.

Rheem Europe BREEAM Standard Facility

Built under the green building standards for Building Research Establishment Environmental Assessment Method (BREEAM), with expected certification by 2027, our newest facility in Slovakia is prioritizing energy efficiency, automation and technology. Opening mid-2026, this facility will support further access and adoption of sustainable systems throughout Europe.



*Rheem's goal is to reduce greenhouse gas emissions by 50% by 2025 from a 2018 baseline. This metric will be based on intensity emissions normalized by units produced and includes Scope 1, 2, and elements of Scope 3, as defined by the Greenhouse Gas Protocol. At this time, these figures have not been independently verified by a third party.

Zero Waste to Landfill

We are delighted to announce that all manufacturing sites included in our 2019 program launch have successfully achieved Zero Waste to Landfill (ZWTL) status.*

Our approach to circularity and waste focuses on innovation, systems redesign, and waste reduction at the source. Throughout 2025, we continued to advance the infrastructure, operational rigor and employee engagement needed to consistently deliver high diversion rates.

Expanding Our Zero Waste Portfolio

Waste audits have been a central tool for our ZWTL program since 2018. In 2025, we conducted a waste audit at Intergas, Rheem Europe's Headquarters, a facility acquired after our 2019 goal launch.

The Intergas facility is responsible for the manufacturing of space and water heaters for the European market. The audit uncovered opportunities to expand reusable crating and select vendors for materials that are not currently diverted. For a video summary of the 2025 Intergas waste audit, [click here](#).



Thought Leadership: Importance of Waste Audits

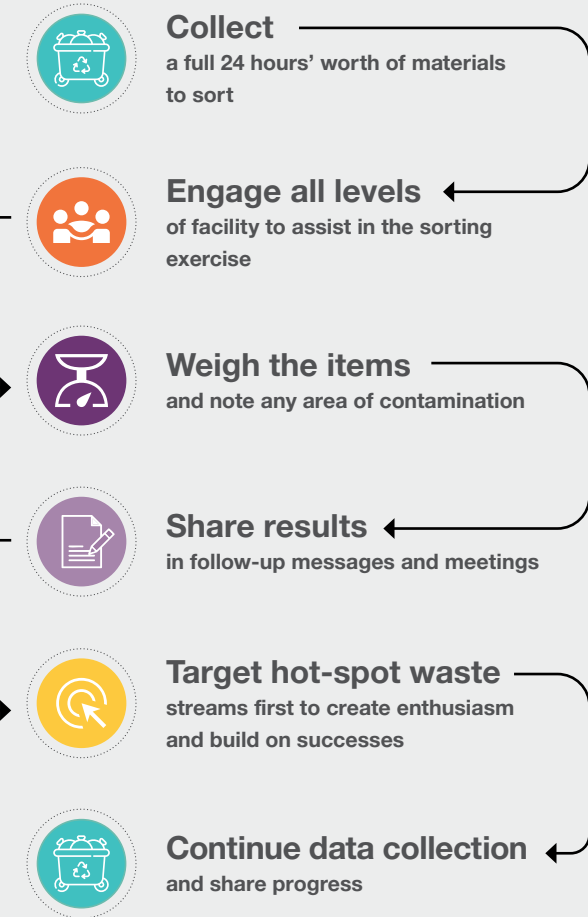
A waste audit is a hands-on opportunity to sort through a facility's waste to better understand the materials collected. Waste audits can highlight opportunities to reduce these outputs or determine vendors that can divert commonly-found materials. These audits are the basis for understanding recycling practices and empowering team members to share recommendations. Waste is a very tangible component of sustainability – something people can see and feel – and audits play an essential role in building the support needed to improve waste reduction behaviors.

2026 PRIORITIES

- ✓ Maintain zero waste to landfill (ZWTL) status across all factories and extend the initiative to new acquisitions
- ✓ Conduct waste audits and perform validation activities at newly acquired facilities
- ✓ Create facility guidelines to share best practices worldwide
- ✓ Improve refrigerant mass balance tracking

Our Waste Audit Process

To create effective change during and after a waste audit, we have found the following best practices result in meaningful success for waste reduction:



*A Rheem plant is considered to have reached Zero Waste to Landfill when it achieves a rate of at least 90% diversion of nonhazardous solid waste away from landfill, waste-to-energy (WTE) and incineration, in line with the Zero Waste International Alliance standards and TRUE Zero Waste standards. At this time, these figures have not been independently verified by a third party.

Inspired people.

At Rheem, our impact begins with people. By investing in our teams and partners through training and support, we empower them to create positive change in their communities and across the markets we serve. Together, with employees, customers and trade partners, we create shared success and move the industry forward.



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2025 Goal Surpassed: Rheem more than tripled our goal by training 800,000+ plumbers, contractors and key influencers on sustainable products and practices.

Training the Trade on Sustainability

Rheem’s plumbers, contractors and industry partners play a critical role in advancing sustainability and accelerating the transition to high-efficiency air and water solutions for homes and businesses. By equipping them with advanced knowledge and practical skills, we strengthen their ability to meet evolving consumer demand and confidently install next-generation technologies.

We far surpassed our 2025 goal of training 250,000 professionals ahead of schedule in 2022. From 2019 to 2025, we completed over 800,000 trainings for plumbers, contractors and key influencers on sustainable products, installations and best practices with over 110,000 trainings completed in 2025.



EPA Refrigerant Certification Training

In May 2025, we launched our first pilot class for EPA 608 certification, a requirement for technicians who service, repair or dispose of products that could release certain ozone-depleting refrigerants. The course was designed to help plumbers learn proper refrigerant recovery and storage techniques in accordance with EPA regulations when disposing of heat pump water heaters. It also educates participants on environmental safety best practices to ensure responsible handling.

Due to the success of the pilot course, Rheem has now added the EPA 608 course offering to the Innovation Learning Center curriculum.



Workforce Development

We partner closely with trade schools across the United States to strengthen HVAC, plumbing, and construction program curriculums. Providing access to the latest high-efficiency heating, cooling and water-heating technologies, enables students to receive hands-on training with the same products and systems they will encounter in the field.

In 2025, we established 11 new trade school partnerships with nationwide institutions, including programs in Georgia, Texas, Mississippi, California, Kentucky and Kansas. Throughout the year, we conducted 27 in-person training sessions at educational institutions, training 567 trade school students on Rheem products, installation techniques, service best practices and evolving regulatory requirements. To further support practical learning, we donated 10 pieces of water heating equipment to partner schools.

By investing in workforce readiness today, we are strengthening the talent pipeline needed to support the future of energy-efficient technologies.

Raypak Preparations for California Title 24

California’s updated Title 24 Building Energy Efficiency Standards, that took effect January 1, 2026, require more energy-efficient pool heating systems for new installations and major upgrades. The standards shift the market away from traditional gas-only heaters toward heat pumps, solar thermal systems and hybrid solutions to reduce energy waste and greenhouse gas emissions.

Raypak began proactively supporting this transition with both compliant product offerings and targeted training for industry professionals in 2025.



Training the Trade on Sustainability CONTINUED

MEA Sustainability Efforts

In 2025, Rheem Middle East & Africa expanded its commitment to sustainability and industry education through a focused series of technical trainings and collaborative events. The Product Management team launched a multi-session webinar series between July and September, delivering five online training sessions that reached more than 1,300 participants. Topics included VRF air conditioning, heat pump water heating, relevant regulations and sustainability considerations in manufacturing.

In addition to virtual engagement, Rheem MEA strengthened in-person collaboration with industry partners. Rheem MEA's Water Heater Product Manager, Mohammad Zeeshan, delivered a technical presentation on heat pump water heating technology for residential and commercial applications for the ASHRAE Bahrain Chapter. The session was attended by more than 50 engineers from across Bahrain, accelerating adoption of high-efficiency technologies in the region.



2026 PRIORITIES

- ✓ Partner with additional, early career and workforce development programs
- ✓ Expand plumber EPA refrigerant certification
- ✓ Conduct and quantify global product training towards 2035 People goal

Auckland Innovation Learning Center (ILC)

We opened our newest ILC in Auckland, New Zealand in 2025. The center helps us advance our global commitment to innovation, sustainability and education by offering interactive product demonstrations, technical training and insights into the future of energy-efficient solutions. This facility is a hub for knowledge sharing and driving smarter, greener outcomes for our industry. We are proud to be doing our part to shape the future of water heating.



New technologies need the support of regulators, the sales channel and, in our case, plumbers, installers and homeowners, to drive real change at scale. For this purpose, we have invested significantly in our Innovation and Learning Center as a beacon of change and progress for our industry. It showcases the latest technologies in the sector and has been designed with flexibility in mind as we know there is plenty more innovation around the corner.”



Mark McCutcheon
General Manager, Rheem New Zealand

GoodWorks™ Around the Globe

At Rheem, the GoodWorks™ program continues to be a powerful driver of progress for people and the planet. Open to all employees, GoodWorks Explorers empowers Rheem team members to enhance the sustainability of Rheem’s global workplaces and lead community outreach that strengthens environmental stewardship.

In parallel, GoodWorks Ambassadors, designated global team members across business units, track progress, advance sustainability initiatives and share updates with leadership to ensure alignment, accountability and momentum. Through this shared commitment and collaboration, our employees play a vital role in shaping our sustainability culture and translating ambition into impact.

Save the Kiwi

Rheem New Zealand is proud to support Save the Kiwi. In June 2025, Rheem representatives joined the Mataia Restoration Project for a planting day, contributing to the restoration of native habitat essential for kiwi survival. Together with fellow volunteers, the team planted 1,250 native trees.



Nuevo Laredo Zoo conservation and water treatment facility tour



HTPG, Scottsboro, AL facility clean up and planting, Earth Day



San Antonio, TX litter clean ups, adopt-a-highway



Rheem Australia Eco Scavenger Hunt



Rheem Canada, tree planting



Rheem Singapore Litter Clean up

Community Impacts

Creating comfort is central to Rheem’s business and supporting the communities where we live and work is a core part of our mission.

Difference Maker Awards

The Difference Maker Award was created in 2022 to recognize the Rheem and Ruud Pro Partners who go above and beyond to give back to their local communities. Winners of the award receive a \$10,000 donation to the charity of their choice.

The Rheem Difference Maker Award recipients of 2025 included Harding Heating and Cooling of Alliance, Ohio for providing essential HVAC services to local Habitat for Humanity projects. Additionally, Albert Heating and Cooling, Inc. of Michigan earned the award for their partnership with Chippewa Luce Mackinac Community Action Agency and its Community Action Weatherization Program providing heating repairs and replacements in the Eastern Upper Peninsula.

The Ruud Difference Maker Award of 2025 was presented to Anthem Mechanical in Coachella Valley, California for their participation with Big Brothers and



Big Sisters of the Desert. The award was also presented to the Geneva, Illinois based Patriot Heating & Cooling Services, Inc. for their work supporting the Iowa Farm Sanctuary, which provides care for abused and abandoned farm animals.



Partnering with Atlanta Habitat for Humanity to Make Homeownership a Reality

In celebration of its 100th anniversary, Rheem partnered with the Atlanta Habitat for Humanity to help provide safe, affordable homeownership to a local military veteran and his family. Rheem employees volunteered their time to assist with construction and landscaping, while Rheem donated and installed a water heater and HVAC system to support long-term comfort.



9/11 Day Meal Pack

On September 11th, 2025, Rheem organized 100 volunteers to participate in the 9/11 Day Meal Pack event for the National Day of Service and Remembrance, helping those facing hunger. Employees from multiple Rheem teams worked together, alongside partners and community organizations across the country, to assemble 9 million nutritious shelf-stable meals.



NCAA™ Final Four Legacy Project

During the lead-up to 2025 NCAA Men’s Final Four basketball tournament in San Antonio, Texas, the Friedrich team partnered with San Antonio Sports, the local organizing committee for the Final Four and other local businesses on the NCAA Legacy Project. The project was designed to bring a usable outdoor space and a recreation facility to an underprivileged area which lacked these amenities. Rheem and Friedrich donated a commercial HVAC system to provide heating and cooling for the refurbishment of a community gym, part of the Rayburn Legacy Park. This partnership will create a lasting impact for those in the Rayburn community looking to beat the heat and engage in athletic activities at the gym for generations to come.

→ [Watch more here:](#)



Sustainability is Embedded in Everything We Do

OUR MISSION

Heat. Cold. Water. Air. These are the essential elements of life, vital to keeping us alive and making sure we stay comfortable and productive. These are the elements that we transform into meaning every day through innovative design, creation and delivery. And they are what we aspire to take to every corner of the planet as we grow with purpose.

OUR VISION

We are connected by the elements of life at Rheem. Every day at Rheem is made up of many different elements. How we focus on our customers, how we treat each other, how we innovate and collaborate, how we manufacture and how we impact our environment. When these elements come together, we are connected on a global scale. It is through this connection that our mission is fully realized.

OUR VALUES



LISTENING TO UNDERSTAND



THINKING CREATIVELY



CONTRIBUTING RESPECTFULLY



ACTING WITH RESPONSIBILITY

Sustainability Attracts Top Talent

Hear from our new hires about the impact of our sustainability program during their hiring process.



Supporting a company that values sustainability gives me pride and drives me to help protect the environment every day."

Nomzamo B.

Customer Experience Representative II, O'Fallon, MS



Environmental sustainability is a critical pillar in preserving our communities today and ensuring a safer, more resilient world for future generations."

Kondalu Yarlagadda

Engineering Controls Program Manager, Indianapolis, IN



When choosing a company to join postgrad, I was looking for a company with a strong mission. Rheem's commitment and continuous investment in sustainability is a huge part of why I chose to start my career here!"

Lilly Simmons

Talent Acquisition Coordinator II, Fort Smith, AR

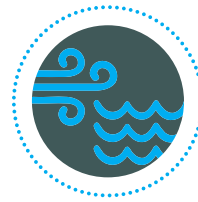


Looking Ahead: 2035 Goals

Guided by the belief that *Next Starts Now*, we continue to turn ambition into action—embedding sustainability beyond regulatory compliance and leveraging data to drive smarter, more impactful decisions across our business.

Through collaboration with customers, Rheem continues to support the selection of products that reduce carbon footprints, while also prompting new sustainability initiatives across all segments of our operations. Anchored by our framework of Products, Process and People, we remain committed to advancing measurable progress and shaping a more sustainable future.

Our new 2035 goals raise expectations even further, reinforcing our leadership in efficient product innovations, reducing waste and investing in the training and success of the trade.



products

A PASSION FOR POSSIBILITIES

We design next-generation air and water products that save energy and make the world a more sustainable place for all.



process

A PURSUIT OF EXCELLENCE

Our commitment to responsible manufacturing inspires solutions that use fewer resources and maximize efficiency at every step.



people

A COMMITMENT TO PARTNERSHIP

By investing in our team and partners through training and support, we empower them to drive positive impacts wherever they may be.

30%

GHG REDUCTION

Reduce emissions intensity by 30% throughout the entire lifecycle of Rheem products¹

ZERO

WASTE TO LANDFILL

Maintain zero waste to landfill (ZWTL) at all factories and onboard new acquisitions³

1M+

TRAININGS

Complete 1 million trainings for plumbers, contractors and key influencers globally on sustainable products, refrigerant management and / or sustainable best practices

SUSTAINABLE

PACKAGING

Achieve an average of 90% reusable, recyclable, or compostable packaging OR at least 50% recycled content in product packaging²

10%

WASTE REDUCTION

Reduce global waste intensity (ton/unit) by 10%³

¹ Rheem's goal is to reduce greenhouse gas emissions by 30% by 2035 from a 2023 baseline. This metric will be based on intensity emissions normalized by revenue and includes Scopes 1-3 as defined by the Greenhouse Gas Protocol. At this time, these figures have not been independently verified by a third party.
² Rheem measures reusable, recyclable, compostable, and recycled content in line with ISO and FTC standards. At this time, these figures have not been independently verified by a third party.
³ A Rheem plant is considered to have reached Zero Waste to Landfill when it achieves a rate of at least 90% diversion of nonhazardous solid waste away from landfill, waste-to-energy (WTE), and incineration, in line with the Zero Waste International Alliance standards and TRUE Zero Waste standards. At this time, these figures have not been independently verified by a third party.

Our global brand
portfolio.



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engineered for life™

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