



2024  
EarthLIGHT  
Report  
SASB Index



# INDUSTRY-SPECIFIC SUSTAINABILITY DISCLOSURES

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2024 Data
<b>ELECTRICAL AND ELECTRONIC EQUIPMENT</b>			
Energy Management	Total energy consumed	RT-EE-130a.1	918,870 Gj
	Percentage grid electricity		40%
	Percentage renewable		4%
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-EE-150a.1	1612 Mt generated, 35% recycled
	Number and aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	0kg. We had zero reportable spills in fiscal 2024.
Product Safety	Number of recalls issued, total units recalled	RT-EE-250a.1	Zero recalls in fiscal 2024
	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	\$0 USD
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. We do not specifically track these substances in the products we purchase; however, our supply agreements specify that goods purchased by Acuity Brands 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	By December 31, 2024, Energy Star will have phased out most lighting from its program, with the exception of some downlights. While Acuity Brands has a small number of product families certified to the new requirements as of January 1, 2025, these do not represent a meaningful percentage of company revenue. We therefore will not report on this item.

# INDUSTRY-SPECIFIC SUSTAINABILITY DISCLOSURES

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2024 Data
<b>ELECTRICAL AND ELECTRONIC EQUIPMENT</b>			
Product Lifecycle Management (continued)	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	90%. We include the following in our estimate of energy efficiency-related revenue: all LED lighting fixtures, emergency products, lighting controls, drivers, and a portion of of Atrius revenues.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	<a href="#">See page 7 of fiscal 2024 10-K</a>
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	RT-EE-510a.1	See <a href="#">Anti-Bribery and Anti-Corruption Program</a> See pages 11-12 of <a href="#">Code of Ethics and Business Conduct</a>
	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	Approximately 13,200 as of August 31, 2024

# INDUSTRY-SPECIFIC SUSTAINABILITY DISCLOSURES

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2024 Data
<b>SOFTWARE &amp; IT SERVICES</b>			
Environmental Footprint of Hardware Infrastructure	Total energy consumed	TC-SI-130a.1	918,870 Gj
	Percentage grid electricity		40%
	Percentage renewable		4%
	Total water withdrawn	TC-SI-130a.2	334 megaliters
	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		16% of withdrawals
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	As part of our digital transformation, we have adopted a “cloud-first” data center strategy, aligning with leading cloud providers that prioritize corporate ESG responsibility in alignment with Acuity values. Likewise, for our edge and on-prem compute and storage needs, we strive to partner with organizations that are committed to sustainability, demonstrating this commitment through leadership and programs in key areas such as energy efficiency, waste and water management, health and safety, diversity, and data security and privacy.
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	See our <a href="#">Privacy Statement</a>
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Zero. We do not use any personal information for secondary purposes. We are explicit in our user agreements about the purposes for which data is collected, and any additional uses, per our privacy policy, require explicit additional permissions granted by users. See our <a href="#">Privacy Policy</a>



# INDUSTRY-SPECIFIC SUSTAINABILITY DISCLOSURES

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2024 Data
<b>SOFTWARE &amp; IT SERVICES</b>			
Data Privacy & Freedom of Expression (continued)	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	\$0 USD
	Number of law enforcement requests for user information	TC-SI-220a.4	0
	Number of users whose information was requested		0
	Percentage resulting in disclosure		0%
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	We have not been asked to alter our core products or services by government entities of any country except by issuance of a public law (e.g., GDPR, CPRA). We are not aware of any governments altering, blocking, censoring or filtering our products or services.
Data Security	Number of data breaches	TC-SI-230a.1	We have not had any material data breaches, individually or in the aggregate, in fiscal 2024.
	Percentage involving personally identifiable information (PII)		
	Number of users affected		
	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.





# INDUSTRY-SPECIFIC SUSTAINABILITY DISCLOSURES

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2024 Data
<b>SOFTWARE &amp; IT SERVICES</b>			
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	<a href="#">See page 10 of fiscal 2024 10-K</a>
	Employee engagement as a percentage	TC-SI-330a.2	Sustainable Engagement score for the company is 86% for fiscal 2024.
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	<p><b>Gender (Globally)</b>                      AYI Females in Management: 26.0%                      AY Females: 45.7%</p> <p><b>Minority (US Only)</b>                      AYI POC in Management: 20.8%                      AYI POC: 42.4%</p> <p>Management Categories are now defined by career architecture:                      E1 - Executive,                      E2 - Executive, E3 - Executive, E4 - Executive, E5 - Executive,                      M1 - Management, M2 - Management, M3 - Management, M4 - Management, M5 - Management.</p> <p>Excludes Contingent Workers; if demographic is unknown/not provided, the associate is assigned to the non-diverse group (white and/or male).</p>
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



# INDUSTRY-SPECIFIC SUSTAINABILITY DISCLOSURES

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2024 Data
<b>SOFTWARE &amp; IT SERVICES</b>			
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	(1) 0 performance issues; (2) 10 service disruptions; (3) Total accumulated downtime across all services and customers: 5d 13h 0m
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	<a href="#">See page 7-12 of fiscal 2024 10-K</a>
Activity Metrics	Number of licenses or subscriptions	TC-SI-000.A	1181
	Percentage cloud-based		100%. Acuity's primary software product strategy is offering SaaS subscriptions. There are, however, (a) a small number of active licenses of legacy software products that are no longer being offered for sale and (b) certain licenses of mobile device apps and desktop applications, from which Acuity does not directly derive material income, which are licensed to support the sale of other products.
	Data processing capacity	TC-SI-000.B	601 vCPU / cores processing capacity (a snapshot of foundational computing services)
	Percentage outsourced		100% cloud
	Amount of data storage	TC-SI-000.C	571.4 TB storage (a snapshot of foundational storage services)
	Percentage outsourced		100% cloud