



TRANSFORMING WHAT MATTERS

All trademarks referenced are property of their respective owners.

Forward-Looking and Other Statements and Information in this Report

This report includes “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, that are based on management’s beliefs and assumptions and information currently available to management. Forward-looking statements are subject to known and unknown risks and uncertainties, many of which may be beyond our control. We caution you that the forward-looking information presented in this report is not a guarantee of future events, and that actual events may differ materially from those made in or suggested by the forward-looking information contained in this press release. In addition, forward-looking statements are statements other than those of historical fact and may include statements relating to goals, plans, market conditions and projections regarding Acuity Brands’ strategy, and specifically include statements made in this report regarding: strategy, corporate transformation, innovation, product vitality, creating a better future, service levels, “we expect to continue this performance,” strong growth opportunities, “smarter, safer, and greener,” add new companies, plans to repurchase shares, reinventing the service experience using technology, maintaining high product vitality, continuously reinventing our portfolios, leading the technology curve, better anticipate constraints around the supply chain, impact of the OSRAM North American Digital Systems acquisition, “we are set up for scalability and are in a strong position to execute well,” attracting and retaining the best people, the benefits of Acuity Anywhere, 100 million metric tons of carbon emissions avoidance, the benefits of Acuity Anywhere hybrid work model, and enhanced governance policies. Generally, forward-looking statements can be identified by the use of forward-looking terminology such as “may,” “plan,” “seek,” “comfortable with,” “will,” “expect,” “intend,” “estimate,” “anticipate,” “believe” or “continue” or the negative thereof or variations thereon or similar terminology. A number of important factors could cause actual events to differ materially from those contained in or implied by the forward-looking statements, including those factors discussed in our annual report on Form 10-K for the fiscal year ended August 31, 2021, filed on October 27, 2021 and those described from time to time in our other filings with the U.S. Securities and Exchange Commission (the “SEC”), which can be found at the SEC’s website www.sec.gov. Any forward-looking information presented herein is made only as of the date of this press release, and we do not undertake any obligation to update or revise any forward-looking information to reflect changes in assumptions, the occurrence of events, or otherwise.

Table of Contents

3 Company Overview

- [3 A Message From the CEO](#)

- [8 About the EarthLIGHT Report](#)

- [9 Our Approach to ESG](#)

- [10 About Acuity Brands](#)

15 Environment

- [16 Reducing our Carbon Footprint](#)

- [19 Our 100 Million Metric Ton Ambition](#)

- [25 Our Intelligent Spaces Group](#)

- [26 Our Lighting and Lighting Controls Business](#)

30 Social

- [32 Leading Through our Values](#)

- [35 Encouraging Associate Curiosity](#)

- [36 Creating a More Inclusive, Empowering Culture](#)

- [39 Improving the Safety of our Workspaces](#)

- [41 Acuity Anywhere](#)

- [44 Focusing on Diversity, Equity, and Inclusion](#)

- [49 Making our Communities Better](#)

51 Governance

- [52 Operating with Integrity](#)

- [54 Maintaining High Ethical Standards](#)

- [55 Enhancing Data Privacy and Security](#)

- [56 Meet our Board of Directors](#)

59 Appendices

- [59 SASB Index](#)

- [64 Acuity's Carbon Footprint](#)



“We believe we do well by doing good.

Our Company is committed to lessening our carbon footprint and helping our customers do the same. We are reducing waste, lowering costs, minimizing carbon impacts, optimizing energy usage, and helping our customers reduce their energy use and carbon emissions to achieve their own goals and priorities.”

Neil M. Ashe

Chairman, President and Chief Executive Officer

Transforming what matters

We believe that we do well by doing good.

EarthLIGHT is a central tenet of our strategy and reflects our comprehensive approach around Environmental, Social, and Governance (ESG) topics. Through EarthLIGHT, we improve our performance, increase transparency, and better highlight our results on numerous ESG priorities. In Fiscal Year 2020, we began transforming our Company, evolving what we do and how we do it to become a better and stronger company. Our momentum continued into the 2021 Fiscal Year as we continued driving ESG enhancements.

Even amidst the challenges of the ongoing global pandemic, and supply chain and labor shortages, we continued to make a difference. We started by implementing a listening and engagement strategy with our associates, customers, and other stakeholders to better understand their priorities. We used this feedback to drive product innovation, make technology improvements, and build a stronger culture. We also continued to enhance

governance activities within our Company and drive long-term value creation.

We continue to reduce the environmental impact of our products and solutions, drive efficient use of raw materials, and operate our facilities in an intelligent, environmentally friendly manner. Our Company is committed to lessening our carbon footprint and helping our customers do the same. We are reducing waste, lowering costs, minimizing carbon impacts, optimizing energy usage, and helping our customers reduce their energy use and carbon emissions to achieve their own goals and priorities.

Transforming how we work

We've built a capable and diverse leadership team and are advancing our Diversity, Equity, and Inclusion (DEI) strategy. Acuity also introduced our shared values to support our business transformation. Our values are how we win and grow together and will result in higher levels of engagement from associates who are inspired to bring their passion and creativity to Acuity.

In keeping with our ongoing commitment to the health and well-being of our associates and their families, we implemented new policies to keep our team safe on-site and while working remotely. In addition, we've taken our learnings from the pandemic and introduced Acuity Anywhere, our hybrid work model. Through Acuity Anywhere, our Company is structured to recruit the best talent from anywhere, while lessening our carbon footprint. Additionally, this year, we enhanced our benefits to provide more time away from work for associates to spend with their families and take care of their health and well-being.

In Fiscal Year 2021, we made significant EarthLIGHT progress, including:

- Establishing an Executive-level EarthLIGHT Council to ensure we continue to make meaningful progress in our environmental, social, and governance initiatives.
- Achieving carbon neutrality in our operations and committing to avoid 100 million metric tons of carbon as a result of our projected 2020–2030 sales of LED luminaires, lighting controls,

and building management systems replacing older technologies in existing buildings. Our EarthLIGHT Handprint Report entitled “Lighting the Way Toward Net-Zero” details our 100 million metric ton carbon avoidance ambition so that others can learn from what we’re doing and share insights to help us get better along the way.

- Focusing on DEI to create an environment where the best people come to their best work. This year we formed an Executive-level DEI Council and implemented ongoing listening strategies. Using insights from associates, the Council developed a three-year DEI roadmap designed to enable a more productive work environment and create an inclusive workplace culture that recognizes and embraces our differences.

We also returned the Company to growth by increasing net sales and expanding margins while:

- Realigning our Company into two segments, ABL, our Acuity Brands Lighting and Lighting Controls business, and ISG, our Intelligent Spaces Group. This alignment creates the necessary strategic focus on each segment and allows us to develop the leadership teams to deliver on the potential of each business.
- Strengthening our financial performance to create long-term value. Our progress included returning the business to growth with increased net sales as well as expanded operating profit margin. And we effectively allocated capital. We acquired OSRAM’s North American digital systems business, and we created permanent value for our shareholders through the repurchase of company shares.
- Hosting our first-ever investor day as part of our ongoing efforts to provide greater access and to improve our transparency and disclosures.

Every day something made by an Acuity associate contributes to the way people experience a space. Children are learning in classrooms; patients are recovering in hospitals; eCommerce orders speed toward consumers — all with the help of our products and services. Our end-users and customers continue to rely on our innovations to provide lighting, enhance spaces, and reduce their energy costs.

As I look to the future, I am excited. I am thankful to the Acuity team for never losing sight of what matters. I am proud of the positive impact Acuity is making and of our ongoing progress to make our Company and communities better.

Best,



Neil M. Ashe

Chairman, President and Chief Executive Officer



At the intersection of sustainability and technology.

We do well by doing good.

In Fiscal Year 2021 (FY21), our key EarthLIGHT accomplishments included:

Achieving carbon neutrality in our operations

Announcing our 100 Million Metric Tons ambition

Calculating our Scope 3 emissions

Building a strong and diverse leadership team

Launching Executive-level ESG and DEI Councils

Implementing Acuity Anywhere, our new holistic hybrid work model

Introducing new technology solutions

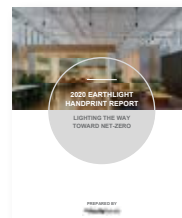
These efforts contributed to our performance and positions the Company well for 2022 and beyond.

Lighting installed in an office building in Winnipeg, MB, Canada. **Agent:** R.D. Sales **Specifier:** Environmental Space Planning. **Photographer:** Gerry Kopelo.



100 million metric tons of carbon avoidance as a result of our projected 2020–2030 sales of LED luminaires, lighting controls and building management systems replacing older technologies in existing buildings

Read how we plan to reduce carbon emissions in our **2020 EarthLIGHT Handprint Report, Lighting the Way Toward Net-Zero.**



About the EarthLIGHT Report

Following Industry Frameworks

This FY21 report incorporates research on our business segments from the Sustainability Accounting Standards Board (SASB) framework. SASB Standards connect businesses and investors on the financial impacts of sustainability.

The following SASB Sectors and Sub-Sectors most closely describe our business segments.

SASB Sector	SASB Sub-Sectors	Possible Disclosure Topics
Resource Transformation	Electrical and Electrical Equipment	<ul style="list-style-type: none"> • Energy Management (Environment) • Product Safety (Social Capital) • Product Lifecycle Management (Business Model) • Materials Sourcing (Business Model) • Business Ethics (Leadership & Governance)
Technology & Communications	Software & IT Services	<ul style="list-style-type: none"> • Data Privacy & Freedom of Expression (Social Capital) • Data Security (Social Capital) • Intellectual Property Protection & Competitive Behavior (Leadership & Governance) • Recruiting & Managing a Global, Diverse, & Skilled Workforce (Human Capital)

You can find the SASB Index on page 59 of this report.



Adam M. Handler
 Director, Corporate Sustainability and Communications

A Solid Foundation

Our assessment of key topics covered in this report was guided by an internal process with our Board of Directors, key leaders of management, stakeholder engagement with investors, associates, and customers, and peer benchmarking.

Continuous Improvement

We continuously seek to improve our ESG processes and solicit feedback from our various stakeholders regarding our environmental and social initiatives as well as our governance practices and policies. The feedback we receive from various ESG rating organizations, including the Carbon Disclosure Project, Sustainalytics, and other stakeholders, also helps to inform our thinking and approach to EarthLIGHT.

EarthLIGHT Our Approach to ESG

EarthLIGHT is a central tenet of our strategy and reflects our comprehensive approach around ESG topics. Through EarthLIGHT, we improve our performance, increase transparency, and better highlight our results on numerous ESG priorities.



About Acuity Brands

Acuity Brands, Inc. is a market-leading industrial technology company. We use technology to solve problems in spaces and light. Through our two business segments, Acuity Brands Lighting and Lighting Controls (“ABL”) and the Intelligent Spaces Group (“ISG”), we design, manufacture, and bring to market products and services that make the world more brilliant, productive, and connected. We achieve growth through the development of innovative new products and services, including lighting, lighting controls, building management systems, and location-aware applications.

We are based in Atlanta, Georgia, with operations across North America, Europe, and Asia and are powered by approximately 13,000 dedicated and talented associates.

Visit us at www.acuitybrands.com.

Our Purpose

Mission

We use technology to solve problems in spaces, light, and more things to come ... for our customers, our communities, and our planet.

Vision

We light the way to a more brilliant, productive, and connected world.

Lighting installed in an office building in New York, NY.

Agent: Illuminations Specifier: M Moser Associates Photographer: Eric Laigne



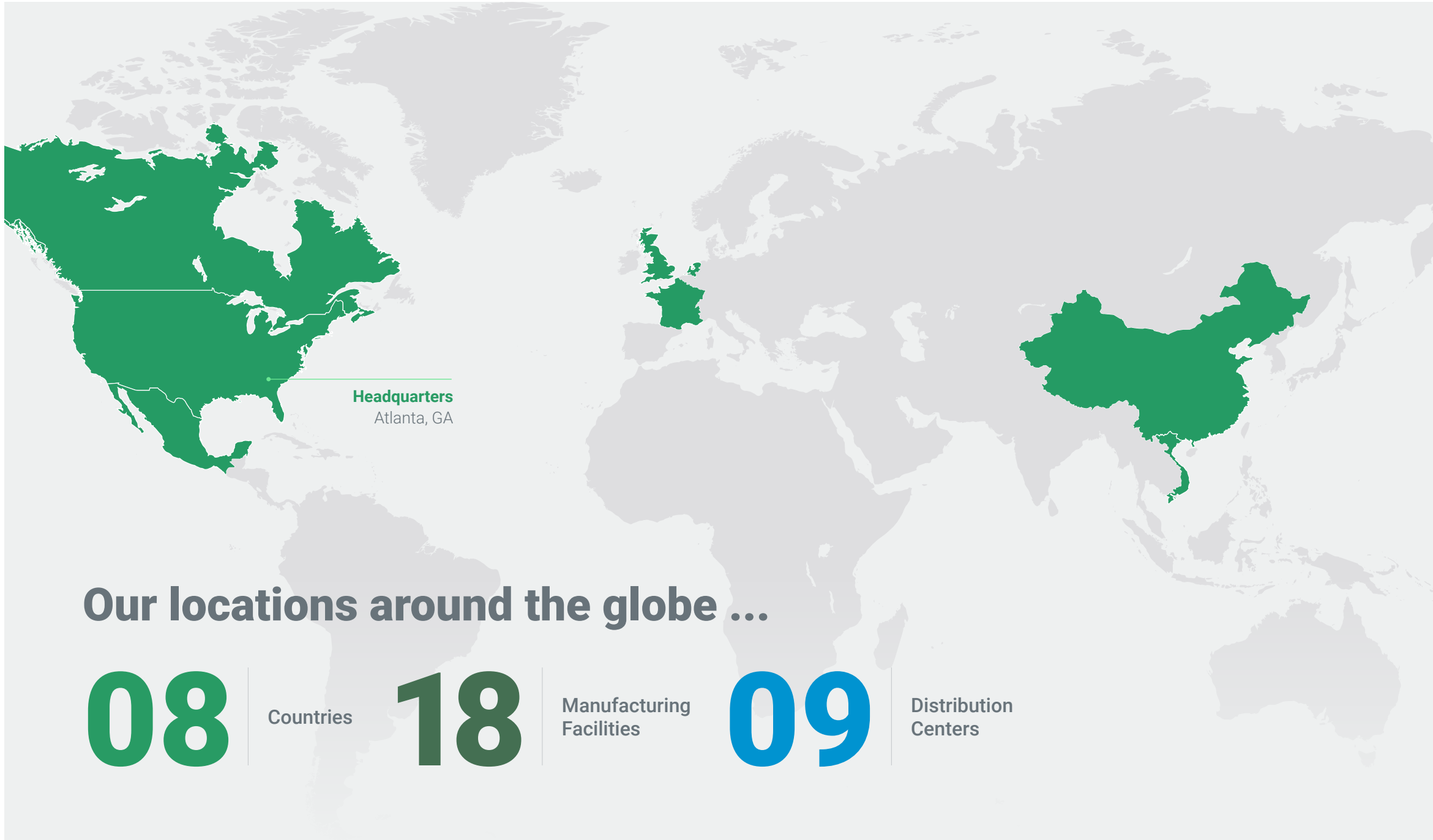
AYI
NYSE

\$3.5B
FY21 Net Sales

\$8.38
FY21 Diluted EPS

Approximately
13,000
Associates Worldwide

We achieve customer-focused efficiencies that allow us to increase market share and deliver superior returns.



Our Business Segments

We are a market-leading industrial technology organization that designs, manufactures, and brings to market products and services, including building management systems, lighting, lighting controls, and location-aware applications.

Our Company is organized into two business segments: Acuity Brands Lighting and Lighting Controls and the Intelligent Spaces Group. This alignment creates the necessary strategic focus on each segment and allows us to develop the leadership teams to deliver on the potential of each business.

Lighting and Lighting Controls



Intelligent Spaces Group

Left: Custom lighting installed in an office building in Orlando, FL.

Agent: Landreth Lighting, Inc. **Specifier:** HLB Lighting Design, Inc. **Photographer:** Chad Baumer Photography

Right: Distech Controls UNIWAVE, a wireless interface, allowing occupants to manage all the comfort settings for a room.

Making an Impact: Our Goals and Progress

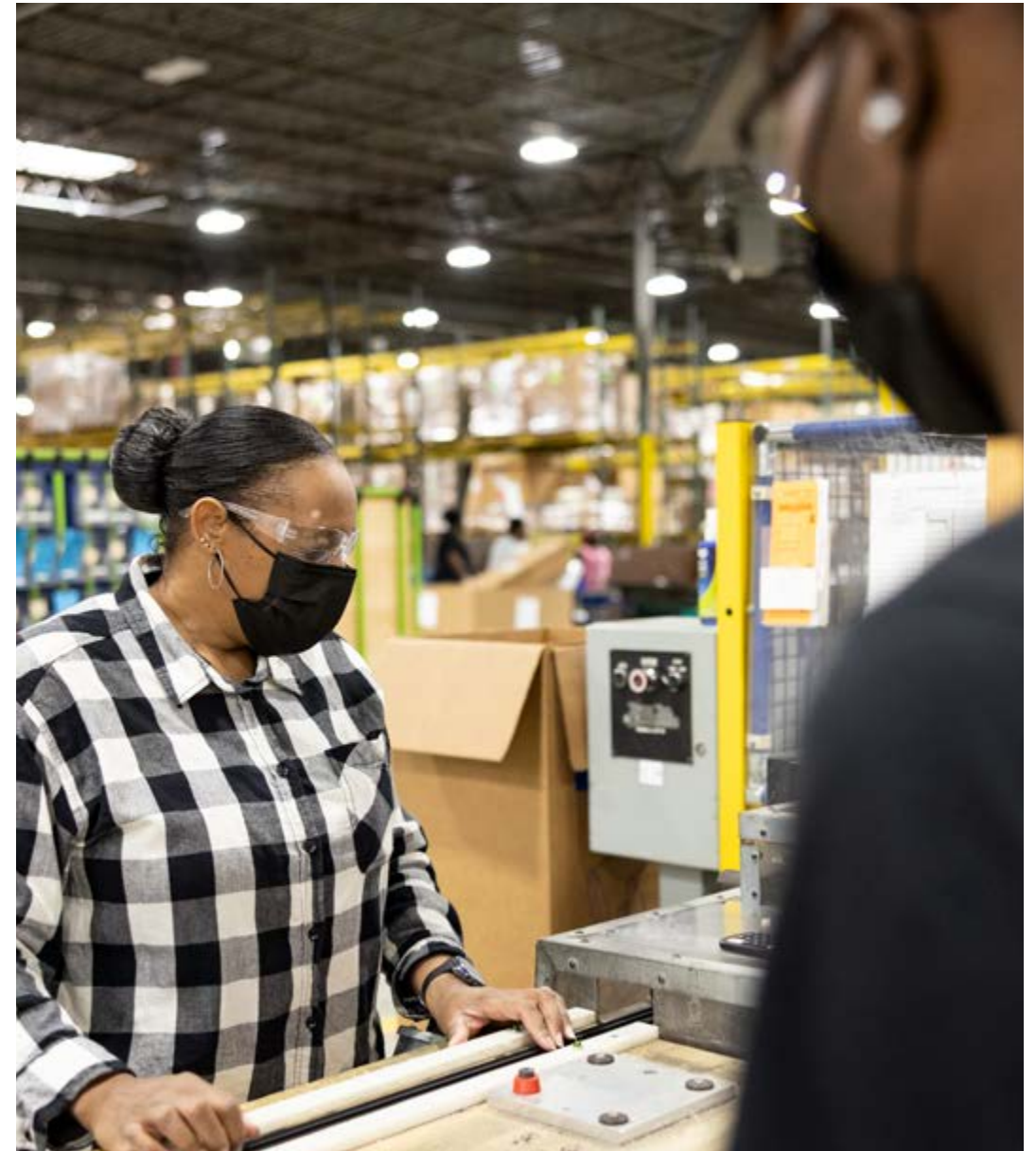
Protecting the planet is the right thing to do and it's good business.

We're committed to a carbon avoidance of 100 million metric tons by 2030.

In FY21, we committed to a goal of 100 million metric tons of carbon avoided as a result of our projected 2020–2030 sales of LED luminaires, lighting controls and building management systems replacing older technologies in existing buildings.

We published a white paper entitled [Lighting the Way Toward Net-Zero](#) that details our carbon handprint methodology. The report evaluates the net environmental impact of our products and services at the point of use. We incorporate the environmental costs of using our products and the environmental benefits of removing older, less-efficient technology – tied directly to our 100 million metric ton carbon avoidance goal.



In addition, we reached carbon neutrality in our operations through a combination of carbon reduction and offsetting measures. We are investing in sustainable projects to positively impact our communities. Through our commitment to remaining carbon neutral we will strive to grow our Company without increasing carbon emissions.



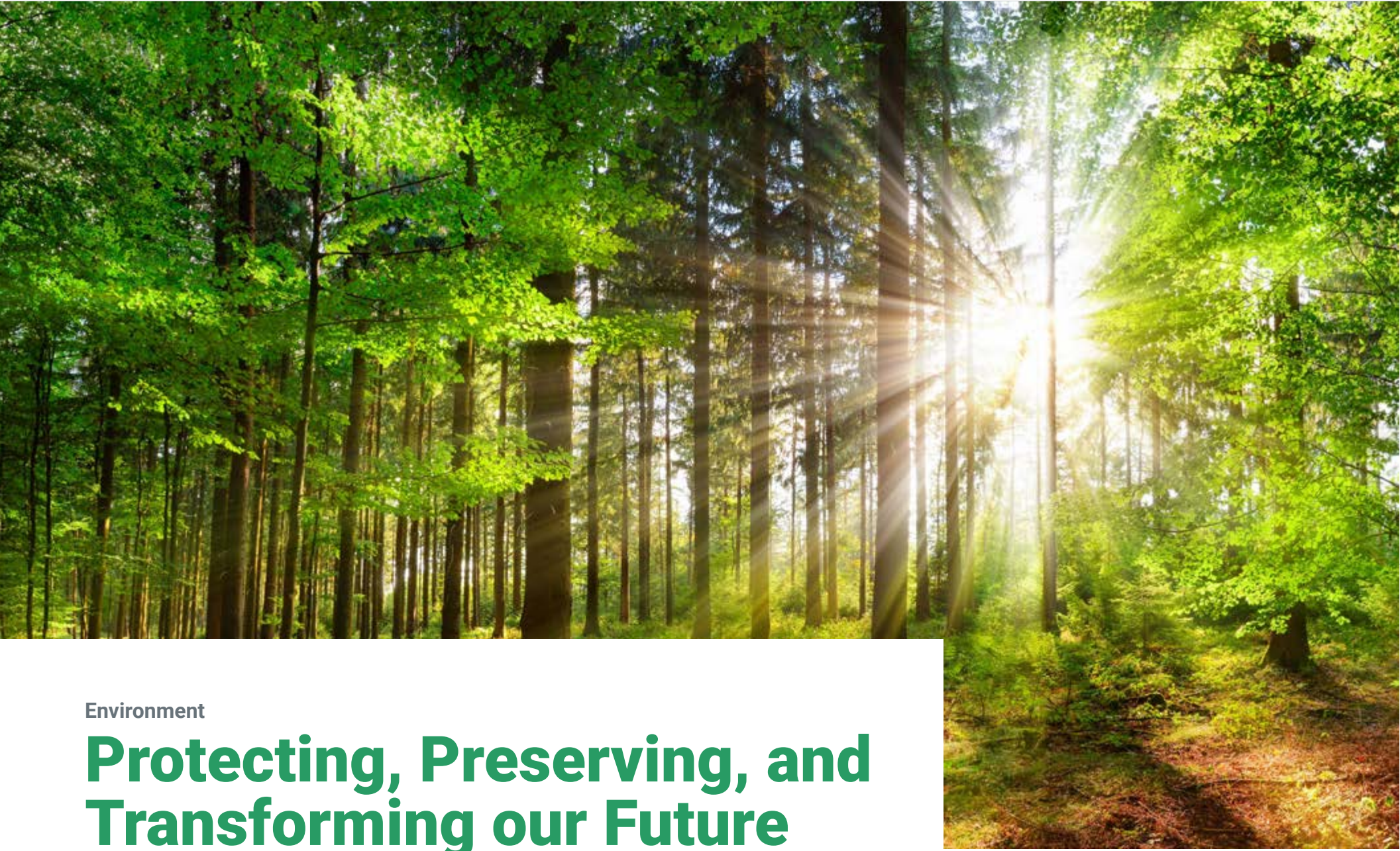
Associates assembling energy-efficient products at our Southeast Distribution Center in Conyers, GA.

Our Progress Against the FY22 Targets

In FY20, we outlined our FY22 targets. We're providing an update on our FY21 and introducing our new 100 million metric ton carbon avoidance ambition.

Goal	Metric	FY19 Baseline	FY21 Target	FY21 Actual	FY22 Target	Status
Carbon Intensity	g CO ₂ / \$	25.92	20.73	24.02	19.44	Continuing
	%	-	-20%	-11.01%	-25%	
Energy Efficiency	Mt CO ₂	83,698	66,958	73,888	62,774	Continuing
	%	-	-20%	-11.72%	-25%	
Raw Materials	%	-	-20%	-27%	-25%	 Achieved and Completed
Customer Energy Reduction	Billions of kWh	9.6	18.0	28.77	27.0 (cumulative FY19–22. Goal met, goal retired)	 Achieved and Completed
Associate Engagement	%	71	81	84*	85	FY21 Target Achieved
Ethics	%	100% of salaried associates	100% of salaried associates and 60% of hourly associates	100% of salaried associates and 80% of hourly associates	100% of salaried and hourly associates	FY21 Target Achieved
Supplier Ethics	%	n/a	70% of total spend	80% of total spend	90% of total spend	FY21 Target Achieved

*Our survey partner changed to Willis Towers Watson in FY21. The metric measures sustainable engagement.



Environment

Protecting, Preserving, and Transforming our Future

In this Section

[Reducing our Footprint](#)

[Serving our Customers](#)

[Transforming our Business](#)

Reducing our Carbon Footprint

We work to reduce our carbon footprint and help customers reduce theirs. Here are some of the ways we are making an impact:

100% Carbon Neutral Operations

Our commitment to reducing carbon emissions for our customers extends to our own operations. As we lessen our energy consumption in our offices, production facilities, and distribution centers, we're also using and exploring renewable energy options.

Making Offset Investments

We are offsetting our emissions by investing in forestry and landfill gas-to-energy projects that reduce atmospheric carbon. We're tackling our Scope 1 and 2 emissions head-on with investments that improve the environment.





(Top) Southeast Distribution Center (Conyers, GA)

(Bottom) Integrated Solutions Factory (Decatur, GA)

Enhancing Energy Efficiency in our Facilities

We're updating our facilities to include energy-efficient improvements. These updates include:

- **Installed** new I-BEAM® IBG and Holophane Phuzion™ high bay lights in the Conyers, GA, and Des Plaines, IL, facilities to conserve energy and improve the quality of light in the space.
- **Enabled** Atrius® technology in these same facilities to gain better visibility into our energy, gas, and water consumption as well as to test and demonstrate our indoor positioning capabilities.
- **Optimized** air compressors, installed more efficient belts, and added switches to reduce energy consumption in Crawfordsville, IN.
- **Converted** the source of electricity for the Newark, OH, production facility to 100% renewable electricity. Between this and the FY20 furnace rebuild, this facility saves over 3,000 metric tons of CO₂ per year.

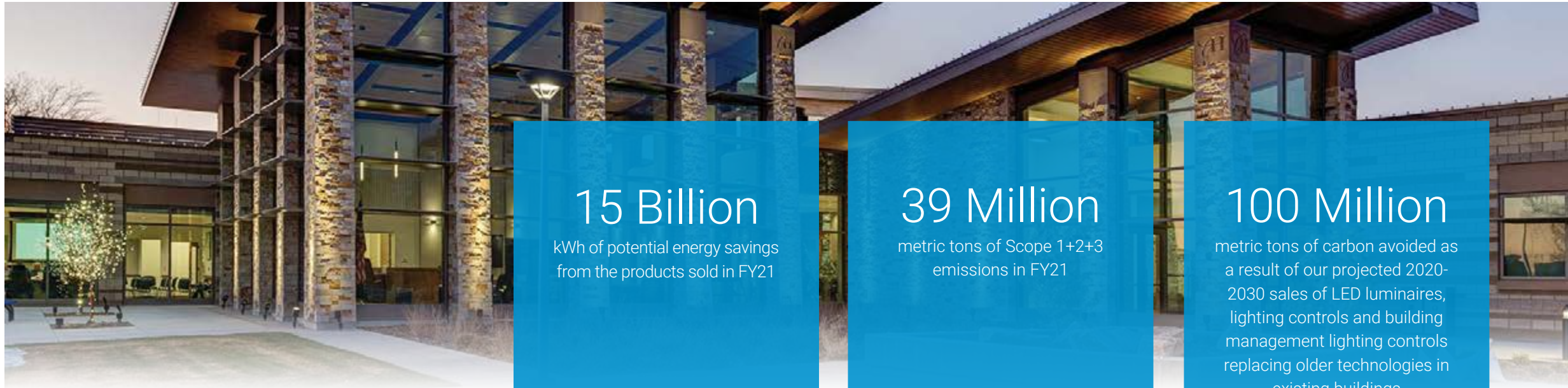
We've improved emissions at nine facilities, achieving a 20% reduction target from the FY19 baseline. The facilities include:

- Holophane Glass Factory (Newark, OH)
- Holophane UK (Milton Keynes, UK)
- Holophane Office (Granville, OH)
- Southeast Distribution Center (Conyers, GA)
- Minnesota Production Facility (Winona, MN)
- Southwest Distribution Center (Dallas, TX)
- Integrated Solutions Factory (Decatur, GA)
- Northeast Innovation Center (New Haven, CT)
- Oakland Office (Oakland, CA)

These facilities achieved their energy reduction goal through energy efficiency activities, increased use of renewable energy, and our Acuity Anywhere hybrid-working model.

Our dedicated Supply Chain and Advanced Manufacturing Engineering team supports energy efficiency initiatives in the above facilities. The team is extending the implementation of energy efficiency enhancements across our building footprint.

Outdoor lighting installed at a government office in Cottonwood Heights, UT. **Agent:** JRC **Specifier:** Spectrum Engineers **Photographer:** Endeavour Architectural Photography



15 Billion
kWh of potential energy savings from the products sold in FY21

39 Million
metric tons of Scope 1+2+3 emissions in FY21

100 Million
metric tons of carbon avoided as a result of our projected 2020-2030 sales of LED luminaires, lighting controls and building management lighting controls replacing older technologies in existing buildings

Saving Energy and Reducing Carbon

In FY19, we calculated that our sold products offered Acuity customers 9 billion kWh of energy savings annually. We set a target to enable 27 billion kWh in annual energy savings between FY19 and FY22. Having exceeded our target more than a year early, we are now retiring this goal to focus on our 100 Million Metric Ton carbon avoidance ambition.

In FY21, we also calculated our Scope 3 footprint for the first time. As with many companies, our indirect emissions are much greater than our direct emissions. Efforts are already underway across the Company to reduce emissions from raw materials, transportation, business travel, commuting and other areas.

By far the largest component of our footprint is the use of our sold products. See more details about our [carbon footprint](#).

In FY21, we announced our ambition to enable 100 Million Metric Tons of carbon reduction by our customers by 2030. Read how we plan to do it in our [2020 EarthLIGHT Handprint Report](#).

In attempting to measure our net impact, we believe we are conservative in our estimations. The Scope 3 footprint assigns emissions to every product sold in FY21, while the 2020 EarthLIGHT Handprint Report only gives credit for net impact in renovated spaces. Where the Scope 3 footprint assumes a 20-year product lifespan, the report only claims credit for net impact until 2030.

Our 100 Million Metric Ton Ambition

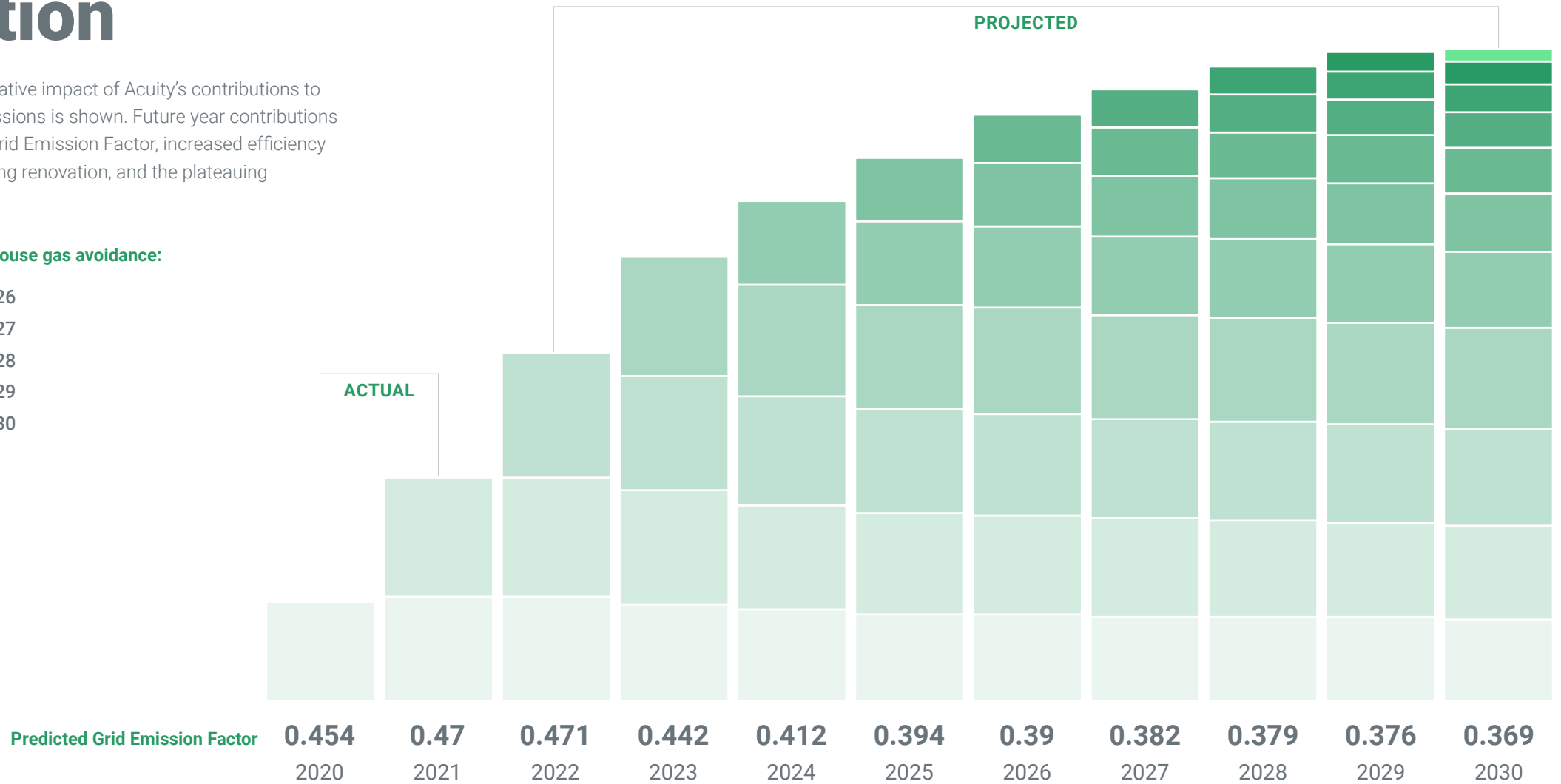
121 MMT

The sum of years 2020–2030 is predicted to be 121 million metric tons of CO₂ avoidance

The estimated cumulative impact of Acuity's contributions to reducing carbon emissions is shown. Future year contributions diminish due to the Grid Emission Factor, increased efficiency of buildings undergoing renovation, and the plateauing efficiency of LEDs.

Acuity's yearly greenhouse gas avoidance:

- 2020
- 2021
- 2022
- 2023
- 2024
- 2025
- 2026
- 2027
- 2028
- 2029
- 2030



Case Study

Building a Culture of Sustainability at Washington & Lee

Washington & Lee (W&L) University, a private liberal arts college in Virginia, implemented a targeted energy conservation program in 2011. The University’s energy specialists were tasked to develop and launch a behavior-based energy conservation program. The challenge: the campus’ several centuries-old history meant finding innovative ways to move the campus’ historic buildings and energy management into the future.

The energy specialists at W&L turned to **Atrius® Building Insights**, a leading enterprise energy management solution trusted by many higher education institutions to centralize all their various data sets into a single platform with easy-to-read reports and user-friendly dashboards. To encourage student involvement, W&L students can easily review statistics on energy usage — and see how they rate against neighbors in their village and across campus.

Since beginning its sustainability programs, W&L has reduced its energy consumption on campus by more than 30%. Through physical plant upgrades and the introduction of new technologies like Atrius Building Insights, they have reduced their carbon emissions by 42%.



Atrius technology being used to optimize energy usage.



Washington & Lee University

↓30%
Reduction

Since beginning its sustainability programs, W&L has reduced its energy consumption on campus by more than 30%.

↓42%
Reduction

Through physical plant upgrades and the introduction of new technologies like Atrius Building Insights, they have reduced their carbon emissions by 42%.

Case Study**Upgrading a Major Big Box Department Store with Energy-Efficient Lighting and Technology**

A major retail chain has been an Acuity customer for more than a decade. The company started its transition to LED technology with Acuity in 2012 and continues the green journey from fluorescent technology to LED technology in numerous locations. Since the beginning of 2021, they have completed 109 LED upgrades in their stores, saving 27.6 gigawatt-hours per year.

The LED upgraded stores also use our Atrius® technology for an additional level of energy savings and control. This year's energy savings equates to removing 21,618,943 pounds of coal burned, which is enough energy to power 2,355 homes for the year, or the equivalent of removing 4,254 cars.

In addition to the energy savings in 2021, we reused the existing metal fixture housings, preventing 3,000,000 pounds of fixtures from going to the landfill, avoiding another 5,550,000 pounds of CO₂ emissions. Since this is a retail environment the look of the store environment is critical. Switching to Acuity LED lighting allowed our customer to achieve a higher-end appearance while improving the quality of light and reducing energy costs. The retailer is also reporting that the LEDs have lowered their maintenance costs as well.



3.0_m

lbs of landfill avoidance

27.6 GWh

of annual energy savings



Lighting installed in a hotel in Athens, Greece. **Specifier:** Lighting Design International (LDI) **Photographer:** GavriiLux Photography

Helping Customers and End-Users Manage Their Energy

Last year, we issued our second annual State of [Energy Management report](#), which offers the insights and trends identified by more than 240 energy, facility, and sustainability leaders during an unprecedented year. We sponsor the State of Energy Management report through our Atrius® brand, which includes the product offering known formally as BuildingOS, an energy management information system now called Building Insights. In addition, the report includes research support from Smart Energy Decisions, an industry-leading information resource dedicated to addressing the needs of large electric power customers.

Among the report's key findings:

- Respondents projected that occupancy for the spaces they manage would decrease 44% for January 2021 compared to January 2020 due to the impact of COVID-19 on facility use.
- Respondents anticipate an increased need for higher-efficiency HVAC systems in connection with reduced occupancy.
- Respondents also cite the importance of remotely managing energy programs to address occupancy reductions and other challenges as they adapt system-wide performance.

The report illuminates energy management trends. Our products and solutions help our customers achieve their energy management goals.

Introducing the WISE Podcast

The Women in Sustainability and Enterprise (WISE) is a new podcast series created by Morgan Phelps, Specification Sales Manager. Lauren Scott, Vice President of Marketing & Sustainability, and Simran Klair, Director of Marketing. The podcast elevates the voices and achievements of women within the Company working toward a more sustainable environment and workplace.

In each monthly episode, the creators, hosts, and guests share their insights to develop future women leaders and discuss how they impact Acuity's sustainability journey. "We are honored to amplify the voices of women who are reshaping the industry," says Morgan Phelps.

While the podcast episodes are available to anyone in the lighting and technology industry around the globe, the trio is excited about how they are bringing people together within Acuity. "Given the Company's geographically diverse associate base, WISE allows the three of us to meet and develop relationships within the organization that we may not have forged before," says Morgan. "We feel honored to lead and share the WISE podcast for Acuity."



Find the WISE Podcast on:



and other Podcast service providers.



Simran Klair

Director of Marketing, Atrius

Lauren Scott (Laptop Left)

Vice President of Marketing & Sustainability, ISG

Morgan Phelps (Laptop Right)

Specification Sales Manager, ABL

Technology is at the core of the products we build.

Here, at the intersection of sustainability and technology, we're enabling a culture where everyone in the organization can speak openly, contribute, and have their ideas be considered on their merit.



Lighting installed at a high school classroom in Provo, UT.
Agent: JRC **Specifier:** Envision
Photographer: Aaron Shaw - Endeavor Architectural Photography



Lighting installed at a bridge overpass in Birmingham, AL.
Agent: AMA Lighting
Specifier: Volkert and Associates / Domingo Gonzalez Associates Architectural Lighting Design / Barge Waggoner Summer & Cannon, Inc.
Photographer: Joe Songer, AL.com



Atrius® technology being used to optimize energy usage.

Our Intelligent Spaces Group

Intelligent Spaces Group (ISG) delivers intelligent solutions that are Smarter, Safer, Greener.

The Intelligent Spaces Group is comprised of our Distech Controls® and our Atrius® technology solutions. It combines valuable technology assets with very talented people. We're meeting customers where they are on their digital transformation journey.

As part of our Intelligent Spaces Group, Distech Controls and Atrius technology work together to reshape how people operate, use, and experience spaces. Distech Controls open-source building management technology optimizes energy efficiency and comfort in buildings while reducing operating costs. Our Atrius technology gathers, unlocks, and transforms raw data to enable a broad range of software solutions that solve critical business challenges.

With Distech Controls and Atrius, we have two essential pieces of the puzzle in delivering edge-to-cloud solutions to customers for energy management, location services, and asset tracking. From sensors to smart thermostats and gateways to the services that animate those devices, our solutions help our customers in their digital transformation.



“We are helping spaces get greener with heating and cooling solutions that adjust temperatures automatically, holding utility bills down, and lowering the environmental footprint. Customers can optimize their energy usage and optimize toward occupant comfort, facilities management, and minimize emissions – all at the same time.

We can measure and track all the energy being utilized across the entire building. That ability to drive change accelerates the opportunity for Acuity to make spaces smarter, safer, and greener.”

Peter Han
ISG President



“Through our continued product vitality efforts, we are creating new and exciting solutions to upgrade and improve the value proposition for our broader portfolio.”

Trevor S. Palmer
ABL President



The Lithonia Lighting Compact Pro High Bay installed in a warehouse.

Our Lighting and Lighting Controls Business

Acuity Brands Lighting and Lighting Controls (ABL) provides sustainable, inspiring, and intelligent lighting solutions that enrich the communities where people live, learn, work, and play.

We continue to adapt our portfolio to meet the changing needs of our customers. We are proud of the advances we have made across our integrated controls platform, and we continue to use technology to differentiate our solutions.

The Compact Pro High Bay (CPHB) by Lithonia Lighting® is a great example of a product that is good for the environment and good for business. It continues to deliver from both a revenue and margin perspective in the high-growth industrial sector and delivers many environmental benefits. The CPHB, a breakthrough high bay luminaire, was designed to deliver improved performance in a smaller size. Our CPHB has been in high demand due to the increase in warehouse renovations, driven by the shift to online retail and the expansion of logistics networks across North America. To ensure supply chain flexibility, the product is more efficient to transport and can be manufactured in our facilities or sourced externally.

Designing with Sustainability in Mind

Our teams are enhancing business processes to lower costs, reduce waste, and design products with sustainability in mind.

Calculating the Environmental Impact of New Products

To design products with lower carbon emissions, we start with an understanding of the current consumption of existing products. We use our carbon consumption calculators to measure the reduction in direct and indirect CO₂ emissions of our products. For example, CO₂ reduction can come from more energy-efficient LEDs, compact product footprint, paper and carton elimination, or lower fuel use tied to our product shipments. Then we set CO₂ reduction targets and monitor our progress.



Lighting Installed in an office building in New York, NY.

Agent: Illuminations **Specifier:** Perkins and Will / HDLC Architectural Lighting Design **Photographer:** Eric Laignel

Our Energy Certifications

The energy efficiency of our products is reflected in their independent energy certifications:



ENERGY STAR

ENERGY STAR® is a voluntary program of the U.S. Environmental Protection Agency (EPA) and the government-backed symbol for energy efficiency, providing simple, credible and unbiased information that consumers and businesses rely on to make well-informed decisions. The ENERGY STAR program is helping us all save money and protect the environment through energy-efficient products and practices.

We have more than 650 products that are ENERGY STAR certified.



California Title 20

Title 20 (T20) is a part of the California Code of Regulations and represents appliance efficiency standards that require the manufacturer of certain regulated products to certify that the devices meet minimum standards — among them, certain energy efficiency thresholds. T20 also restricts the sale of non-compliant products within the state of California. Most LED luminaires are not regulated by T20, but the list of regulated devices includes a number of lighting products, from LED lamps and downlight retrofit kits to exit signs.

To be compliant with respect to a particular product, we must certify that the product has been tested by a California Energy Commission (CEC)-approved lab and meets the T20 requirements.

Our portfolio includes over 2,300 T20-compliant products, and products meeting the certification provisions are listed in the CA T20 Appliance Efficiency Database or Modernized Appliance Efficiency Database System.



California Title 24

Since 1978, Title 24 (T24) of the California Code of Regulations has set forth California's Energy Efficiency Standards for Residential and Nonresidential Buildings. It is California's Energy Code and part of the California Building Standards Code, covering new construction of, and additions and alterations to, residential and nonresidential buildings. 2019 changes to the Code became effective on January 1, 2020.

Since T24 is a building design code, in general, lighting products do not have a product-level compliance path. However, T24 has a certification requirement for high-efficacy residential lighting products found in Joint Appendix 8 (JA8). To be compliant with JA8, we must certify that the product meets the T24 JA8 requirements.

Our portfolio now includes over 1,150 T24 JA8-certified products, and products meeting the certification provisions are listed in the CA T24 Appliance Efficiency Database or Modernized Appliance Efficiency Database System.



DesignLights Consortium

This non-profit organization is dedicated to accelerating the widespread adoption of high-performing commercial lighting solutions. The DesignLights Consortium® (DLC) promotes high-quality, energy-efficient lighting products in collaboration with utilities and energy efficiency program members, manufacturers, lighting designers, and federal, state, and local entities. Through these partnerships, the DLC establishes product quality specifications, facilitates thought leadership, and provides information, education, tools, and technical expertise.

Our portfolio now includes over 56,000 DLC-qualified products that appear in the DLC's publicly available Qualified Products List.

Our Partnerships and Member Organizations

We are an active member of our industry. We meet with our peers on an ongoing basis to share best practices and discover new ways to save energy.



California Energy Alliance

The California Energy Alliance (CEA) unites representatives of a broad range of organizations concerned about energy and the built environment. As a member-based organization, CEA works to improve California's energy future and the migration toward a Zero Net Energy horizon. CEA focuses on the promotion and realization of deep energy savings, sustainable energy generation, and integration. The Alliance actively participates in the development and implementation of pragmatic, environmentally and economically sound building energy standards and other initiatives



Illuminating Engineering Society

For over 110 years, the Illuminating Engineering Society (IES) has sought to balance human needs, environmental needs, and architectural style through the creation of standards and education. Acuity Brands is a leading supporter of IES as a Champion Level Sustaining Member. Acuity Brands associates participate in leadership positions, including the Board of Directors. And helping to advance the knowledge of lighting technology, Acuity Brands is the sponsor of the IES eLearning portal.



Lighting installed at an office building in Chicago, IL.

Agent: KSA

Specifier: Design: Charlie Greene Studio

Photographer: Christopher Barrett Photography





Social

Creating an environment where the best people come to do their best work

In this Section

[Leading Through our Values](#)

[Transforming the Associate Experience](#)

[Advancing Diversity, Equity, and Inclusion](#)

[Making our Communities Better](#)

The core of any company is people.

Acuity is creating an environment to attract and retain the best talent and ensure they can do their best work. Through our inclusive culture, our associates can bring their fresh ideas, perspectives, and experiences to deliver the best solutions for our customers.



Leading Through our Values

We are a Values-Driven Company

We are preparing our associates to deliver on our transformation. Based on the results of our engagement survey, we are performing well relative to others in the manufacturing and technology sectors. Acuity is on a journey, and understanding what matters most to our associates is the key to creating a high-performing organization. Our values are how we win and grow together and will result in higher levels of engagement from people who are inspired to bring their passion and creativity to Acuity.

“Our values guide who we are and the impact we are making.”

Candace Steele Flippin

Senior Vice President and
Chief Communications Officer



Acuity is creating an environment where the best people come to do their best work.

Through our values, we help associates understand what's important and how they can make a positive contribution.



Integrity

We do the right thing, the first time, every time.



Time

Time is the only constrained resource. We focus on what is most important.



Curiosity

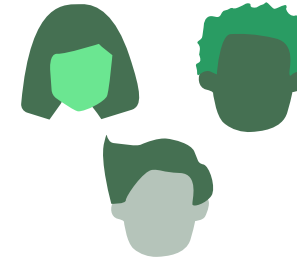
We are always searching for a better way. We are willing and able to change.





Customer-Obsessed

We see the world through the eyes of customers and end-users. We deliver on their needs.



People

We create an environment where the best people come to do their best work. We all succeed together.



Owners Mindset

We think and act like owners. We focus on long-term, sustainable value creation.



Community

We care about the environment and our neighbors. We make communities better.

Encouraging Associate Curiosity

We're always searching for a better way – and are willing and able to transform and change. Associate curiosity is an Acuity value that is continuously demonstrated throughout our Company.

As an example, Hector Lozano, Quality Engineer II, wanted to streamline the inventory process. Hector set a goal to leverage technology to solve a problem. He wanted to find a way to reduce counting errors, minimize paper usage, and creatively communicate with his team members, so he created a physical inventory app. Following the success of the app's development and implementation, Hector's app is now used in our Mexico Distribution Center.

“I hope the worst of the pandemic is behind us, but COVID-19 changed how we approach and work to solve problems. For example, losing the ability to be in close spaces with my team led me to think of a solution to help us work smarter, stay safe at work, and lower our paper use.”

Hector Lozano
Quality Engineer II



ISG Innovation Challenge: More than 30 engineers participated in an internal competition to identify new ways to solve customer problems using technology. Our engineers self-organized into virtual teams to collaborate. At the conclusion of the competition, ISG received submissions from nine different groups, with several of our engineers submitting multiple solutions. Our Company is exploring ways to implement the team's innovative work to support our product vitality efforts as a next step.



Creating a More Inclusive, Empowering Culture

To better understand the experience of our associates, we conducted two surveys, which unlocked critical insights into our workplace culture. Approximately 85% of our associates participated in our overall comprehensive engagement survey. We are proud that our **84% favorable sustainable engagement score** exceeds the averages for manufacturing and technology companies according to a 2021 Willis Towers Watson Index, and we are continuing to build an even better associate experience.

Acuity is focused on driving real change around professional development, further enhancing our culture, and increasing our efforts around diversity, equity, and inclusion. We also completed a diversity, equity, and inclusion survey that gave us an in-depth look into different viewpoints on inclusion here at Acuity. Read more about how we are implementing this feedback [here](#). Our ongoing listening strategy will play a fundamental role in understanding how to support our associates and, together, build the culture that supports our people in doing their best work.

Prioritizing the Health and Well-Being of our Associates and Their Families

We constantly explore new ways to transform our workplace by maintaining our operating equipment, enhancing our facilities with pathogen inactivation technology, offering ergonomic training for remote associates, and rethinking how we train. Here are some of the ways we prioritize health and well-being:

- Providing updated policies for more time away from work including expanded bereavement leave, parental leave for mothers and fathers, and time off for COVID-19 related absences and vaccinations
- Enhancing safety protocols for on-site, flexible, and remote associates
- Offering COVID-19 Education Resources, testing, and vaccinations in certain locations
- Implementing Augmented and Virtual Reality Resources to train our sales teams through Acuity Academy
- Installing UV Light Disinfection Technology in certain facilities

Read more about our Health & Safety [results](#).





Launching Holiday Hustle to Keep Associates Engaged

Acuity hosted its first Holiday Hustle 5K event, an associate engagement event to keep us connected and to encourage wellness activities. Over 700 associates participated during our three-day event.

Teaming up to Minimize Repetitive Stress, Strains, and Injuries

Batavia Container Inc. (BCI) and DanHil Containers®, our packaging suppliers continue to partner with us to significantly reduce our cardboard usage in the USA and Mexico and have shifted their focus to reimagining packaging. The goal: minimize repetitive stress on our associates and minimize strains and injuries for both associates and customers. For example, BCI redesigned our Holophane® GranVille fixture packaging to reduce the weight associates were lifting over their heads.

Working with the Local Leaders to Keep Communities Safe

The team in Crawfordsville, IN, partnered with their mayor, health department, and multiple agencies to make an impact in their local community. Through the partnership, Acuity put up eight billboards featuring public health tips, created 31 sanitization stations, and consulted with multiple schools about the best way to get kids and the teaching staff ready for the 2020–2021 school year.

The partnership between Acuity and local leaders has been such a value-add to the community that they decided to take on a greater role to drive positive, lasting effects on those around them. Members of Acuity have gotten involved at their local high schools to coach sports teams and offer their technical expertise to the students. One local high school was able to restart a STEM program with Acuity's time and financial commitment. Other Acuity associates have joined the Economic Development Committee and Chamber of Commerce.

Improving the Safety of our Workspaces

In FY21, Acuity installed our innovative UV Light Disinfection Technology at our facilities in Crawfordsville, IN, Decatur, GA, and Monterrey, MX, our locations with the largest on-site associate base. We have created an installation plan for our other facilities.

UV Light Disinfection Technology provides an additional pathogen control treatment layer and helps make people feel safer in conjunction with current COVID-19 protocols (e.g., wearing masks, sanitizing, temperature checks, etc.).

What to know about UV Disinfection Technology:

- Decades of research and history demonstrate that UV can be highly effective at inactivating pathogens.
- This technology uses a broad spectrum of UV-A, UV-B, and UV-C wavelengths to kill bacteria and inactivate viruses quickly.
- UV Disinfection Technology is applied carefully to balance safety and pathogen reduction.
- Our own facilities are at the heart of this new technology. Our Monterrey Production Facility will manufacture PulseX™ units with Violet Defense® technology, and our Indiana Production Facility will produce the Care222® UV modules for use in various luminaires. Care222 products are currently being manufactured in our network.

Transforming our EHS Program

In 2021, we continued transforming our Environmental, Health, and Safety (EHS) program by aligning its principles with ISO 14001 and 45001 standards for operational health and safety. At the same time, we launched our Mobile Equipment Safety Campaign for warehouse safety.



“Keeping our associates safe is a top priority for our Company. As a result, we implemented a series of strategic initiatives focused on associate well-being and keeping them safe in the workplace. The same innovative products and solutions we provide for our customers are also being used within our facilities to improve health and maintain business operations.”

Tyler Moon

Senior Vice President and Chief Operating Officer



Developing Future Leaders

Our Leadership Program is an invaluable source of talent for Acuity. With more than 20 years of proven results, the program continues to recruit and retain recent college graduates to develop them through impactful, hands-on experiences.

Members of our Leadership Program work in full-time professional roles that are designed to enhance their early career development. Specific programs include:

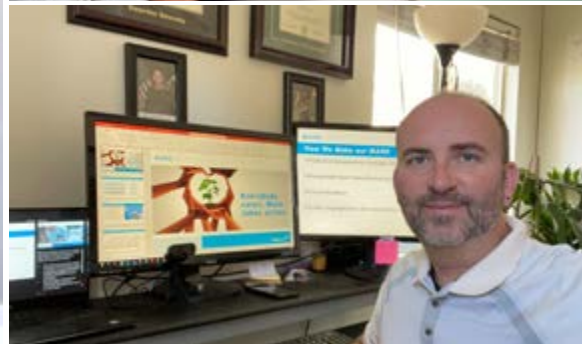
- Electrical and Software Engineering
- Finance and Accounting
- Human Resources
- Marketing



ACUITY



ANYWHERE



Introducing Acuity Anywhere

Acuity Anywhere is our new hybrid work model.

We are creating greater flexibility on where our associates work, train, and grow professionally with our Company and setting the stage for the future growth of Acuity.

Transforming the Associate Experience

Acuity Anywhere classifies all jobs as On-site, Flexible, or Remote. On-site associates work within Acuity facilities, Flexible associates split their time between an Acuity facility and a home office, and Remote associates primarily work from home. Acuity Anywhere allows associates to contribute and achieve results whether they work on-site or remotely.

We believe this model will help enable us to attract and retain the best talent, reach our EarthLIGHT goals, and build on our foundation of productivity, collaboration, and innovation.

Guided by its continuing commitment to serve its customers and care for associates, Acuity leadership carefully considered several factors when creating Acuity Anywhere:

- Delivering on customer expectations — leveraging technology and improving how we work to meet their future needs
- Putting the focus on results and outcomes
- Improving productivity and facilitating innovation
- Enhancing the work/life experience of Acuity's associates
- Using our buildings more effectively and saving energy
- Increasing Acuity's ability to hire top talent from new locations
- Reducing CO₂ and energy consumption by reducing commuting and unnecessary travel

Additionally, the new work model provides for more time away from work for associates. The updated time away from work policies include expanded bereavement leave, increased vacation time, paid holidays, parental leave for mothers and fathers, time off to receive COVID-19 vaccinations, and time off to vote.

We will continually review the hybrid-work model to plan for evolving customer and associate needs.



“We believe this new way of working is transformative. Acuity offers flexibility for our associates; facilitates greater access to the best talent; allows us to keep pace with customer needs; and supports our EarthLIGHT sustainability and social initiatives.”

Dianne Mills

Senior Vice President and
Chief Human Resources Officer

“Acuity Anywhere focuses on outcomes. I have the flexibility to get my work done while balancing my personal life.”

Bethany Cruz

Sr. Sales Operations Manager
Holophane Sales Channel



“I work on-site to support our Supply Chain operations. It is great to see that Acuity offers growth opportunities, whether your role is on-site or remote.”

Leslie Caban

Focus Factory Manager



“Acuity Anywhere lets me save time, money, and maintenance on my car since I don’t have to drive to work every day. The flexible work option will have an impact on reducing my carbon footprint.”

Fardin Faruque

Indoor RFD Engineering Manager



Focusing on Diversity, Equity, and Inclusion

Acuity's DEI Council Formalizes our Commitment to an Inclusive Environment

To promote DEI in the workplace, we have created a DEI Council responsible for setting our diversity strategy and creating a three-year roadmap of initiatives, many resulting from associate feedback.

Our DEI Council is composed of the Chief Human Resources Officer, Chief Financial Officer, General Counsel, Chief Communications Officer, Human Resources process owners, and leaders from the Company's Employee Resources Groups (ERG), MAGIC (Minorities Amplifying Growth, Inclusion, and Community), The Women's Network, and our newest ERG formed in FY21, PRIDE (People Respecting Identity, Diversity, and Equity).



23%

of Management*
identify as women
(Global)

40%

of associates
identify as women
(Global)

17%

of Management*
identify as people of color
(US only)

41%

of associates
identify as people of color
(US only)

*Management is defined as Vice President and above.

Embarking on a DEI Journey

The DEI Council conducted its first company-wide diversity, equity, and inclusion survey to gain an in-depth look into different viewpoints at Acuity. Our annual surveys will play a fundamental role in building an inclusive culture that lets people bring their authentic and best self to work. The Council is leading the implementation of our three-year DEI road map that consists of six value pillars that inform the strategic direction of our DEI work. Learn more about our culture by clicking [here](#).



Advancing Diversity, Equity and Inclusion

Our organization works best when we have a diversity of people and thoughts.

Acuity has three ERGs that expanded their programming to serve as a resource for leadership and associates through a challenging year. In addition, ERG leaders offered their expertise and experiences on the DEI Council and by championing the DEI and company-wide engagement surveys to increase participation and provide rich input to guide our strategies.

Our ERGs are:



MAGIC (Minorities Amplifying Growth, Inclusion, and Community) is designed to foster a supportive, nurturing environment to help minority associates realize their full potential at Acuity Brands. MAGIC embraces, celebrates, and recognizes the power of diversity and is open to all associates. In FY21, MAGIC launched additional offerings, including mental health awareness, a virtual concert series, Learning from Leaders events, and a benefits education awareness program.



The Women's Network empowers, embraces, and encourages women in all functions to enhance a diversity of ideas and approaches that drive business growth and improved financial results. The Women's Network organizes networking events, mentoring groups, lunch-and-learns, and an engaging guest speaker series. The group is open to all associates.



PRIDE (People Respecting Identity, Diversity, and Equity) promotes a safe, open, and inclusive environment for the LGBTQIA+ community and allies. PRIDE strives to drive the business forward through empowering leaders, creating a sense of community, and promoting social equity. The PRIDE ERG aims to create a safe space where the LGBTQIA+ community and allies feel supported, can discuss their needs, challenges, and obstacles, and proudly celebrate professional and personal moments.



“We want our associates to feel valued, included, and comfortable enough to bring their whole selves to work. Our ERGs provide an additional outlet for resources, mentorship, and support to help people reach their career aspirations.”

Karen J. Holcom
Senior Vice President and
Chief Financial Officer

“I don't think I could be much happier with the organization's response and the support the MAGIC ERG has received. We have seen a difference in the organization's approach to really allow associates to bring their authentic selves to work.”

Brian Bond

Senior Manager, Marketing
MAGIC ERG Member



“Acuity's culture has transformed over the past two years. There is now more focus on the people, developing talent, celebrating diversity, and acknowledging that different is good.”

Samar Soliman

Vice President, Digital Lighting Networks Engineering
Women's Network ERG Member

Bringing PRIDE to Acuity Brands

I felt a tug and urge to create a group for the LGBTQIA+ community and the other definitions that people choose to use, which may not fit in the box or understanding of some in the straight community.

Our Company has seen significant progress this past year, including speaking up and committing resources to social justice and racial equity. The virtual diversity forums encouraged us to take action to become better environmental stewards and corporate citizens. In addition, the changes to our HR policies, recruitment, and processes are bringing and keeping more diverse associates. I could see that we were becoming a more progressive company and felt that I could also make an impact to get support for our LGBTQIA+ associates. I emailed Dianne Mills, Senior Vice President and Chief Human Resources Officer, my idea for a PRIDE employee resource group. To my delight, she was empathetic, encouraging, and supportive! Senior Leadership agreed to sponsor and support this effort.

We now have People Respecting Identity, Diversity, and Equity, a group open for all associates. What all of our members have in common is that we are all uniquely different. Ultimately, through the efforts of our ERGs, our lunch & learns, and development opportunities, I hope Acuity will become known as a company that respects diversity, equity, and inclusion, and celebrates them as loudly as possible.

Patrick Atchison

Manager, Compliance and
PRIDE ERG Co-Founder



Making our Communities Better

Our in-person community engagement was limited in FY21 due to the COVID-19 pandemic. But our teams found virtual and socially distanced ways to give back to their communities. Examples include:

- Associates volunteered 258 hours during Acuity's Junior Achievement Education month.
- The Acuity Architectural Specialty team participated in the 24hr Tremblant, a 24-hour ski and walking relay to raise funds for children's charities in Québec, Canada.
- Associates in our Mexico production facilities collected 4,333 toys to donate to the Toy Drive "Iluminando Sonrisas 2020" (Lighting Children's Smiles 2020) for children living in Nuevo Leon and Tamaulipas.
- The Marketing team hosted its second annual "A December to Remember." The team partnered with a non-profit agency to help a local family. The Marketing team created a virtual Amazon wish list, and together they provided over one hundred presents.
- The Conyers, GA, facility donated furniture and office supplies to help local organizations and avoid landfill waste. Donations went to numerous nonprofits, small businesses, and medical facilities.
- Associates donated money to the Alzheimer's Association, Moisson Rive-Sod, Secours Populaire, Feeding America, and Maria Siempre Virgen.
- We donated 450 pieces of mobile healthcare lighting equipment to St. Vincent De Paul and MedShare.





Case Study

Acuity Brands increases the quality of care for more than seven million patients worldwide through its mobile healthcare lighting equipment donation to MedShare.

The COVID-19 pandemic increased the need for mobile hospitals globally. In 2021, we donated 225 new Portable Healthcare Light Stands (PHLS) to MedShare, an international humanitarian aid organization, increasing the quality of care for more than seven million patients worldwide. Our donation is the largest medical lighting donation in MedShare's history. Engineers at Acuity designed the PHLS to meet the growing demand for mobile healthcare equipment to treat patients in alternate care locations.

The PHLS includes a medical exam light, a reading light for patients, a night light for nurses, outlets for charging patients' smartphones or tablets, and an IV hanger bar that eliminates the need for a separate IV pole. MedShare will distribute the PHLS to communities in need around the world.

"We have seen many hospitals and clinics in developing countries use cell phones and flashlights as a source of light to treat patients," said Charles Redding, MedShare CEO and President. "This generous donation from Acuity Brands is going to help us upgrade the quality of care for countless patients. MedShare is proud to deliver vital medical supplies and equipment to better the lives of people in marginalized communities. Community partners like Acuity Brands makes this possible."

"Many people in developing countries don't have access to fully-equipped hospitals," said Adam Handler, Corporate Sustainability and Communications Director at Acuity. "Our Company is in a unique position where our products can be used in mobile hospitals and clinics to treat sick and vulnerable patients. Our partnership with MedShare will help improve treatment for patients all over the world."

MedShare will distribute the medical lighting equipment to field clinics and hospitals in Nigeria, Haiti, Guatemala, Cameroon, and dozens of other countries around the world.

Portable Healthcare Light Stand



Governance

Enhancing Governance

In this Section

[Operating with Integrity](#)

[Enhancing Data Privacy](#)

[Meet our Board of Directors](#)

Operating with Integrity

Operating with integrity means doing things right the first time and every time. It means we earn the trust of our customers, shareholders, business partners, and each other by our actions each day. Honesty. Transparency. Meeting our commitments. Taking care of our people. Demonstrating our shared values. These are all essential elements of operating with integrity and strong governance.

Transforming Governance

In FY21, we enhanced several governance practices to further emphasize long-term value creation. Those enhancements include:

- Created DEI Council and ESG Councils, both including Senior Leadership to ensure company-wide alignment and impact
- Continued Board refreshment to ensure a variety of perspectives and a mix of experience and tenure
- Continued changes to compensation programs based on stakeholder input
- Enhanced data privacy and information security
- Amended Company's bylaws and Certificate of Incorporation to eliminate super-majority voting provisions
- Amended Company's Certificate of Incorporation to allow bylaw amendment granting stockholders' right to call a special meeting



“We’ve made significant progress on EarthLIGHT since we began communicating our strategy and impact three years ago. I am proud of our associates and their positive impact on the world, and I am grateful to be a part of these efforts.”

Barry R. Goldman

Senior Vice President
and General Counsel

Founder of the
EarthLIGHT program

Sustainability is a central tenet of our corporate strategy.

In FY21, we developed and implemented an ESG Council to guide our EarthLIGHT program and related strategic initiatives. The Council meets regularly and includes the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, General Counsel, Chief HR Officer, Chief Communications Officer, Director of Corporate Sustainability, and leaders from our ABL and ISG business segments.

The creation of the Council accelerated our ESG work, broadening and deepening the connections between our sustainability goals and associate engagement.



Maintaining High Ethical Standards

Leading Through Integrity

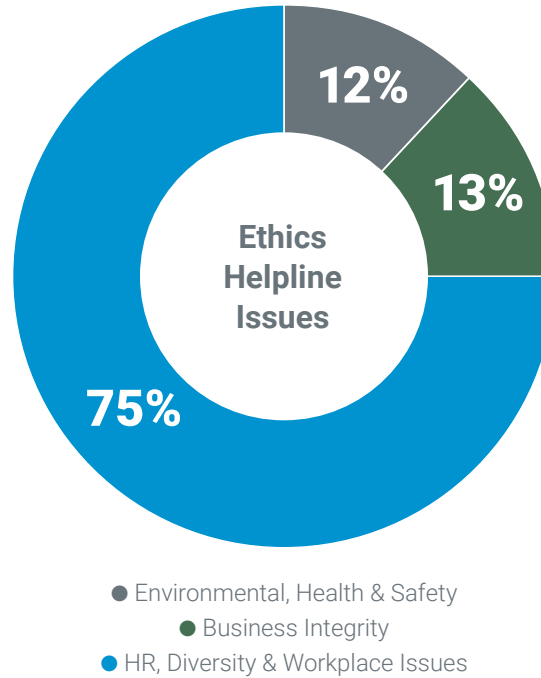
Associates receive training on our Code of Conduct and Business Ethics policies and re-certify annually. Through Code of Conduct training, associates review our policies, learn how to comply with applicable laws, and apply ethics, integrity, and our corporate values to everyday situations within our business.

An Improved Code of Conduct

Our team completely refreshed our Code of Conduct and Business Ethics content making it more engaging and inclusive for our global associates. Now, associates, including hourly associates can more easily locate the information they need about Acuity's Human Rights Policy, Supplier Code of Conduct, EarthLIGHT, and community involvement.

Addressing Associates' Concerns

The Ethics Helpline is our confidential resource is available 24/7/365 for our associates and third parties all over the world to ask questions or report concerns. We investigated and closed 83 reports in FY21 in an average of 37 days.



Out of the 83 reports in FY21:

13%

Were Substantiated

1%

Resulted in Termination

8%

Resulted in Disciplinary Actions

8%

Resulted in Policy/Process Coaching and Review Activities

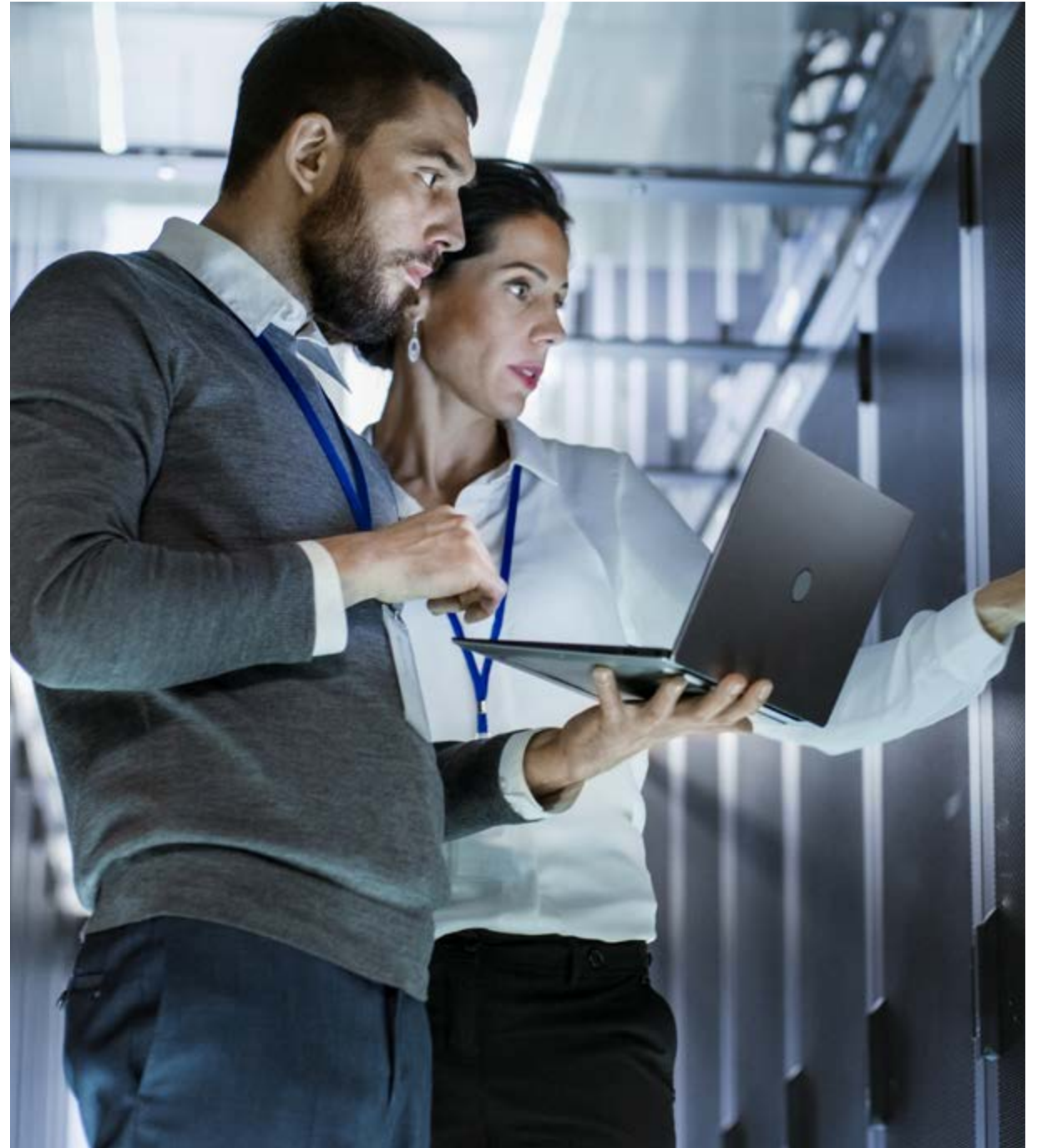
Enhancing Data Privacy and Security

Data privacy is a non-negotiable aspect of all the technology we build. Our overall approach applies the Zero Trust security framework and layered security models. We conform fully with security requirements such as those imposed by California's Civil Code Title 1.81.26, Security of Connected Devices (commonly known as SB-327), that apply to our Bluetooth devices at the heart of our sensory network.

We continuously enhance our focus on privacy and information security, including the use of CIS Critical Security Controls and the Software Assurance Maturity Model (SAMM).

In addition, in FY21, we completed a Service Organization Control (SOC®) 2, Type 1 Audit covering our lighting and building controls platform and services. The audit affirmed that our policies, practices, procedures, and operations for the covered products meet the SOC 2 criteria for security, availability, and SOC 2 Frameworks.

You can find our complete Privacy Policy [here](#).



Meet our Board of Directors

Neil M. Ashe

Chairman, President and Chief Executive Officer
Acuity Brands, Inc.



W. Patrick Battle

Managing Partner
Stillwater Family Holdings



G. Douglas Dillard, Jr.

Managing Partner
Slewgrass Capital, LLC and
Slewgrass Partners, LLC



James H. Hance, Jr.^{3,4}

Director and Operating Executive
The Carlyle Group LP



Maya Leibman

Executive Vice President
and Chief Information Officer
American Airlines Group, Inc.



Laura O’Shaughnessy

Board Director and
Independent Consultant



Dominic J. Pileggi²

Former Chairman,
Chief Executive Officer
and President
Thomas and Betts Corporation



Ray M. Robinson

Non-Executive Chairman
Citizens Trust Bank
President Emeritus
East Lake Golf Club



Mark J. Sachleben

Chief Financial Officer
and Corporate Secretary
New Relic, Inc.



Mary A. Winston¹

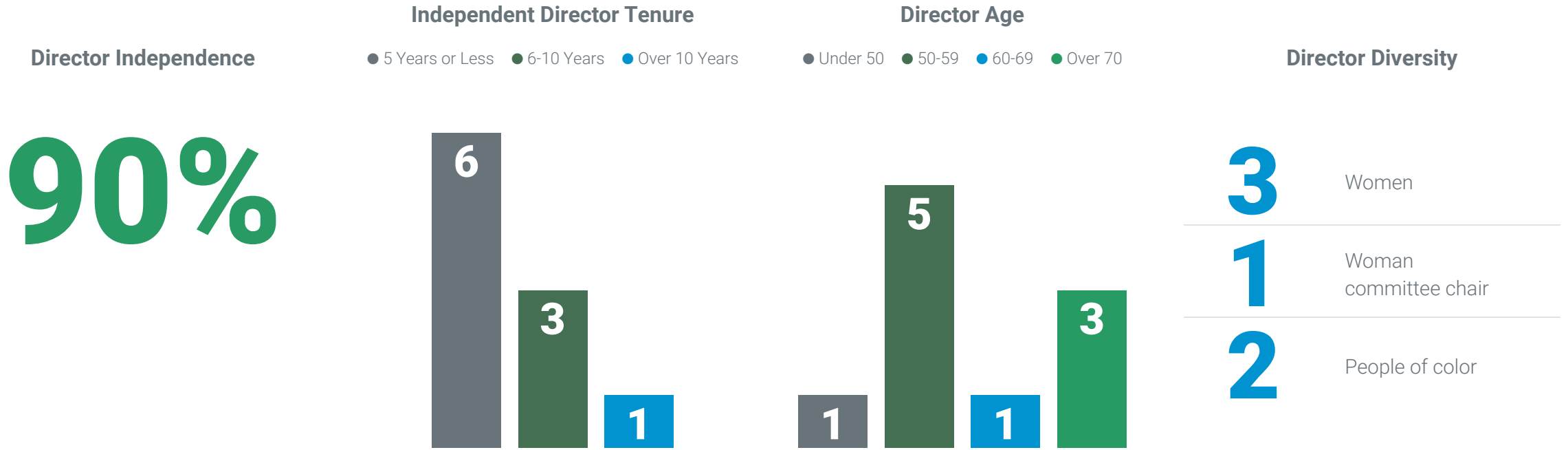
President
WinsCo Enterprises, Inc.
Former Executive Vice President
and Chief Financial Officer
Family Dollar Stores, Inc.



¹ Chair of Audit Committee ² Chair of Compensation and Management Development Committee ³ Chair of Governance Committee ⁴ Lead Director

Board Leadership Structure

The Board, using its diverse skills and experience, considers the most appropriate leadership structure for our Company based on the specific circumstances and challenges we face. The independent Board members challenge management and demonstrate independence and free thinking as necessary to ensure effective oversight. The Board also prioritizes stockholder engagement and discusses feedback received. We believe that the Company's current Board structure, with an independent Lead Director and standing committees consisting entirely of independent Directors, provides strong independent leadership and oversight as well as efficient and clear leadership, communication, and administration.



Our Board's Skills and Experience

We work to maintain a Board consisting of talented and dedicated directors with a diverse mix of skills, backgrounds and expertise in areas that will foster our continued business success and reflect the diverse nature of the business environment in which we operate.

Areas of Director Skills and Experience

Description

Executive Leadership										10	Experience as a public company CEO or other NEO, either current or past; or as a senior executive, division president, or functional leader within a complex organization
Corporate Governance										10	Current or previous service on a public company board of directors; or understanding of public company operating responsibilities and with issues commonly faced by public companies
Strategic Growth and Development										10	Knowledge of strategic planning and mergers and acquisitions in large organizations operating in multiple geographies
Operational/ Manufacturing					5						Experience in the oversight of large-scale operations, including manufacturing in industries similar to the ones in which the Company operates
Finance, Accounting, and Capital Markets						6					Knowledge of finance or financial reporting; experience with debt/capital market transactions; or experience as a principal financial officer, principal accounting officer, controller, public accountant, or auditor
Human Capital and Talent Management										10	Experience in attracting, developing, and retaining talent and building strong cultures
Enterprise Risk Management/ Sustainability									7		Experience in oversight of enterprise-wide risk management, including cyber security; experience in creating long-term value by embracing opportunities and managing risks deriving from ESG developments
Engineering, Technology, and Innovation									7		Experience in leading edge engineering and technology innovation; experience in digital transformation of a business

SASB Index

Disclosures are influenced by Sustainability Accounting Standards Board's (SASB) standards for Electrical & Electronic Equipment and Software & IT Services. This report covers FY21 results, and assumptions collected from September 1, 2020 to August 31, 2021. For information concerning the current Fiscal Year, please refer to the Company's latest quarterly reports and other filings with the SEC. These documents are available online at <http://investors.acuitybrands.com>.

Electrical And Electronic Equipment

Topic	SASB Accounting Metric	Code	FY21 Response
Energy Management	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-EE-130a.1	(1) 934,776 Gj. See also page 17 of this report. (2) 100% (3) 8.4%
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-EE-150a.1	We do not currently track hazardous waste at the company level; however, each facility complies with local regulations regarding disposal or recycling thereof. We anticipate to track and report on this starting in FY22.
	Number and aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	0 kg. We had zero reportable spills in FY21.
Product Safety	Number of recalls issued, total units recalled	RT-EE-250a.1	Zero recalls in FY21
	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	\$0

Topic	SASB Accounting Metric	Code	FY21 Response
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	RT-EE-410a.1	We do not directly purchase or use any IEC 62474 declarable substances. Our supply agreements specify that goods purchased by Acuity under said agreements will not contain any substances on the RoHS or REACH lists.
	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria	RT-EE-410a.2	Approximately 12%
	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	85%
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	See page 8 of the FY21 10-K.
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	RT-EE-510a.1	See Anti-Bribery and Anti-Corruption Program Overview . See pages 11-12 of Code of Ethics and Business Conduct .
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	\$0 USD
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	RT-EE-510a.3	\$0 USD
Activity Metrics	Number of units produced by product category	RT-EE-000.A	We do not disclose the number of units produced.
	Number of employees	RT-EE-000.B	13,000

Software & IT Services

Topic	SASB Accounting Metric	Code	FY21 Response
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) 934,776 Gj. See also page 17 of this report. (2) 100% (3) 8.4%
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	(1) 251.43 megaliters; (2) 51%
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Acuity has been moving forward with a “cloud-first” data center strategy for the past five years. Our strategy will move production data processing capacity and data storage to 20% on-prem and 80% cloud over several years.
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See our Privacy Policy
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Zero. Acuity does not use any user information for secondary purposes. We are explicit in our user agreements about the purposes for which data are collected, and any additional uses, per our privacy policy, require explicit additional permissions granted by users. https://www.acuitybrands.com/privacy-policy .
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	\$0 USD

Topic	SASB Accounting Metric	Code	FY21 Response
Data Privacy & Freedom of Expression (cont'd)	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	(1) 0 (2) 0 (3) 0%
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Acuity has not been asked to alter its core products or services by government entities of any country except by issuance of public law (e.g., GDPR, CPRA). Acuity is unaware of governments altering, blocking, censoring, or filtering our products or services.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	(1) 1 (2) 1 (3) 0 In FY21, Acuity discovered that a WordPress server tasked for internal use was configured so that an external third party could theoretically have accessed information on that server. There was no evidence that a third party had actually done so. No confidential customer information of any kind was ever stored on that server. The only personal data stored on that server was a small number of business contacts associated with the content update logs.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	We use a secure development lifecycle for our products and identify risks by conducting various assessments, security tests (internal and 3rd party), and monitoring threat intelligence. In addition, we use a risk management framework to categorize our risks based on impact and work with our engineering teams to address any potential risks.
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	See page 5 of the FY21 10-K.
	Employee engagement as a percentage	TC-SI-330a.2	Sustainable engagement is 84% favorable.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Gender: 23% female in management globally, 40% female Company globally. Ethnic: 17% People of Color in US management, 41% People of Color in US Company. Please see page 44 of this report.*

*data are based on self-identification

Topic	SASB Accounting Metric	Code	FY21 Response
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	\$0 USD
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	1) 11 performance issues, 2) 3 service disruptions 3) 3 hours and 45 minutes
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	See pages 10-14 of the FY21 10-K.
Activity Metrics	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	(1) 737 (2) 39%
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	(1) 6.5THz processing capacity (2) 30% cloud
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	(1) 1.5PB storage (2) 30% cloud

Acuity's Carbon Footprint

This report covers FY21 results, and includes estimates and assumptions collected from September 1, 2020 to August 31, 2021.

Scope	Category	Emissions (MT CO ₂ e)	Emissions Methodology
Total Scope 1		38,346	
Total Scope 2		44,785	
Part 1	Purchased Goods & Services	1,559,138.36	Spend-based method; Average-data method
Part 2	Capital Goods	30,417.17	Spend-based method
Part 3	Fuel & Energy Related Services	32,693.86	Average-data method
Part 4	Upstream Transportation	82,228.69	Distance-based method; Spend-based method
Part 5	Waste Generated in Operations	2,162.24	Spend-based method; Waste-type-specific method
Part 6	Business Travel	10,575.38	Distance-based method; Spend-based method
Part 7	Employee Commuting	8,743.75	Distance-based method
Part 8	Leased Assets	.	n/a
Part 9	Downstream Transportation	60,213.35	Distance-based method / Fuel-based method; Spend-based method
Part 10	Processing of Sold Products	.	n/a
Part 11	Use of Sold Products	36,735,800.00	Handprint Methodology
Part 12	End-of-Life Treatment of Sold Products	32,669.98	Waste-type-specific method
Part 13	Leased Assets	.	n/a
Part 14	Franchises	.	n/a
Part 15	Investments	1.09	Average-data method
Total Scope 3		38,554,644	
Total Scope 1+2+3		38,637,775	



1170 Peachtree Street, NE, Suite 2300
Atlanta, GA 30309-7676
404-853-1400

www.acuitybrands.com