

Code of Ethics and Business Conduct

Effective: October 2026

Start



"At Acuity, how we operate matters just as much as the results we deliver."

Letter from Neil Ashe: Leading with Integrity

Dear Associates:

At Acuity, how we operate matters just as much as the results we deliver. Our values guide how we make decisions, treat one another, and show up for our customers, partners, and communities. They set clear expectations for how we carry out our work every day.

Our Code of Ethics and Business Conduct is a practical resource to support those expectations. It outlines the standards that apply to all of us and helps ensure we act responsibly, comply with the law, and use good judgment every day.

Each of us shares responsibility for maintaining a respectful, safe and accountable workplace. If something doesn't seem right or if you're unsure how to proceed you should feel comfortable raising questions or concerns. Speaking up helps protect our culture and our Company.

Thank you for your continued commitment to acting in ways that reflect who we are at Acuity.

NEIL M. ASHE
Chief Executive Officer

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Our Values

Our values define who we are. They provide a framework to guide our decisions and actions. When we align with our values, we all succeed together.



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

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



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

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Using the Code

Every day, we make decisions that impact our associates, customers, business partners, shareholders, and communities.

Our Code of Ethics and Business Conduct (the "Code") is here to help you navigate these decisions in alignment with our values. It can also help you understand the laws, policies, and regulations that may apply. Although we can't cover every possible situation in this document, you should use the Code as your starting point for guidance.

Our Code applies to everyone at Acuity – across all companies, teams, and roles, whether you're full-time, part-time, or temporary. We also expect our agents, system integrators, suppliers, vendors, customers, and business partners to share these same commitments.

Our Code does not alter the terms and conditions of your employment. Violating the Code, ignoring violations, or pressuring others to do so can harm the company. We take this seriously—violations may result in disciplinary action, suspension, loss of pay or bonuses, termination, or legal action and will be recorded in your file. In addition, our Code cannot be waived without prior written approval from the Board of Directors or a committee of the Board.

Because our company is registered in the U.S., associates around the world may need to follow both US and local laws. Legal requirements can be complex, so be sure you understand the laws that apply to your role and jurisdiction. If local customs ever conflict with our Code or the law, always follow the law and our Code. If you are unsure, **reach out** to Compliance for guidance.

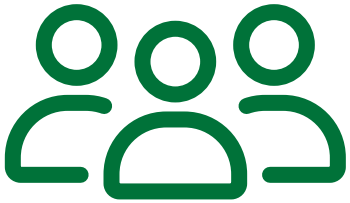


We support our associates' rights under the specific labor laws of their country.

Our Code and policies are not intended to interfere with those rights, including but not limited to, your ability to speak out about matters of public concern or participate in certain activities related to the terms and conditions of your employment, such as wages, hours, working conditions, or safety. The Code and our policies are also not intended to prohibit you from reporting potential legal issues to a government authority.

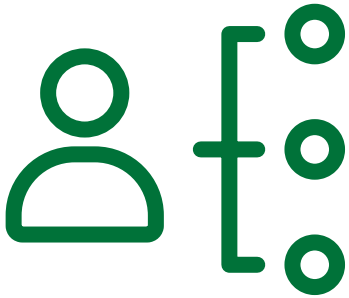
Your Responsibilities

Each and every one of us has a responsibility to act with integrity and make ethical business decisions.



As an Acuity associate, you are responsible for:

- Ensuring that your decisions and actions align with our values
- Reading and understanding our Code and policies
- Knowing and complying with applicable laws and regulations
- Raising concerns if you see something that is not in line with our Values, Code, or policies
- Asking questions if you are uncertain or need help



As an Acuity manager or leader, you are also responsible for:

- Leading by example and showing our values in action each day
- Never using your position of authority to ask or pressure others to violate the Code
- Ensuring that your team understands how to make ethical business decisions and where to go with questions
- Promoting an environment where associates are comfortable raising concerns
- Staying aware of how things get done and watching out for red flags, concerns, or possible violations of our Code or policies
- Immediately reporting all potential violations of the Code or policies

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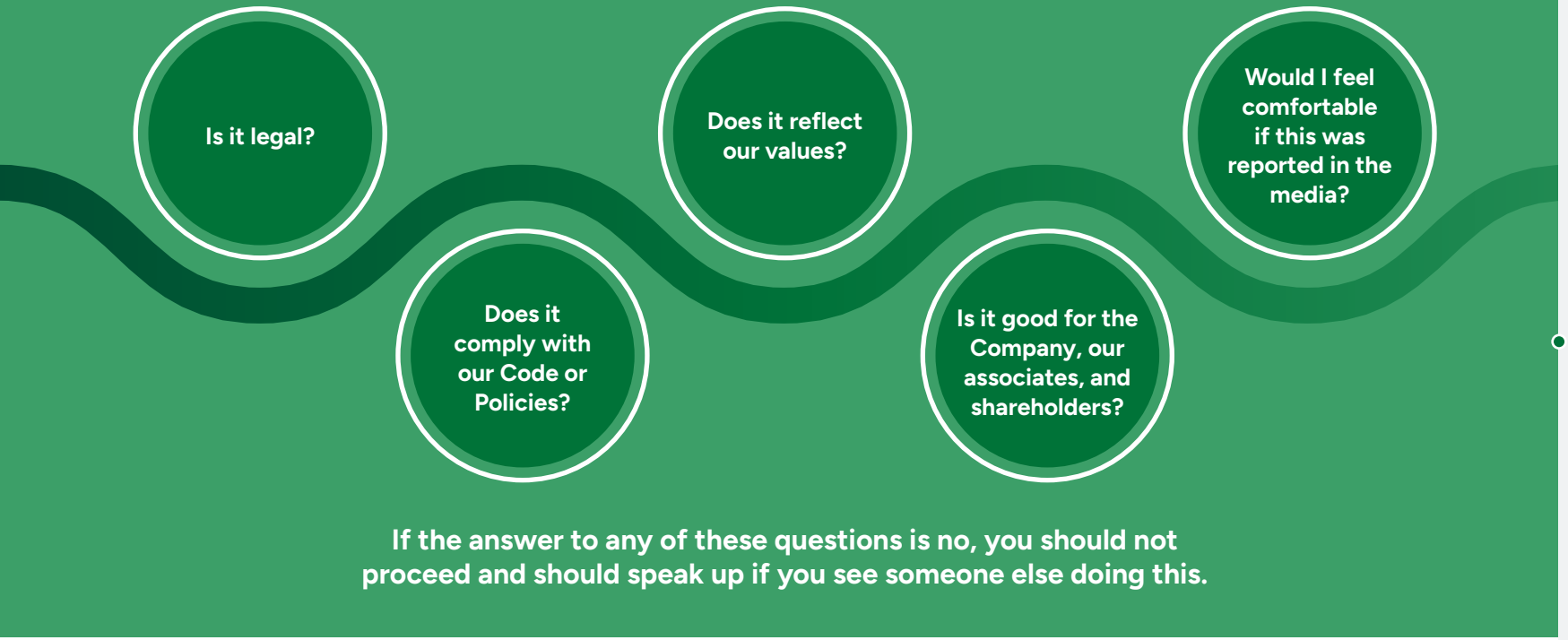
PROTECTING OUR COMPANY

BEING GOOD GLOBAL CITIZENS

Making Ethical Decisions

Remember that the Code is a guide for ethical decision making but doesn't have the answer to every question you may face.

If you are not sure of what to do, ask yourself:



If the answer to any of these questions is no, you should not proceed and should speak up if you see someone else doing this.

If you are unsure, ask for help.

Your manager, Human Resources (HR), or the Compliance team can help. You can also "Ask a Question" confidentially or anonymously through our Ethics Helpline. Someone from the Compliance team will ensure all questions are reviewed and receive a response.

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Raising Issues or Concerns

What if I?

1. See, hear, or suspect something that violates our Code or policies
2. Have concerns about whether something is appropriate
3. Have questions about the Code or other policies

Who should I contact?

- Reach out to your manager or HR
- E-mail our Compliance team at **Compliance@acuityinc.com**
- Contact the Ethics Helpline online or via telephone (available 24 hours/day, 7 days/week and anonymously)*

24/7

acuityinc.com/ethicshelpline

US & Canada: 1-800-859-8416	Ireland: 1-800-903-387
Austria: 0800-018-209	Mexico: 800-681-8159
China: 400-120-0464	Japan: 345-104-427
France: 0805-987-992	Netherlands: 0800-023-0139
Germany: 0800-116-7021	Singapore: 800-492-2787
Greece: 800-999-9037	South Korea: 003-084-910-468
Hong Kong: 800-902-480	Switzerland: 0800-100-182
India: 000-800-919-0487	United Arab Emirates: 800-032-1103
	United Kingdom: 0800-102-6401

- Mail a letter to Acuity Inc.
  - Attention: Compliance, 1170 Peachtree Street N.E., Suite 1200, Atlanta, GA 30309-7673

What happens next?

- The Compliance or HR team creates a case for all concerns raised
- These concerns are investigated in a timely and thorough manner, maintaining confidentiality to the extent possible
- We will take appropriate action as necessary
- The investigation outcome and actions may be kept confidential

Whistleblower and Non-Retaliation Policy

No Retaliation

It takes courage to speak up and we want you to always feel comfortable doing so. We strictly prohibit retaliation against an associate for raising a concern in good faith or participating in an investigation.



VALUING OUR PEOPLE

We Treat Everyone with Respect

We are Committed to a Safe and Secure Workplace

We Respect All Human Rights

We Treat Everyone with Respect

We believe that diversity, equity, and inclusion are important factors in our ongoing success. Our goal is to ensure that all associates feel valued, respected, and accepted for their contributions.

We are committed to treating everyone with respect and ensuring that employment decisions are based on your individual performance and qualifications.

We do not tolerate discrimination based on race, color, ethnic origin or group, national origin, age, gender, gender identity, gender expression, sex, sexual orientation, pregnancy (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth, or breastfeeding), religion, mental disability, physical disability, genetic information, medical condition, marital status, or family status, covered veteran status, or any other characteristic or classification protected by local, state, provincial, or federal law. This applies to all aspects of employment, including in hiring and employment practices such as wages, promotions, rewards, and access to training.

We also do not tolerate any harassment (sexual or otherwise), bullying, or intimidation by co-workers, supervisors, managers, and business partners, including consultants, customers, and vendors. This applies in the workplace and any work-related setting, such as business trips, business meetings, and business-related social events.

We take these concerns very seriously and will conduct a prompt, thorough investigation, followed by appropriate action. We prohibit retaliation against any associate who comes forward in good faith to express a concern or complaint or participates in an investigation.

If you are aware of or witness any discrimination, harassment, or similar incidents, you should immediately report it to your manager.

If you believe your supervisor or manager is involved in the misconduct or are uncomfortable going to them, you should **reach out** to a member of our HR team, our Compliance team, or the Ethics Helpline.

Respectful Workplace Policy



Q: A group of associates constantly make jokes about a co-worker with a speech disability. They never say anything to him directly, but I still don't think it is appropriate. What should I do?

A: You should **reach out** to your manager or one of the other options available to raise this concern. Making fun of someone because of a disability is not aligned with our Values, Code, or Respectful Workplace Policy, even if the comments are not made to the person directly.

We are Committed to a Safe and Secure Workplace

The health and safety of our associates is at the forefront of everything we do.

We comply with all health and safety laws and regulations and proactively identify job hazards, implement protective controls, and drive continuous improvement through our Environmental, Health and Safety (EHS) Management System. We also set proactive targets, monitor performance, and review our progress against those targets every quarter with senior management and our Board of Directors. All of us have a role to play in making health and safety a priority and keeping ourselves and all those around us safe.

Our goal is also to eliminate, to the best we can, the use of hazardous materials, and the generation of hazardous waste in our operations. We have a robust environmental compliance and management program, and we continuously assess potential environmental consequences relating to our operations.

We are committed to providing a work environment free from threats or violence. All threats of violence, occurrences of intimidation, and acts of violence in our workplace are strictly prohibited. In addition, associates (other than authorized security personnel) are prohibited from bringing any type of weapon onto Company property, unless otherwise required by state law or as approved in writing by the Chief Executive Officer or Senior Vice President, General Counsel.

We also expect associates to report to work free from the influence of illegal drugs or alcohol. Possessing, selling, or using illegal drugs on Company property is strictly prohibited.

If you see anything that might pose a health or safety risk, please immediately report it to a manager, your site Environmental, Health, and Safety designee, a member of the HR team, Compliance, or our Ethics Helpline.

For further guidance, please review our Environment, Health and Safety Policy and Environmental, Health and Safety Management System Overview.

We Respect All Human Rights

We are committed to complying with applicable labor and employment laws, including those related to minimum wage and overtime hours. We respect the rights of all workers to freely choose their employment and do not support forced, bonded, indentured, slave, or child labor or trafficking. We also respect the rights of all workers to form and join trade unions or labor associations of their own choosing, bargain collectively, and engage in peaceful assembly, as well as respect the right of workers to refrain from such activities.

See our Global Human Rights Policy on our commitment to positively impact human rights and **reach out** with any questions or concerns.

Q: Someone stacked a group of boxes, and they are partially blocking an emergency exit. What should I do?

A: You should immediately report this to a manager or your site EHS designee. Emergency exits should always be clear and available in case of an emergency.



FOLLOWING THE LAW

We Strictly Comply with All Anti-Bribery and Anti-Corruption Laws

We Compete Vigorously and Fairly

We Strictly Comply with Trade Compliance Laws

We Do Not Trade on Inside Information

Our Books and Records Will Be Accurate

We Hold Our Suppliers to the Same High Standards

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We Strictly Comply with All Anti-Bribery and Anti-Corruption Laws

We compete based on our innovative products, services, and our reputation of integrity.

Offering, paying, giving, promising or accepting bribes or other unlawful payments to get or keep business is strictly prohibited. A bribe can be anything of value given to improperly influence a decision or gain an improper advantage.

Bribes can take many forms, including:

- money or gift cards
- lavish gifts or trips
- excessive commissions or rebates
- unusual charges or contributions
- offers of employment
- charitable or political donations
- kickbacks or a payment made to reward facilitation of a business relationship or agreement

Small payments to individuals to make them perform a government service to which we would already be entitled (also called "grease" or "facilitation" payments) are also strictly prohibited.

Our strict prohibition of bribery and corruption also extends to our third-party business partners. If we can't do it, neither can they – regardless of local practice or custom.

In addition, if you work with government officials (local or national level), or other public sector entities and organizations, be sure you understand the specific legal and ethical requirements that apply when interacting with these officials.

We have a comprehensive Anti-Bribery/Anti-Corruption program that applies to our associates, representatives, and third-party business partners. This program is designed to reduce the risk of improper conduct and includes due diligence of third parties acting on our behalf, certifications, and targeted training for our associates and agents.

Government Contracting

Our products are used in many different applications, including local, state, and/or federally funded projects. We are committed to complying with all requirements for doing business with the government or on publicly funded projects.

Q: A business partner in a new country said it is a normal business practice to submit a cash payment to the governmental official for them to consider the bid and they can invoice us for the payment. What should I do?

A: Even if someone tells you this is normal and customary, it is still wrong, a violation of our Code, and illegal. Don't pay this or allow anyone else to pay it.

Review our Anti-Bribery and Anti-Corruption Compliance Policy and **reach out** with any questions or concerns

We Compete Vigorously and Fairly

We believe in competing fairly on the merits of our products and complying with applicable antitrust and competition laws worldwide.

You should never join in any agreements or discussions with competitors about fixing prices, rigging bids, dividing products, territories, customers or markets, or limiting production or sale of products.

You should also consult with a member of the Law and Business Environment team before entering into any joint venture, non-competition agreement, merger, acquisition, tying contract, exclusive dealing arrangement, or bundled discount or loyalty program. Keep in mind that an agreement or understanding can be formal or informal, express or implied, and may even be inferred from conduct alone.

You should never use misrepresentation, deception, or abuse confidential information to gain an unfair advantage over our competitors. If you need to obtain market information, you should do so honestly and transparently. You should never encourage anyone to provide you with confidential information from a competitor or previous employer or accept information they obtained improperly.

Antitrust and competition laws are complex, so please consult our Antitrust Compliance Policy and **reach out** with any questions or concerns



Q: I'm at an industry event and a competitor wants to talk later about aligning on the timing of our next pricing increase. What should I do?

A: You should immediately end the conversation and not meet the competitor after the event so that you avoid even the perception of this anticompetitive behavior. Talking about pricing with a competitor, in any capacity, is not appropriate or lawful.

We Strictly Comply with Trade Compliance Laws

We comply with all applicable international trade laws, including laws concerning:

- Import and export of products, services, and technology;
- Prohibition of transactions with specific countries, entities, and people; and
- Participation in international boycotts.

Trade laws may apply to any import or export activity, even including electronic transmission of information.

> If you can't do it, neither can our third parties. You cannot ask a third-party to act on your behalf if it would violate the law.

We have a comprehensive trade compliance program that applies to our employees, representatives, and our third-party business partners.

Consult our trade compliance policies and **reach out** with any questions or concerns.

We Stay Vigilant to Prevent Money Laundering

We comply with anti-money laundering and anti-terrorism laws in the countries where we do business. Money laundering is when individuals try to disguise or hide proceeds from criminal activities to make them appear legitimate.

You should carefully monitor our business transactions and ask questions if you see any red flags such as:

- Large payments in cash or pre-paid cards
- Requesting numerous smaller transactions to avoid reporting thresholds
- Refusing to provide identification or information

If a transaction appears suspicious, please immediately **reach out** with any questions or concerns.

We Provide Quality Products



We are committed to designing, sourcing, and producing safe quality products for our customers. We comply with applicable safety and quality requirements in the markets where we do business.

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We Do Not Trade on Inside Information

We are committed to maintaining a fair market for buying and selling Acuity Inc. stock.

Trading in stock based on material, non-public information is called "insider trading" and is illegal. You also cannot share material, non-public information with your family or friends so they can trade stock, also known as "tipping."

"Material" information is anything a reasonable investor would consider important in the decision to buy or sell stock. "Non-public" information is information that is treated as confidential and not available to the public.

Examples of material non-public information may include:

- Financial or operating results
- Termination of a significant contract
- Significant joint venture, merger, or acquisition
- Significant new lawsuit or loss of business
- Significant disruptions in operations or breach or unauthorized access of Acuity data, property, or assets
- Labor negotiations
- Pricing strategy

This also applies to any non-public information about our business partners that you learn in your role at Acuity.

If you are unsure if something is material, non-public information, consult the Law and Business Environment team for clarification.

See our Insider Trading Policy and **reach out** with any questions or concerns.



Q: After work, I met my brother for dinner and shared my excitement over a significant upcoming product launch that I was working on. He later purchased Acuity stock before the product was officially launched. Was that okay?

A: No. You shared material non-public information with your brother, who bought stock based on that information. This is illegal.

Our Books and Records Will Be Accurate

We have a responsibility to fairly and accurately report our financial results to our shareholders and the public.

We also must ensure that our books and records are materially accurate, complete, and maintained as required by law and applicable financial accounting standards. All our associates are expected to follow our written policies, standard work, and controls relating to financial reporting.

Whether you are preparing financial statements, reporting transactions, or even just recording your working time, you should always be accurate, complete, honest, and transparent. You must comply with all established controls and procedures and not make false or misleading entries or omit any required details. Also, you must retain any required supporting documentation in accordance with our records retention schedules.

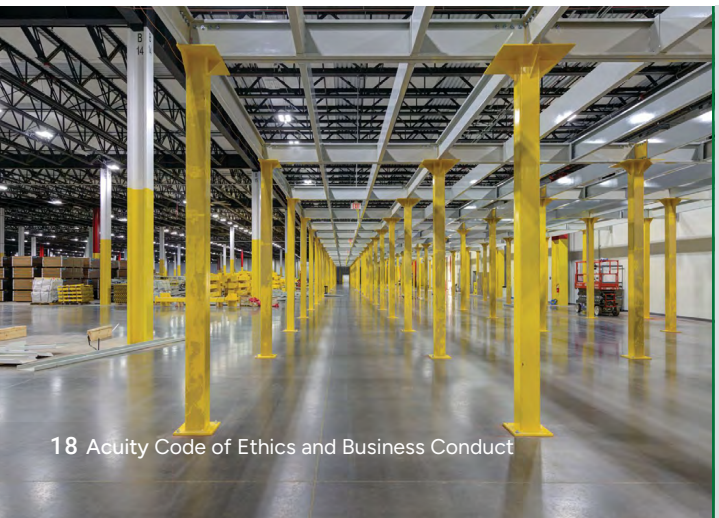
You can also reach out to the Finance team for further information and copies of our internal accounting procedures.

In addition, non-financial records such as regulatory filings, employment authorizations, and product specifications must also be accurate, complete, and maintained in accordance with applicable laws and company policies. Accuracy and integrity in all records is essential to meeting our legal obligations and upholding trust in our business practices.

If you find errors, are having trouble reconciling an account or information, or have other concerns with Acuity books and records, you should immediately and **reach out** with any questions or concerns.

Q: It's the end of the quarter and the business leader is asking me to change the date on a purchase order so we can recognize the sales in this quarter even though the products won't ship until later. What should I do?

A: You should not make the change and immediately **reach out.** This may be a violation of our revenue recognition policy and processes and could cause inaccuracies in our financial statements.



We Hold Our Suppliers to the Same High Standards

Our Supplier Code of Conduct sets forth our standards and expectations for our suppliers. Our goal is to ensure that all levels of our business, including our business partners and suppliers, share our commitment to driving success through ethical decision making, compliance, and integrity.



PROTECTING OUR COMPANY

We Safeguard Intellectual Property and Confidential Information

We Appropriately Use and Protect Personal Data and Company Assets

We Communicate and Use Social Media Appropriately

We Act in the Best Interest of Acuity

Excessive or Inappropriate Business Gifts are Not Allowed

We Safeguard Intellectual Property and Confidential Information

Our intellectual property is vital to our success as a Company and represents the hard work and dedication of our associates.

We all share the responsibility to protect our intellectual property, confidential information, and trade secrets from misuse by others and help maintain our competitive advantage.

Ensure that you keep all intellectual property and confidential information, including business plans, customer lists, pricing, patents, design information, trade secrets, trademarks, services marks, and copyrights, protected from disclosure or misuse. Unless you have approval from the Law and Business Environment team, you should not disclose any confidential intellectual property, confidential information, or trade secrets of our Company, customers, and business partners, to any third parties or anyone who does not have a need to know the information. You should also be aware of any agreements or other regulations that would prohibit disclosing information to the public. Always be careful when you are discussing or communicating confidential information in public places, over the phone, or via e-mail.

We also respect the intellectual property, trade secrets, and confidential information of third parties. You should never ask or cause someone to disclose information that they are required by their company to keep confidential. Just like we want to keep our information safe, we always want to respect other's ability to do the same.

If you see anyone improperly disclosing or misusing our intellectual property, confidential information, or trade secrets, please immediately and reach out with any questions or concerns



Q: My new co-worker recently worked for one of our competitors. Can I ask him to share details about their new product development pipeline and processes?

A: No. You should not ask someone to share confidential information from a former employer in violation of their obligations to their former employer. We always want to respect our competitors' ability to keep their information confidential.

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We Appropriately Use and Protect Personal Data and Company Assets

The privacy of our associates and all stakeholders is extremely important.

In the course of our business, we collect personal information, such as name, address, or e-mail, which can be used to identify someone. Data privacy laws throughout the world help provide guidance on how we should collect, store, use, and share this information. We are dedicated to complying with all data privacy laws worldwide and we limit access to personal data to only associates who have appropriate authorization and a business need for that information. If you have access to any personal information as part of your role, you should always ensure that you are using that information appropriately and not sharing it with anyone who should not have access. Any breach or unauthorized disclosure of data should be immediately reported to your manager, HR, Compliance, or a member of the Law and Business Environment team.

We trust you to use Company computers, mobile devices, and other property appropriately and for business purposes and to protect them from misuse, theft, or fraud. You should never use our computer systems or media to offend, harass, or threaten anyone, or to access, send, or store illegal or offensive material. Keep in mind that the information you send or receive on our Company networks, systems, and devices is not private and can be accessed by the Company at any time.



We expect you to be aware of cybersecurity risks as well.

Be sure to follow all policies and processes that are in place to protect our systems and data from a cyberattack or unauthorized access.

Please **reach out** with any questions or concerns

See our Privacy Policy and **reach out** with any questions or concerns.

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We Communicate and Use Social Media Appropriately

As a Company, we also want to be sure that any information shared publicly is consistent, complete, and accurate.

That is why only a few designated individuals within our Company serve as official spokespersons. If you are not authorized to do so, you should not speak on behalf of Acuity or its products. This helps ensure that we avoid any confusion or sharing of incorrect information.

If you are personally asked to speak at an industry event or sit on a panel, always check first with your manager, HR, or a member of the Law and Business Environment team. Also, if you receive a request from any government official or agency, they should be referred directly to our Compliance team.

Social media is a great way to share ideas and keep in touch with our networks of family and friends. However, you should always use social media in a way that is in line with our values and policies. In addition, you should always indicate that your online postings and views are your own and are not the views or position of Acuity.

Please review our Disclosure Policy and Social Media Guidelines for further details.



Q: A reporter from a trade publication reached out for a comment regarding our products. What do I do?

A: You should not respond, but instead notify our Communications team so that we can ensure we share consistent and accurate information.

We Act in the Best Interest of Acuity Inc.

A conflict of interest can occur when your personal interests interfere, or appear to interfere, with the interests of the Company and affect your judgment in performing your job honestly, objectively, and effectively. We all have a duty to avoid conflicts of interest but identifying a conflict is sometimes challenging.

Think about how each situation looks from the perspective of a co-worker or someone outside of the Company and if they could think your ability to act in the best interest of Acuity is affected.

Additionally, you should never take personal advantage of opportunities that arise from the use of Company property, information, or even your position for unethical personal gain or to compete against the Company. This includes not asking customers, agents, or business partners for items or "favors," such as tickets to a sporting event or a job for a family member.

If you identify a potential conflict of interest, reach out to your manager, HR, or complete the Conflict of Interest Disclosure Form.

We will explore the issue with you to determine whether there is a conflict and any appropriate outcome. Prior approval from your manager and the Senior Vice President, General Counsel, is required to work for or have ownership in a customer or supplier or other third-party business partner of Acuity.

Some examples of possible conflicts of interest include, but are not limited to:

- Owning an interest in customers, suppliers, or competitors;
- Giving or receiving loans to or from customers, suppliers, or competitors;
- Working for customers, suppliers, or competitors;
- Being involved in the selection process if a friend or family member is applying for a role with the Company or to become a vendor, supplier, agent, or other business partner;
- Holding outside employment that competes with the work your do at Acuity or interferes with your ability to do your job;
- Having a direct supervisory relationship between close relatives (related by blood, adoption, marriage, or partnership) or those in a romantic relationship; or
- Holding an outside for-profit directorship position, unless approved in writing by the Senior Vice President, General Counsel.

Excessive or Inappropriate Business Gifts are Not Allowed

Gifts and entertainment can help build good business relationships, but they can also pose a conflict of interest if they affect, or appear to affect your ability to make objective and fair business decisions. Lavish or inappropriate business gifts may create the perception that we are trying to obtain or give business by attempting to influence individuals with personal benefits.

Particular attention must be given to situations involving government officials, who in many cases are not allowed to accept gifts of any kind. In addition, you should never ask for a gift from a customer, agent, or business partner.

Never offer or accept gifts, meals, or entertainment that may be intended to:

- Gain an unfair business advantage or
- Influence a certain business decision

Consult our Gifts and Entertainment Policy for further details, including details about specific monetary limits, as well as our Global Anti-Corruption Compliance Policy.

Gifts and entertainment must not be:



Frequent or excessive;



In the form of cash or stored-value gift cards;



Given or received in violation of laws or the recipient's policies (as applicable);



Improperly expensed; or



Otherwise in violation of our gifts and entertainment policy.

If you're not sure if a gift or event is appropriate, **reach out** with any questions or concerns.



BEING GOOD GLOBAL CITIZENS

Being Good Global Citizens

Community and Political Activities

Being Good Global Citizens

We are positioned at the intersection of sustainability and technology.

Across our portfolio, we continue to innovate, bringing smarter, sustainable solutions to market designed to help solve problems for our customers. We have demonstrated that we have dexterity in how we operate, enabling us to continue to execute in dynamic market conditions, and we have demonstrated that we can deliver value and drive margins in our business. Our environmental sustainability efforts are embedded in what we do — from product design to supply chain — and we've made measurable progress in reducing our environmental footprint and eliminating energy and other costs for our Company and our customers

We prioritize People as a core value. We invest in talent, culture and leadership to create the environment where the best people come to do their best work. We value diversity of thought, experience and background. Our goal is for all associates to feel valued, respected and accepted regardless of their race, sex, religion, ethnicity, age, gender identity, disabilities, national origin, sexual orientation or other unique characteristics. Our Inclusion and Belonging Council, which includes Employee Resource Group (ERG) leaders from our five ERGs, executive sponsors and Human Resources Leaders, provides guidance for our Inclusion and Belonging work. We believe that when associates feel they belong, they can do their best work.

Additionally, we believe listening to our associates is key to our culture and business success. In our annual Associate Engagement Survey, we measure how comfortable our associates feel contributing their ideas and opinions and living our shared values through their actions and decisions. This also includes questions around our culture of ethics and compliance to ensure that associates feel respected and comfortable raising concerns.

As a Company, the actions we take today also help create a better future in the communities where we live and work. We have a rich history of community engagement and encourage our associates and business partners to find new and more effective ways to help our neighbors as well as the environment.

EarthLIGHT is one way we share who we are, our annual progress in actioning aspects of our strategy, and the value we deliver to stakeholders. It reflects our focus on innovation, operational excellence, sustainability and our commitment to people

See our latest **EarthLIGHT report.**



Community and Political Activities

Acuity's business is affected by public policy at the local, state, national, regional and global levels. Through our Law and Business Environment team and related activities, we actively promote policies and standards that support our business strategy and our ability to achieve sustainable growth in the years ahead. Because Acuity products and services directly influence energy performance, one of our areas of focus is working with national, federal, and state energy offices and policymakers to educate and promote policy that will advance the adoption of quality lighting technologies. It is through these efforts that Acuity educates and promotes policy and standards not only for better business, but a better society.

We also recognize and celebrate our associates' personal involvement in the communities in which we live and work. Always be mindful that your activities are lawful, consistent with our policies, and do not create a conflict of interest. You should also be sure not to utilize Company time, property, resources, or funds for personal community interests, unless approved in advance by senior leadership.

Additionally, we respect your right to engage in personal political activities, but again, you must do so on your own time, with your own resources. You should never use Acuity funds, time, property, or equipment for personal political activities. These private political activities must not in any way suggest Acuity's involvement or support and should be lawful, consistent with our policies, and not create any conflicts of interest.

Review our Policy on Political Activities and Public Policy Engagement for additional details.



QUESTIONS OR CONCERNS?

Ethics Helpline

LETTER FROM NEIL ASHE

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OUR VALUES

OUR CODE AND RESPONSIBILITIES

VALUING OUR PEOPLE

FOLLOWING THE LAW

PROTECTING OUR COMPANY

BEING GOOD GLOBAL CITIZENS

Remember, our Code of Conduct is intended to provide each of us with resources and information needed to conduct business in the right way.

If you have any questions about our Code or policies, please:

- Reach out to your manager or HR
- E-mail our Compliance team at **Compliance@acuityinc.com**
- Contact the Ethics Helpline online or via telephone (available 24 hours/day, 7 days/week and anonymously)*



acuityinc.com/ethicshelpline	Ireland: 1-800-903-387
US & Canada: 1-800-859-8416	Mexico: 800-681-8159
Austria: 0800-018-209	Japan: 345-104-427
China: 400-120-0464	Netherlands: 0800-023-0139
France: 0805-987-992	Singapore: 800-492-2787
Germany: 0800-116-7021	South Korea: 003-084-910-468
Greece: 800-999-9037	Switzerland: 0800-100-182
Hong Kong: 800-902-480	United Arab Emirates: 800-032-1103
India: 000-800-919-0487	United Kingdom: 0800-102-6401

* For employees in the European Union, our Ethics Helpline is limited to certain matters in accordance with EU laws. To report other concerns, please contact your local management, Human Resources, or a member of the Acuity Legal team.

- Mail a letter to Acuity, Inc.
  - Attention: Compliance, 1170 Peachtree Street N.E. Suite 1200, Atlanta, GA 30309-7673

Our Code of Conduct is administered and monitored by our Law and Business Environment Team, with oversight by the Governance Committee of the Board of Directors. No part of our Code of Conduct can be waived without prior written approval.

The Code of Conduct applies to all members of the Board of Directors (employee and non-employee directors) to the extent applicable and not inconsistent with the director's duties under the Company's certificate of incorporation, bylaws, Delaware law, NYSE listing requirements, SEC rules and regulations, or other superseding authority. The Governance Committee of the Board of Directors is charged with the administration of this Code of Conduct for our directors.

For purposes of Section 406 of the Sarbanes-Oxley Act of 2002 and the rules promulgated thereunder, this Code of Conduct shall be the code of ethics for the Company's Chief Executive Officer and President, Chief Financial Officer, principal accounting officer or other chief accounting officer, and any other senior executive or financial officers of the Company performing similar functions and so designated from time to time by the Chief Executive Officer of the Company.

We support our associates' right to speak out about matters of public concern or participate in certain activities related to the terms and conditions of your employment. Our Code of Conduct and policies are not intended to limit, restrain, or interfere with your right to engage in concerted activities protected under Section 7 of the National Labor Relations Act, such as discussions related to wages, hours, working conditions, and safety issues.