AcuityBrands.

LIGHTING THE WAY TO A BETTER WORLD

2019 EarthLIGHT REPORT

AcuityBrands. EarthLIGHT

Welcome to our inaugural Environmental, Social and Governance (ESG) report. This report describes the many ways we make Environmental, Social and Governance considerations a part of daily life at Acuity Brands.

As a leading provider of innovative lighting fixtures, lighting controls and building management solutions, we engage closely with our customers to help them reduce their energy usage and costs, and improve their businesses, residential spaces and communities.

We have a long and successful history of managing the health and safety of our operations, complying with environmental regulations and requirements, supporting the lives of our associates and our local communities, and operating with a high level of integrity. We continue to look for ways to add value to the lives of all of our stakeholders.

EarthLIGHT
OUR APPROACH TO ESG

EarthLIGHT is our all-encompassing approach to ESG. We launched it to coordinate our efforts around Environmental, Social and Governance factors, measure our performance in key areas and communicate about those efforts to our various stakeholders.

EarthLIGHT reflects our belief that it is our responsibility to help lighten our impact on the Earth in ways that benefit our company, associates, customers and communities.

EarthLIGHT is also about driving our culture around a common purpose of continuous improvement. It is key to our efforts to attract, develop and retain an engaged, connected and inspired workforce—all while operating with a focus on honesty and integrity.

MESSAGE FROM THE CEO

We recognize that ESG is an important topic for many of our stakeholders, including associates, customers and investors. Reporting on our activities in this area is part of operating our company with transparency.

Much of the ESG work we are doing is not new to Acuity Brands. We have been pursuing ESG initiatives for many years. Providing energy-efficient, innovative solutions has been central to our strategy, as well as maintaining a deep commitment to integrity and strong governance. Recently, we have added additional structure and methodology to this work as we continue on our journey and leverage our culture of continuous improvement. We have taken the work our teams have been doing and consolidated it into a more meaningful form to make our efforts more visible and measurable. We call this our EarthLIGHT program, and this report describes those efforts.

We believe companies that measure their performance in these areas outperform those that do not—all while doing a better job of reducing enterprise risk.

Through our daily application of the Acuity Business System (ABS), we seek to continuously improve our company and our community. We strive for a culture that encourages our associates to be brilliant, productive and connected.

We have approximately 12,000 associates with great ideas on how to improve our operations, eliminate waste and increase our positive impact on the world. Among other initial EarthLIGHT goals, by the end of fiscal 2022 we plan to:

- Reduce our carbon footprint by at least 25% by reducing raw material inputs and increasing energy efficiency (natural gas and electricity) in our operations;
- Generate 9 billion kWh of energy savings for our customers by improving the energy efficiency of our products and increasing the mix of energy-saving products we sell;
- Increase associate engagement score to 85 by, among other things, increasing our connections through charitable and other community activities, doubling the utilization of wellness examinations, continuing to drive our focus on health and safety, and improving development and recognition opportunities; and
- Operate with the highest levels of integrity and governance by, for example, expanding the reach of our Code of Ethics, requiring our supply chain partners to demonstrate similar standards in their operations, providing innovative connected solutions that protect the privacy and data security of our customers, and continuing to operate with the input and leadership of a diverse and cross-functional team that is all measured by success in these important EarthLIGHT goals.

We are honored that our associates have chosen to share their ideas and talents as we work to maximize the opportunities before us.

Thank you for being part of our ESG journey. We look forward to sharing our progress with you.

Vernon J. Nagel
Chairman and
Chief Executive Officer

WE LIGHT THE WAY TO A BRILLIANT, PRODUCTIVE, AND CONNECTED WORLD.

OUR SHARED COMMITMENTS:

BE BRILLIANT

- Find the far-reaching possibilities
- Challenge the status quo
- Be curious and pursue answers
- Remove barriers to progress
- Continuously raise the bar
- Accept and learn from failure

BE PRODUCTIVE

- Demonstrate personal leadership
- Passionately exceed expectations
- Collaborate and leverage individual and group genius
- Activate and accelerate change
- Listen intently and guide wisely
- Simplify processes, make it easy
- Protect human, capital, financial and environmental resources

BE CONNECTED

- Embrace diverse people and ideas
- Seek ways to have fun
- Celebrate, energize and inspire greatness
- Empower others to succeed
- Be transparent and honest
- Be present and care for others

OUR APPROACH

Provide **Customer**-driven smart and simple solutions. Drive world-class **Cost** efficiency. Leverage a **Culture** of continuous improvement.

Acuity Brands, Inc. (NYSE: AYI) is the North American market leader and one of the world's leading providers of lighting and building management solutions for commercial, institutional, industrial, infrastructure and residential applications throughout North America and select international markets. We currently employ approximately 12,000 associates and are headquartered in Atlanta, Georgia, with operations throughout North America, and in Europe and Asia. Our net sales for fiscal year 2019 were $3.7 billion.

Our lighting and building management solutions range from individual devices to intelligent network systems. Individual devices include luminaires, lighting controls, lighting components, controls for various building systems (including heating, ventilation and air conditioning, lighting, shades and access control), power supplies and prismatic skylights. Among other benefits, these solutions can help optimize energy efficiency and enhance the occupant experience for various indoor and outdoor applications—all while reducing operating costs.

We continue to expand our solutions portfolio, including software and services, to provide a host of benefits resulting from data analytics that enables the Internet of Things (IoT) and supports the advancement of smart buildings, smart cities and the smart grid.

Our century of tradition, current financial strength and commitment to a sustainable future provide us with an opportunity to grow, innovate and further capture the market opportunities before us.

OUR BRANDS

We have some of the top name brands in the industry.

ACULUX · DG LOGIK · HEALTHCARE LIGHTING · LITHONIA LIGHTING · Peerless

AEL American Electric Lighting · DISTECH CONTROLS · HOLOPHANE · lucid · RELOC WIRING SOLUTIONS

a·light · DTL DARK TO LIGHT · HYDREL · Luminaire Led · ROAM

ANTIQUE STREET LAMPS · eldoLED · indy · LUMINIS · sensorswitch

ATRIUS · EUREKA · IOTA · MARK ARCHITECTURAL LIGHTING · SUNOPTICS

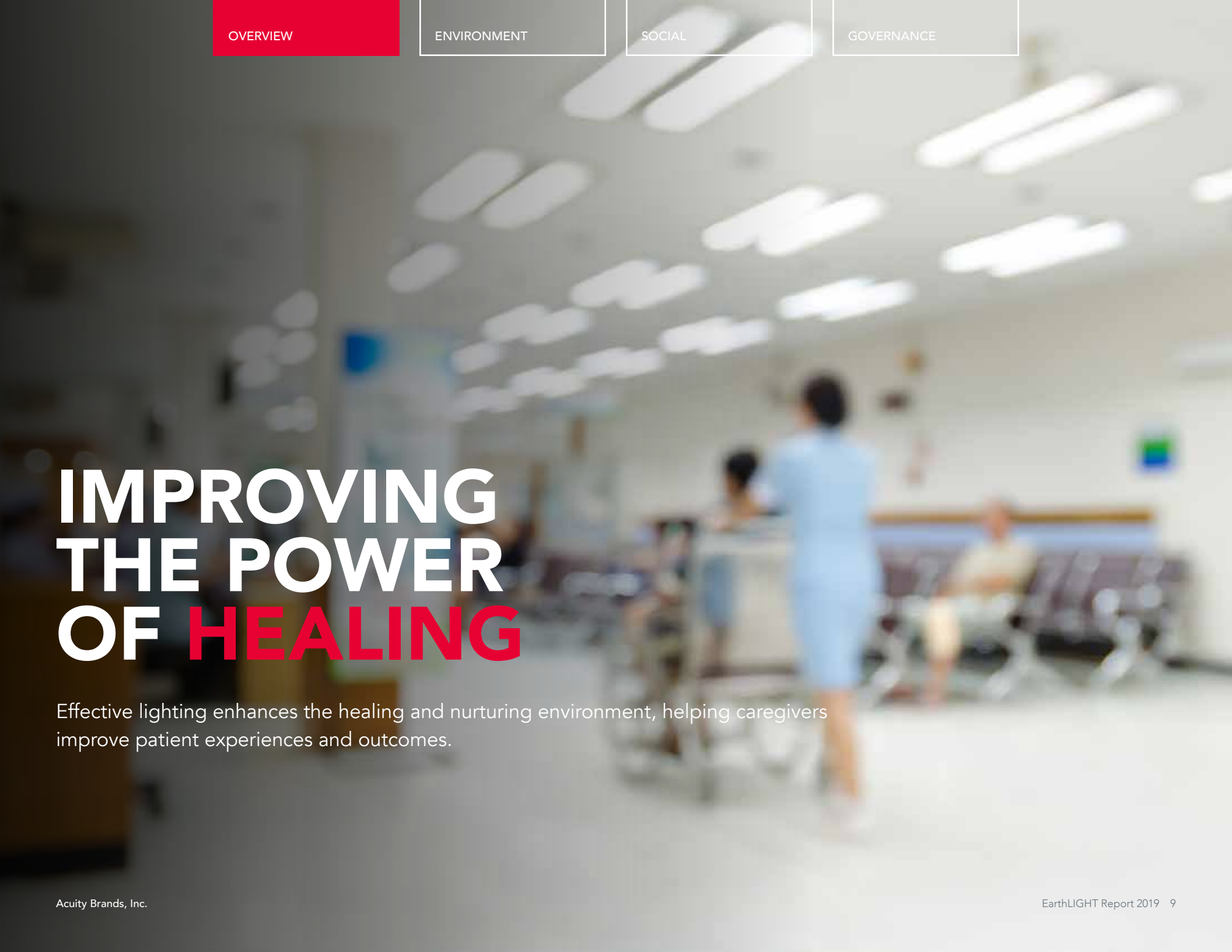
cyclone · gotham · JUNO · nLIGHT · WINONA

ACCELERATING LEARNING

There is more to lighting in educational settings than just being able to see. Proper lighting sets the stage for a productive learning environment.

ENHANCING THE SHOPPING EXPERIENCE

We provide simplified retail solutions that decrease energy, labor and maintenance costs with advanced engineering from more than 30 industry-leading brands.



IMPROVING THE POWER OF HEALING

Effective lighting enhances the healing and nurturing environment, helping caregivers improve patient experiences and outcomes.

CREATING MEMORABLE EXPERIENCES

We believe that comfortable, engaging spaces are realized when lighting systems are used to improve ambiance and environmental sustainability.

BRINGING PEOPLE TOGETHER

We offer products for a wide variety of lighting needs, including indoor, outdoor, industrial, commercial, residential, life safety, controls and building management—all while tapping into the power of IoT.

ABOUT THIS REPORT

Our assessment of topics covered in this report was guided by an internal process with key leaders and with oversight by our Board of Directors. This report was informed by engagement with stakeholders both within and outside of the company. It also incorporates research on our sectors—electrical product manufacturing, as well as software and solutions—from the Sustainability Accounting Standards Board (SASB) framework. Our materiality assessment balances our industry-specific and company-specific issues with our stakeholders' concerns while prioritizing the topics of greatest overall value.

In developing this report, we:

- Used peer benchmarking
- Were guided by Global Reporting Initiative (GRI) standards
- Engaged with key stakeholders
- Applied learnings from our own gap analysis
- Incorporated data from the Carbon Disclosure Project's Climate Change Questionnaire

OUR FAVORITE COLOR IS GREEN

Environment

We develop and manufacture lighting and building management solutions that are enabling energy efficiency and providing other benefits for customers across North America and around the world. As we seek to reduce our company's environmental impact, we do so across the entire value chain.

"Working on innovative product, sales and marketing teams that create demand for solutions designed to enrich lives, enhance safety and that are environmentally-friendly while reducing paper, waste and the company's carbon footprint makes me feel that I'm making a positive impact on the organization and the planet."

Sarah Golish
Senior Vice President, Marketing

PRODUCTS AND SOLUTIONS

We are committed to helping our customers reduce their own environmental impact and creating value by building energy efficiency into our products. Acuity Brands LED fixtures sold in fiscal 2019 had the potential to save customers an estimated 9.2 billion kWh annually, an increase of 11.7% compared to the previous year. The biggest drivers of energy savings come from our industrial high bays, which are 800w more efficient than the products they replace and commercial outdoor products, where our products are 280w more efficient than the products they most often replace. Our energy-saving controls solutions save even more energy.

This 9.2 billion kWh (9.2 terawatts) in savings is equivalent to:

- The greenhouse gas emissions from 1,381,272 cars, or
- Removing 1.7 coal-fired plants from operation, or
- The carbon sequestered in one year by 7,656,806 acres of forest.

EarthLIGHT 2020 Goal

Enable a further 9 billion kWh in energy savings from using our products.

PARTNERING WITH OUR CUSTOMERS TO REDUCE CARDBOARD, WASTE AND EMISSIONS

LED lighting fixtures provide tremendous energy savings. But what if we could help our customers save even more?

A large retail customer asked us for help: unpacking our luminaires was taking a long time and resulted in a small mountain of cardboard at the end. They challenged us to deliver our products as safely, but with less packaging.

Our original packaging, while sturdy, used excessive cardboard, as each fixture was packaged in its own cardboard box. So our first step was eliminating the individual fixture cardboard boxes, resulting in a 72% reduction in cardboard per truckload—which dramatically increased the number of fixtures per total truckload and therefore reduced the number of trucks on the road.

Our solution of reducing our packaging by 0.345kg of cardboard per fixture eliminated–for this one large customer–52 tons of cardboard. Together with our customer, we saved the 884 trees required to make that cardboard and used 41 fewer trucks to deliver the goods. The trees will sequester 21 tons of CO_2 per year, and the 10,544 gallons of fuel saved represent 103 tons of CO_2.

If we can help improve one customer's installation process while simultaneously reducing our carbon footprint by 124 tons of CO_2, what could we do company-wide? This thought motivated us to examine all aspects of our supply chain and logistics and optimize them for minimum environmental impact. The results of our supply chain optimization project enabled us to reduce the amount of cardboard, gasoline and truckloads to get products from our manufacturing and distribution facilities to their final destinations in North America.

Acuity Brands, Inc.

EFFICIENT USE OF RAW MATERIALS

We are committed to driving efficiency in our usage of raw materials to manufacture our products.

Steel and aluminum are the two biggest drivers of energy consumption in the production of our raw materials (based on the average composition of our products, by weight). We started our quest for efficiency there and were able to reduce our carbon footprint by approximately 21.7 million kWh in a single year.

EarthLIGHT 2020Goal

15% reduction in carbon footprint of our raw materials, packaging and shipping

2022Goal

25% reduction in carbon footprint of our raw materials, packaging and shipping

FACILITIES

We are focused on minimizing the environmental impact of our facilities, starting with integrating our BuildingOS® business intelligence program at all Acuity Brands locations. BuildingOS provides extensive building analytics that enable owners, operators and occupants to gain unparalleled insights into their energy use and other building operations. The information provided can then be used to identify opportunities to increase their buildings' energy efficiency while improving the performance of the people and businesses using them.

As of the end of fiscal 2019, we integrated BuildingOS at 82% of our facilities, providing energy consumption baselines both on a facility-by-facility basis and aggregated for the company as a whole. Using data from BuildingOS, we have calculated an estimate of our own carbon footprint that will be further refined.

We intend to fully integrate this business intelligence program at all Acuity Brands facilities by the end of fiscal 2020 to help us unlock opportunities to reduce our energy, water and waste footprints.

BuildingOS provides real-time insights that help building owners, operators and occupants improve the operations of their buildings.

EarthLIGHT 2020 Goal

15% reduction in energy usage per unit shipped

2022 Goal

25% reduction in energy usage per unit shipped

BRINGING ENVIRONMENTAL STEWARDSHIP HOME

How we weave environmental initiatives into the workday

10 water bottle filling stations installed mid-year have already dispensed water equivalent to 60,000 bottles.

Our 12 electric vehicle charging stations are available to associates at no cost.

A 4/10 workweek in our Conyers and Decatur, GA locations avoids an estimated 3.9 million miles driven per year.

REDUCING OUR CARBON FOOTPRINT

In fiscal 2019, we consumed energy in our facilities that created an estimated 166.5 million lbs (83,250 tons) of CO_2. An estimated 102.82 million lbs (51,411 tons) of CO_2 were generated by producing the steel and aluminum that we used in our products.

As we evolve our sustainability practices, we will be able to report on additional inputs and other measures of our efficiency. We also intend to report additional information related to our Scope 1, 2 and 3 emissions over the coming year.

Additional ways we help customers save energy:

In addition to lighting fixtures, we offer numerous controls and other products that go beyond energy savings from shifting to LED lighting. These include occupancy sensors, daylight harvesting and dimming features. These controls can lower our customers' energy usage up to an additional 24%. This growing product segment has the potential to add dramatically to the environmental benefit of our company and future reports will attempt to aggregate and further estimate this benefit.

EarthLIGHT 2022Goal

Reduce carbon footprint of our products by **25%**

ENVIRONMENTAL EXCELLENCE

Our Environmental Health & Safety (EH&S) Management System is designed to protect the environment while flexing to an ever-changing context. Given the requirements that we set, our environmental management system creates options for contributing to sustainable development by:

- Preventing or mitigating adverse environmental impacts;
- Identifying, monitoring and reducing air emissions and hazardous waste;
- Conserving natural resources;
- Mitigating the potential adverse effect of environmental conditions on our organization;
- Helping us fulfill compliance obligations;
- Enhancing environmental performance;
- Taking a life cycle perspective that can prevent environmental impacts from being unintentionally shifted elsewhere within the product life cycle;
- Using risk-based audit criteria to establish an environmental assessment frequency for each of our production and distribution locations;
- Achieving financial and operational benefits that strengthen our organization's market and financial positions; and
- Communicating environmental information to relevant interested parties.

KEY ENERGY CERTIFICATIONS

We are proud of the independent energy efficiency certifications that reflect the energy efficiency of our products.

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 500 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 3,000 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 will be 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 includes over 500 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® (DLC)

This non-profit organization is dedicated to accelerating the widespread adoption of high-performing commercial lighting solutions. The 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 includes over 46,000 DLC-qualified products that appear in the DLC's publicly available Qualified Products List.

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.

U.S. Green Building Council

LEED, or Leadership in Energy and Environmental Design, is the most widely used green building rating system in the world. Like Acuity Brands, LEED is focused on continuous improvement and aims to improve energy performance while emphasizing human health and integrative building design.

Southface

For the last 40 years, Southface Institute has been a leader in the research, design and implementation of a regenerative economy for the Southeast. The institute is a group of change makers with a laser-focus on generating the outcomes that lead to vibrant, healthy communities for all. We are proud that our Senior Vice President and General Counsel serves on the Southface Board of Directors.

WE'RE PEOPLE PEOPLE

Social

We are dedicated to helping build a better, more connected world by positively impacting the health, well-being and safety of our associates and the communities in which we operate. We aspire to do more than just avoid harm—we want to improve, enrich and transform the lives of our people.

"When we fully engage our associates —when Acuity Brands is a community rather than just a workplace—we enhance the diversity of ideas and approaches that drive business growth and improved financial results. It also becomes more fun to come to work."

Karen J. Holcom
Senior Vice President and
Chief Financial Officer

HEALTH AND SAFETY

At Acuity Brands, a core value is the health and safety of our associates. That is why we drive associate safety by providing a work environment that incorporates world-class health and safety management practices.

Performance Monitoring of Safety Activities

We prefer to focus on leading indicators in managing safety performance—identifying the events, conditions and behaviors leading up to a possible incident to proactively identify known or potential exposures that could cause harm to our people or property. Of course, we are still quite proud of our incident rate, which is 60% lower than the lighting fixture manufacturing industry average.

Our relentless assessment and elimination of hazards and minimization of EH&S risks results in each Acuity Brands facility having a Key Performance Indicator (KPI) in this area. This KPI–unique to each facility–defines activities and establishes line accountability, ownership and participation opportunities for each associate and the facility as a whole.

Furthermore, our system identifies and prioritizes addressing the most serious hazards first; and provides a platform for compliance with all relevant government requirements. It is a shining example of our culture of excellence and continuous improvement, making problems visible and enabling us to act swiftly to resolve them.

1.34
Acuity Brands' Incident Rate

3.40
Total Recordable Incident Rate of our industry

ASSOCIATE WELL-BEING

We care about our associates and want to help them live healthy, active lives. To that end, we offer health and well-being education that strives to help associates find the ideal work/life balance.

A big part of being—and staying—healthy is preventive care. That is why we offer a suite of tools to encourage all associates to take good care of themselves. For example, we provide free company-wide wellness screenings, as well as annual breast cancer screenings for both associates and spouses at our Mexico locations. Associates can also access apps on their phones that gamify fitness and wellness, help predict health care costs and connect them with immediate care. We even offer timely health reminders and challenges to make preventive care fun and engaging.

EarthLIGHT 2020 Goal

Associate engagement score of **78**

2022 Goal

Associate engagement score of **85**

1,150

Wellness screenings conducted at 12 Acuity Brands locations

2x

We are committed to doubling the number of associates taking advantage of our preventive care offerings

AN EMPHASIS ON ASSOCIATES

We are continually working to make Acuity Brands a place where people want to work—from engagement initiatives such as Dress Your Way to affinity groups for our associates. Our most recent associate survey, conducted in 2019, was expanded to our hourly associates for the first time. This initiative has allowed us to move towards engaging with our entire workforce in order to identify potential development opportunities across the organization. The results show that this is having a positive effect: seventy-seven percent of associates responded to the survey and our engagement score for fiscal 2019 is ahead of the benchmark at 71.

Helping Associates Engage

We believe our engagement work is effective because it offers associates ways to engage that fit their individual interests. From affinity groups to sports and fitness, we work to provide an environment where people can thrive.

MAGIC: Minorities Amplifying Growth, Inclusion and Community

An associate saw a gap and created this group, which is designed to foster a supportive, nurturing environment to help minority associates realize their full potential at Acuity Brands. MAGIC, which embraces, celebrates and recognizes the power of diversity, is open to all associates.

Women's Network

This group organizes networking events, lunch-and-learns and an engaging guest speaker series. It also sponsors a Women's Leadership Summit and a Women in Lighting Design education series. Women's Network events are open to all associates.

Sports Leagues

The Acuity sports leagues encourage our associates to get active together and connect with associates across the organization. We are pleased to offer company-paid registrations for intramural basketball, bowling, golf and kickball leagues at participating facilities. At our Mexico facilities, we support a robust soccer community consisting of over 850 players on nearly 70 teams, all playing two seasons per year.

Fitness Programs

Several of our locations offer an on-site fitness facility. For locations without an exercise area, we recently launched pilot programs that include on-site yoga, boot camp, a running club and Zumba.

Acuity Brands, Inc.

COMMUNITY INVOLVEMENT

We believe that being connected to our communities is critical for our success as a company. We want our associates to feel connected too—both to each other and to their communities. That way, we can all make a positive impact in the communities where we work and live.

Part of that impact comes from the philanthropic initiatives we support, such as Finish the Ride, a charity run/walk/bike event in honor of a fallen colleague, supporting the American Heart Association, the Boys and Girls Clubs and other charities.

Other initiatives/causes include:

- American Red Cross® Blood Drive
- Dress for Success®
- Hands Across Rockdale
- Hospital Universitario, Monterrey, Mexico – Financial and Volunteer Contributions
- Kaiser Permanente® Corporate Run, Walk & Roll
- The Needy Family Fund – Feeding Families in need in Rockdale County, GA
- PAWS – Animal Shelter Drive
- Toys for Tots®

Light the Way: Helping Those in Need

In October 2019, we partnered with Feeding America with a goal of fundraising, collecting canned goods and packing meals for needy families. We have significantly exceeded our goal, packing more than 60,000 meals. We have now added a second Month of Service in April 2020, greatly increasing the impact we can have in our communities.

Getting Involved in Mexico

Our associates in Mexico have developed a robust community engagement program. One partnership with local hospitals provides meals for the visiting families of patients, with money donated by associates, prepared by cafeteria staff and delivered by associates. Another partnership with Alianza Anticáncer Infantil takes deposit bottles and cans from our Monterrey plant and recycles them, with the proceeds benefitting cancer research. And their onboarding process includes time on the assembly line getting familiar with components and processes – regardless of position in the company.

1937-2019

JIM H. MCCLUNG LIGHTING RESEARCH FOUNDATION

Acuity Brands helped establish the foundation in 2001 to honor Mr. McClung's many contributions to the lighting industry and to create a permanent legacy to the former president of Lithonia Lighting.

The first foundation of its kind, it provides grants to teachers, scientists and visionaries in the lighting industry who are working to improve the human condition through lighting research. Since its inception, the foundation has provided $1.3 million in grants. The foundation's most recent research investigates the connections between indoor lighting and circadian rhythms, showing how lighting can lead to improved health outcomes.

USING LIGHTING TO IMPROVE OUR COMMUNITIES

We strive to improve and enhance the well-being of the communities where we live and work, through thoughtful lighting and building management solutions.

Public Safety & Security

One of the core benefits of lighting is to support safe and secure buildings and public spaces. Emergency lighting and exit signs from Acuity Brands contribute to the protection of human life in emergency situations by directing occupants to areas of egress and providing temporary lighting if and when the power goes out. Designed and engineered by our industry experts with features like cutting-edge LED optics, self-diagnostics and the latest battery technology, we offer life safety products that deliver outstanding performance for interior and exterior applications.

Superior Optics

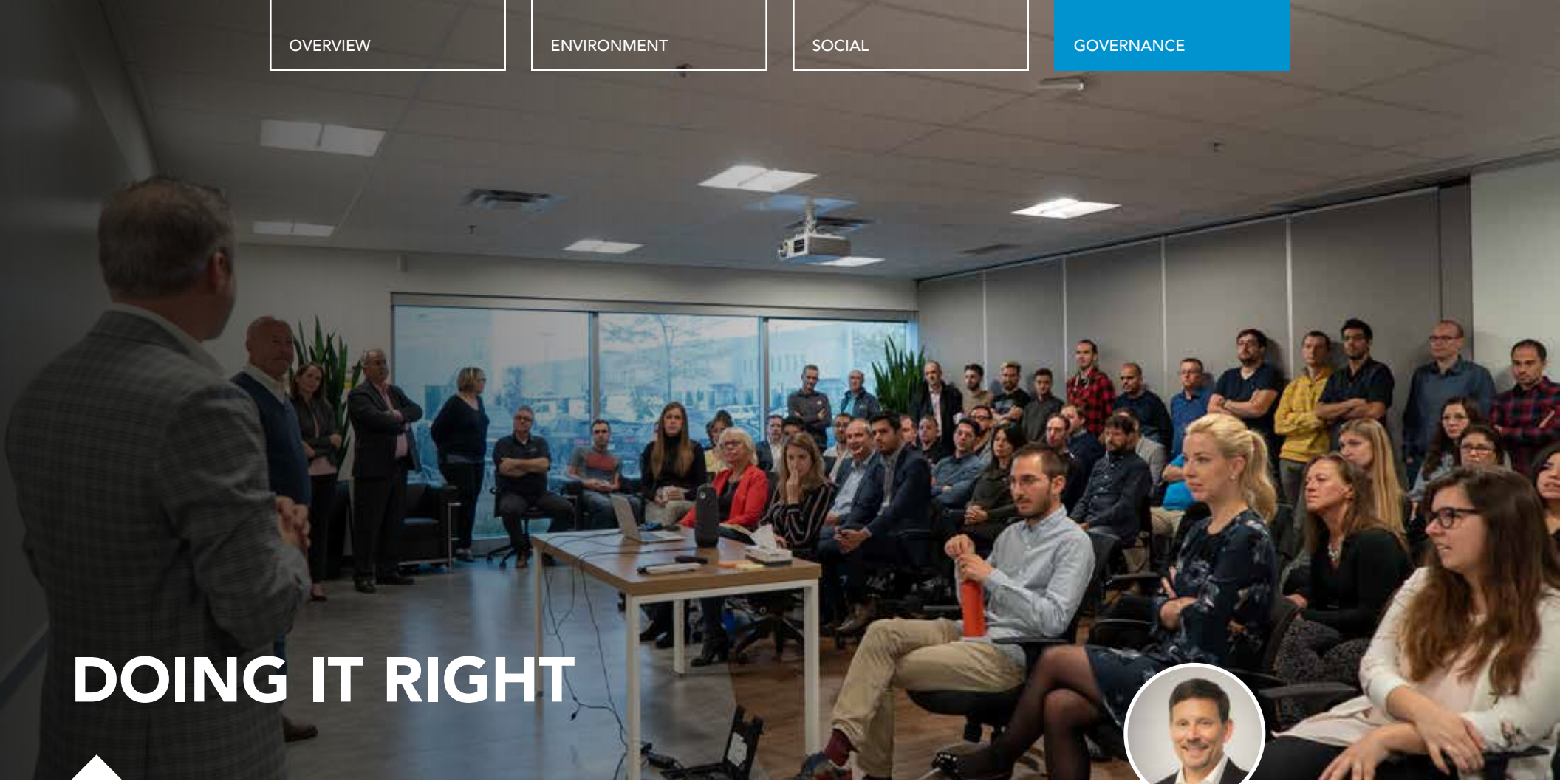
Lighting solutions are often selected based on aesthetics and energy efficiency, but superior optical control is also critical to provide the right light, to the right location, at the right time. For interior lighting applications, Acuity Brands offers luminaires with superior optical performance, multiple light distributions and precise light placement to create visually pleasing and comfortable work, learning and entertainment environments. For outdoor lighting applications, superior glare control improves visibility and comfort while enhancing safety and security.

Light Pollution & Trespass

With an outdoor lighting application, a major consideration is how the lighting solution impacts the immediate environment, including the visibility of the nighttime sky as a result of light pollution, or light trespass of unwanted light onto neighboring properties. Several Acuity Brands outdoor lighting solutions are designed specifically to minimize light trespass and promote the preservation of the nighttime sky.

Humanistic Lighting

Acuity Brands provides solutions that promote humanistic design criteria for healthcare, offices, education and other applications with the use of controls and color tuning. Using the tunable white feature, spaces can be designed to promote intellectually stimulating learning environments and promote alert and rest times in schools and healthcare facilities.



DOING IT RIGHT

Governance

Simply put, our focus is on doing the right things, in the right way. We expect each of our associates, suppliers and business partners to do the same.

EarthLIGHT metrics for fiscal 2020 will form a portion of the personal performance factor for all of our associates, including senior leadership, and will influence compensation and other decisions.

"How we do business really does matter for all of our stakeholders and helps us light the way to a better world. I am very proud of our EarthLIGHT program and our continued focus on keeping integrity, our people and the environment at the forefront of all that we do."

Barry R. Goldman
Senior Vice President and
General Counsel

GOVERNANCE AND LEADERSHIP

Our Certificate of Incorporation, By-Laws, Corporate Governance Guidelines and various other governance documents can be found on our Corporate Governance page. These documents represent the primary governing principles under which the Board of Directors and Management of Acuity Brands fulfill their responsibilities to customers, associates and shareholders. The Governance Committee of our Board of Directors oversees our corporate environmental, social and governance strategy, policies and procedures.

Board of Directors as of November 1, 2019

Size of Board	10
Independent Directors	9
Lead Director	Yes
Average Age of Directors	66
Average Director Tenure	10
Annual Election of Directors	Yes
Majority Voting in Director Elections	Yes
Board Diversity Policy	Yes
Female & Minority Board Members	30%

BOARD SKILLS AND EXPERIENCE

The Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of skills, backgrounds and expertise in areas that will foster the Company's continued business success and that will reflect the diverse nature of the business environment in which the Company operates. For purposes of Board composition, "diversity" includes, but is not limited to, differences in business experience, age, gender, ethnicity, race, national origin and geographic background.

AREAS OF DIRECTOR SKILLS AND EXPERIENCE											DESCRIPTION
ACCOUNTING				4							Experience as a principal financial officer, principal accounting officer, controller, public accountant or auditor, or experience supervising such person(s)
FINANCIAL						6					Knowledge of finance or financial reporting, experience with debt/capital market transactions and/or mergers and acquisitions
GOVERNANCE			3								Understanding of public company operating responsibilities and with issues commonly faced by public companies
INDUSTRY			3								Experience in the Company's businesses and industries, including innovative technology, electronics, lighting and system controls
LEADERSHIP										10	Significant leadership experience, including serving as a CEO, senior executive, division president or functional leader within a complex organization
MARKETING				4							Experience in branding strategy and customer relations
OPERATIONAL					5						Experience in operations in many different places and under varied conditions
STRATEGIC										10	Experience in strategic planning in a large multinational organization

DOING BUSINESS RIGHT

Our Code of Ethics and Business Conduct and related policies apply to all our associates and business partners, including our officers, agents, distributors and suppliers worldwide. We have achieved and will continue to achieve success by ensuring we conduct our business the right way. This includes awareness about our Ethics Helpline and encouraging associates to raise concerns.

Upon joining Acuity Brands, all salaried associates receive training on our Code of Ethics and Business Conduct and related policies. In addition, 100% of salaried associates receive annual training on our Code and re-certify their shared commitment to doing business the right way. In fiscal 2020, we plan to expand that to include hourly workers.

Code of Ethics and Business Conduct
EH&S Policy Statement
Anti-Bribery and Anti-Corruption Program
Privacy and Security
Product Quality and Safety
Policy and Standards

EarthLIGHT 2022Goal

100% of associates - salaried and hourly - complete the required Code of Ethics modules

OUR PEOPLE

We value the ideas, innovation, contributions and diversity our associates bring to our organization. We do not tolerate discrimination or harassment and respect our associates' rights to freely choose their employment, to join or not join unions or labor associations, and to work in a safe and healthy work environment.

Human Rights Policy

Whistleblower and Non-Retaliation Policy

Equal Employment Opportunity and Anti-Discrimination Policy

OUR PARTNERS

Our values and commitment to doing business right extends to our business partners as well. Our business partners have obligations under our Code of Ethics and Business Conduct and related policies, as well as the additional policies listed here:

Supplier Code of Conduct

Conflict Minerals Policy

California Transparency in Supply Chains Act Statement

PRIVACY AND DATA SECURITY

We strive to be a trusted partner to our customers – particularly when it comes to the privacy and data of our customers and their customers. Associates expect it and customers increasingly want it. That is why we have made privacy, data security and cyber security part of our governance program.

We have two security teams – one for enterprise systems and another for products and services. These teams aggressively identify opportunities to enhance the company's security posture. They use tools including third-party penetration testing, application and network vulnerability scanning and architectural analysis to further enhance security, and they benchmark their results against industry standards (including CIS Controls and SAMM). Each team meets regularly with our legal and risk management teams and senior executives with management reporting on these issues at least annually to the Board of Directors.

ETHICS HELPLINE

Available 24 hours a day, 7 days a week, our Ethics Helpline enables our associates and third parties all over the world to ask questions or report concerns. In fiscal 2019 we simplified the process for an individual to submit a concern via the on-line portal, which we expect to create a better associate or third-party experience and ease of reporting.

STAKEHOLDER ENGAGEMENT

We engage with our stakeholders throughout the year to improve our understanding of the types of environmental, social and governance issues that are most important to them.

	ASSOCIATES	CUSTOMERS	INVESTORS	COMMUNITY
HOW WE ENGAGE	Annual EH&S Conference Periodic Surveys Professional Development and Affinity Groups Quarterly Town Halls Social Media	Industry Conferences Ongoing Continuing Education Onsite Customer Events Product Demonstrations Social Media Trade Shows Voice of the Customer Roundtables	Annual Stockholders Meeting Conference Calls On-Site and Off-Site Meetings Quarterly Earnings Calls	Philanthropy Volunteering
KEY ISSUES	Associate Engagement Career Development Recognition and Appreciation Safety and Well-being Training	Innovative Designs/ Solutions Outstanding Service Privacy and Data Security Product Quality Warranty	Capital Allocation ESG Matters Executive Compensation Financial Performance	Environmental Stewardship Financial Support Vibrant Communities Volunteering

CERTIFICATIONS AND AWARDS

We are honored for the recognition we have received from a wide variety of organizations. For example, recently Acuity Brands was named one of the best employers in the state of Georgia by Forbes.

Awards referenced above are limited to product specific categories. All trademarks displayed are the property of their respective owners.

Content in this report may contain forward-looking statements, including statements incorporating terms such as expects, estimates, plans, or intends. This report is intended only to summarize certain of our efforts related to our EarthLIGHT program and is not intended to replace or supplement the company's audited financial statements or filings with the Securities and Exchange Commission, and undue reliance should not be placed on this report. Actual results of these efforts could differ materially from the company's summary of current plans goals and expectations.

1170 Peachtree Street, NE, Suite 2300
Atlanta, GA 30309-7676
1-404-853-1400

acuitybrands.com