

Acuity Brands 2021 Investor Day Presenters

Executive Leadership

Neil Ashe, Chairman, President and CEO

Neil Ashe is redefining the industrial technology sector by leveraging his strong and successful entrepreneurial background. Neil led the digital transformations at some of the most important Internet, media, retail and ecommerce companies. He is committed to associate engagement, customers, innovation, and creating significant shareholder value. Neil joined Acuity Brands as CEO in 2020 and nearly 30 years of experience shaping businesses through the growth and transformation of their digital and technology platforms.

Barry Goldman, SVP and General Counsel

Barry is a trusted legal strategist for the company, supporting all legal and transactional matters of Acuity's operations including acquisitions, strategic alliances, government relations, and risk reduction activities globally. Passionate about environmental, social and governance issues, Barry led the creation of Acuity's sustainability program, EarthLIGHT. Barry joined Acuity in 2001 and has approximately 30 years of legal experience in the real estate, lighting, and building management industries.

Candace Steele Flippin, SVP and Chief Communications Officer

Candace brings passion for innovation and experience leading business transformation. Her leadership and strategic vision influence how Acuity tells its story as an industrial technology company. She leads all aspects of Acuity Brands' global communications strategy, including corporate communications, media relations, reputation and brand management. Candace joined Acuity in 2020, has over 20 years of experience in global communications strategy, crisis and risk management, brand and marketing, media relations, corporate social responsibility, and investor and public relations in the biotech, financial services and medical device industries.

Peter Han, President, Intelligent Spaces Group

Peter Han is well-known for driving business transformation with hardware and software solutions across verticals. He leads the Atrius® and Distech Controls™ teams in addition to Rockpile Ventures. Rockpile is now part of Acuity's portfolio delivering co-engineering and co-selling partnerships with Edge Artificial Intelligence (AI) startups, which Peter co-founded. Peter joined Acuity in May of 2021 with the acquisition of Rockpile Ventures and brings over 20 years of expertise.

Karen Holcom, SVP and Chief Financial Officer

Karen is an operationally focused strategic leader who is driving Acuity's growth alongside the CEO and the management team. Karen is responsible for all financial strategy and oversees investor relations, internal and external financial reporting, planning and analysis, corporate accounting, and taxes. Karen is differentiated by her passion for Acuity associates and developing talent. She is the founder of Acuity's Women's Network employee resource group. Karen joined Acuity in 2001 and nearly 30 years' experience in finance.

Dianne Mills, SVP and Chief Human Resources Officer

Dianne Mills is a transformational Human Resources leader who continuously elevates the associate experience. With strong expertise and knowledge, Dianne is recruiting new talent, retaining current talent, and reimagining the corporate workplace through a values-driven, diverse, and inclusive culture. She led the shift to Acuity Anywhere, Acuity's hybrid work model, and she is updating HR business systems. Dianne is establishing Acuity as "The place where the best people come to do their best work". Dianne joined Acuity in 2020 with over 30 years of senior HR leadership HR experience at global retail, technology and financial services companies.

Tyler Moon, Chief Operating Officer

Tyler Moon delivers operational excellence for Acuity Brands. He has responsibility for Supply Chain, manufacturing, distribution, and sourcing functions. Tyler successfully led Acuity's Better, Smarter, Faster strategy to become more operationally efficient through continuous improvement to improve how Acuity delivers value for our customers. Tyler joined Acuity in 2007 and has over 20 years of manufacturing and operations experience.

Trevor Palmer, President, Acuity Brands Lighting and Controls Business

Trevor Palmer is a proven, innovative leader who delivers consistent results. He has been instrumental in positioning Acuity Brands as an industry leader in the connected building and lighting controls networks while guiding the company's strategic development, market expansion, and product line diversification. Trevor joined Acuity Brands through the acquisition of Distech Controls in 2015 and brings over 25 years of experience in the building technology industry.

Vijay Raghavendra, Chief Technology Officer

Vijay Raghavendra is responsible for all aspects of Acuity's technology strategy, including the technical architecture, technology product capability, predictive analytics, customer focus, innovation, technology delivery, and the go-forward technology strategy for Atrius. He has worked extensively with startups and large organizations to deliver large-scale distributed systems, platforms, and applications supported by data and data science. Vijay joined Acuity Brands in 2020 and brings 30 years of experience in software engineering and product development to the Company.

Senior Leadership Team

Amra Boucher, Vice President of Marketing

Amra Boucher brings an unparalleled combination of lighting agency and Acuity experience to her role. Her career spans roles in marketing, sales, pricing, and customer engagement. She joined Acuity Brands as a member of the Leadership program and ascended to become Acuity's first female Regional Vice President within C&I Sales. Amra first joined Acuity in 2013 and was with the company for 9 years. After leaving briefly, she returned to Acuity in 2017. She brings over 15 years of experience to the role.

Jose Cordova, Vice President, Channel Sales

Jose Cordova leads indirect sales (commercial, industrial, National Accounts & Strategic Accounts) for the Company to drive change throughout the industry, enhance agent partnerships, and improve customer experiences while delivering on our growth targets. He is an established leader

with experience in marketing, sales and operations experience. Jose joined Acuity in 2019 and brings 21 years of experience to the role.

Rick Earlywine, SVP, Architectural Lighting Solutions

Rick Earlywine leads the Architectural Lighting team which innovates and develops the architectural lighting solutions Acuity brings to market. Rick is responsible for Acuity's recent lighting innovation and technology advancements in architectural products including UV lighting, circadian lighting and other luminaire and light quality-enhancing technologies. Rick joined Acuity Brands in 1983, and has 37 years of experience in engineering, product development and pricing.

Sarah Golish, SVP, Digital Lighting Networks

Sarah Golish has expertise in engineering, digital marketing, and brand management in the traditional lighting, controls and IoT technology sector. Sarah leads a team focused on developing and delivering lighting controls systems and in-luminaire technology for indoor and outdoor spaces that allow our customers to reduce energy costs, aid in building code compliance, and improve occupant comfort. Sarah joined Acuity Brands in 2016, bringing with her over 20 years of business expertise.

Hannah Greinetz, Senior Enterprise Customer Success Manager

Hannah is known for her proactive approach to solving complex customer problems and her ability to cross collaborate with sales, engineering, and other teams to deliver sustainable building solutions through the BuildingOS platform to her customers. Hannah's career spans energy, sustainability, and technology. She joined Acuity Brands in 2018 and has over seven years of experience delivering sustainable building solutions to customers.

Eugene Mazo, Vice President, Atrius

Eugene Mazo brings high motivation and entrepreneurial aptitude to Atrius' development of software, solutions and applications that meet customer and end-user needs. Eugene is an expert in software development and automation industries and has since been involved in other Acuity IoT and software application projects. Eugene joined Acuity Brands in 2016 through the acquisition of DGLogik.

George Mcilwraith, SVP, Commercial Lighting Solutions

George Mcilwraith has a long history of delivering tailored engineered solutions that address the market and customers' demands for solutions in indoor and outdoor spaces. He has over 10 US Patents for inventions listed in his name as both a collaborator and lead inventor. His leadership experience spans creating product solutions, crafting strategy development, and driving sales revenue. George joined Acuity in 1993 and has approximately 30 years of experience in the lighting industry.

Charlotte McLaughlin, Vice President of Investor Relations

Charlotte McLaughlin is instrumental in elevating and advancing Acuity's corporate profile with shareholders and the financial community. She is building greater awareness of Acuity, keeping our stakeholders engaged and informed on how we intend to deliver on our strategic plans and our

vision. Charlotte joined Acuity in January of 2021 and brings 17 years of experience in investor relations and financial public relations in industrial and other B2B sectors to the role.

Sandeep Modhvadia, Vice President of Product

Sandeep leads product vision and strategy for the Atrius IoT platform in partnership with our cross-functional teams including Distech Controls and the Intelligent Buildings Group. Through a combination of identifying and understanding the customers' needs and experiences and data-driven feedback loops, his team will unleash Atrius' full potential for customers and the industry. Sandeep joined Acuity in February of 2021 and brings 17 years of technology and product management experience to the role.

Terrance Oliver, Vice President of GM Home Center, Digital Retail and Contractor Select

Terrance Oliver is an experienced electronics business professional. He is a strategic leader of diverse teams at Acuity working to drive innovation, customer experience and top line revenue for omnichannel eCommerce businesses. Terrance joined Acuity in 2020 and brings over 20 years of experience in merchandising and eCommerce to the Company.

Martin Villeneuve, SVP of Distributed Building Technology / President, Distech Controls

Martin Villeneuve oversees the innovative product development and unique commercial strategies of Distech Controls. He is well regarded in the industry for his expertise and innovative building automation solutions for commercial offices, universities/schools, hospitals and other built spaces occupied by people. Martin founded Distech Controls, an Acuity Company that connects people with intelligent building solutions through forward-thinking technologies and services. He joined Acuity Brands in 2015 through the acquisition of Distech Controls and brings 24 years of management and building automation experience to Acuity.