

# 2023 EarthLIGHT REPORT

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Disclosures are influenced by the Sustainability Accounting Standards Board's (SASB) standards for Electrical & Electronic Equipment and Software & IT Services. This report covers fiscal 2023 results, and assumptions collected from September 1, 2022 to August 31, 2023. For information concerning the current fiscal year, please refer to the Company's latest quarterly and annually reports and other filings with the SEC. These documents are available online at [investors.acuitybrands.com](https://investors.acuitybrands.com).

## Electrical and Electronic

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2023 Data
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	RT-EE-130a.1	(1) 895,227 Gj; (2) 40%; (3) 4%
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-EE-150a.1	1706 Mt generated, 56% recycled
	Number and aggregate quantity of reportable spills, quantity recovered	RT-EE-150a.2	0 kg. We had zero reportable spills in fiscal 2023.
Product Safety	Number of recalls issued, total units recalled	RT-EE-250a.1	Zero recalls in fiscal 2023.
	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	Approximately 9.4% in the year ending December 31, 2022.
	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	87%

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Topic	SASB Accounting Metric	Code	Acuity Fiscal 2023 Data
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	<a href="#">See page 6 of fiscal 2023 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 Overview</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	12,000 as of August 31, 2023

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## Software & IT Services

Topic	SASB Accounting Metric	Code	Acuity Fiscal 2023 Data
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) 895,227 GJ; (2) 40%; (3) 4%
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	(1) 349 megaliters; (2) 51% 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 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, DEI, 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 Policy</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> .
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	\$0 USD

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Topic	SASB Accounting Metric	Code	Acuity Fiscal 2023 Data
Data Privacy & Freedom of Expression (cont'd)	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	(1) 0; (2) 0; (3) 0%.
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	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	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	We have not had any material data breaches, individually or in the aggregate, in fiscal 2023.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	We use a secure development lifecycle for our products and identify risks by conducting various assessments, security tests (internal and 3rd party), and monitoring threat intelligence. In addition, we use a risk management framework to categorize our risks based on impact and work with our engineering teams to address any potential risks.
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals, (2) located offshore	TC-SI-330a.1	<u>See page 10 of fiscal 2023 10-K.</u>
	Employee engagement as a percentage	TC-SI-330a.2	Sustainable engagement is 85% favorable.

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Topic	SASB Accounting Metric	Code	Acuity Fiscal 2023 Data
Recruiting & Managing a Global, Diverse & Skilled Workforce (cont'd)	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	<p>Gender (Globally)                      AYI Females in Management: 30.9%                      AYI Females: 43.6%</p> <p>Minority (US Only)                      AYI POC in Management: 22.5%                      AYI POC: 42.9%</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, associate is assigned to 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
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues, (2) service disruptions, (3) total customer downtime	TC-SI-550a.1	(1) 2 performance issues; (2) 8 service disruptions; (3) Total accumulated downtime across all individual services and customers: 17d 21h 5m.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	<u>See Pages 8-12 of fiscal 2023 10-K.</u>

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Topic	SASB Accounting Metric	Code	Acuity Fiscal 2023 Data
Activity Metrics	(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	(1) 1,138; (2) 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.
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	(1) 551 vCPU / cores processing capacity (a snapshot of foundational computing services); (2) 100% cloud
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	(1) 731.9 TB storage (a snapshot of foundational storage services); (2) 100% cloud

