

# 2025 EarthLIGHT Annual Report



# Statement on Estimates, Assumptions, Judgments and Forward-Looking Information

The statements made in this EarthLIGHT Report and on our website and related materials, including the 2025 EarthLIGHT Annual Report, 2025 Acuity Environmental Impact Report, 2025 Acuity TCFD Report and 2025 Acuity Industry-Specific Sustainability Disclosures (collectively the “Report”), reflect a good faith effort to describe some of our activities and results and our current plans for the future related to sustainability and other issues. Many of those statements, however, involve estimates, judgments, risks, uncertainties and assumptions – some of which are beyond the control of Acuity Inc. (“Acuity,” or the “Company”), including, for example, statements related to such things as the deployment of energy-efficient technologies and the advancement of electrical grid efficiency. The statements in the Report are therefore not guaranteed and should not be relied upon for investment or other purposes, and actual results may differ materially from the statements expressed or implied in the Report.

Some of the areas covered in the Report are relatively new to businesses, such as the methodology and process of estimating emissions from a variety of sources, including those upstream and downstream of a business. We expect these methodologies and processes to evolve.

There are many approaches to addressing the topics covered in the Report. Non-governmental organizations provide varying guidance and recommendations. Customers sometimes establish their own goals and requirements. National and local governments and regulatory bodies also approach these topics differently. Those factors and others may continue to influence or guide the activities and disclosures that can or must be made in the future on these or other topics.

We provide the information in the Report to share the work we are doing and the impact we aim to have on improving the lives of our associates, customers, communities and other stakeholders. We do so with the aim of transparency to enable a better understanding of that work, consistent with our values. Our work may evolve over time, and we may amend the statements and goals with or without notice as we continue to learn. We plan to be guided by our values and our business strategy as we make decisions along the way. For us, sustainability means operating our global business in a way that seeks to minimize negative environmental impacts, positively influence our employees, customers and the communities in which we operate, and prioritize strong governance practices. When we say “sustainable” or “smarter,” “safer,” “greener” or similar terms, we generally mean that our products and processes are more energy-efficient and/or resource-efficient compared to older technologies or to systems that do not use controls or provide users with information to operate their spaces. Any reference to third-party organizations or third-party initiatives, products or programs within this Report does not constitute or imply an endorsement by the Company of such third-party items. All trademarks referenced are property of their respective owners. The Report is provided voluntarily, and does not cover all information about our business. References in this Report to information should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of the U.S. federal securities, or any other, laws or requirements. While certain matters discussed in this Report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the

purposes of complying with the U.S. federal securities, or any other, laws and regulations.

The Report contains “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 (the “Act”). Forward-looking statements include, but are not limited to, statements related to the Company’s plans, initiatives, projections, vision, goals, targets, commitments, expectations, objectives, prospects, strategies, or financial outlook, and the assumptions underlying or relating thereto. Our strategies for addressing EarthLIGHT-related risks and opportunities and their potential effectiveness, our strategies and execution against our EarthLIGHT priorities, and the potential impact of current and future applicable climate-related or other sustainability-related regulations also constitute “forward-looking statements.” In some cases, we may use words such as “expect,” “believe,” “intend,” “aim,” “seek,” “strive,” “anticipate,” “estimate,” “forecast,” “indicate,” “project,” “predict,” “plan,” “may,” “will,” “could,” “should,” “would,” “potential,” “positioned,” “objectives” and words of similar meaning, as well as other words or expressions referencing future events, conditions, or circumstances, to identify forward-looking statements. We intend these forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in the Act.

Forward-looking statements are not guarantees of future performance. Our forward-looking statements are based on our current beliefs, expectations and assumptions, which may not

prove to be accurate, and are subject to known and unknown risks and uncertainties, assumptions, and other important factors, many of which are outside of our control and any of which could cause our actual results to differ materially from those expressed in or implied by the forward-looking statements. These risks and uncertainties are discussed in our filings with the U.S. Securities and Exchange Commission, including our most recent annual report on Form 10-K (including, but not limited to, the sections titled “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations”), quarterly reports on Form 10-Q, and current reports on Form 8-K. Any forward-looking statement speaks only as of the date on which it is made. This Report is not comprehensive, and for that reason, should be read in conjunction with such filings. Historical, current and forward-looking information included in this Report may be based on standards, methodologies and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current and forward-looking information, including goals, targets and commitments and underlying assumptions and data, may be subject to modifications in future reports due to such developing standards, methodologies, practices and controls and processes. You are cautioned not to place undue reliance on any forward-looking statements. Except as required by law, we undertake no obligation to publicly update or release any revisions to these forward-looking statements to reflect any events or circumstances after the date of this Report or to reflect the occurrence of unanticipated events, whether as a result of new information, future events or otherwise.



# LETTER FROM THE CEO



**“Acuity is positioned for long-term growth. We are innovators, disruptors and builders who are creating stakeholder value and compounding shareholder wealth.”**

It is a good time to be at Acuity. We have transformed the Company from principally a luminaires business to a data and control and luminaires business, and positioned ourselves well for long-term growth.

Fiscal 2025 was an important year for us. We had continued strong financial performance. We renamed our Company to Acuity Inc., reflecting our evolution and aligning to our strategy of using technology to solve problems and create impactful experiences that shape how people live, work and connect. We allocated capital effectively, grew our business organically and through acquisitions, rewarded our shareholders with increased dividends, and opportunistically repurchased more of our outstanding shares.

In Acuity Brands Lighting (ABL), we continued to make our business more predictable, repeatable and scalable. We realigned the business into luminaires and electronics and delivered improved financial performance. ABL is a high-quality strategic asset and a core pillar of our Company. Our growth algorithm is clear — we will enter new verticals, we will take share and we will grow with the market. In ABL, we will continue to focus on product vitality, elevating service levels, using technology to improve and differentiate both our products and how we operate the business, and driving productivity.

In Acuity Intelligent Spaces (AIS), we are making spaces smarter, safer and greener. We acquired and integrated QSC, LLC (QSC). We scaled AIS into a larger part of our overall Company. Through Atrius®, Distech Controls® and QSC®, we have unique and disruptive technologies that are driving productivity for people experiencing spaces and for the people who are providing those spaces. In AIS, we will continue to focus on growth with the opportunity for margin expansion.

At Acuity we are doing things differently. Our values are at the core of who we are, guiding how we serve our customers, associates and communities. Each of our associates understands how we create value — we grow net sales, we turn profits into cash and we don’t grow the balance sheet as fast. We are empowered by our Better.Smarter.Faster. operating system to work in a consistent way. The combination of these things allows us to operate more productively with greater distribution of responsibility and accountability throughout the Company. It is how we were able to react aggressively to changes in the macro environment this year and how we were able to quickly and successfully integrate QSC.

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.

Acuity is positioned for long-term growth. We are innovators, disruptors and builders who are creating stakeholder value and compounding shareholder wealth. As we look ahead to fiscal 2026, I am confident in our ability to continue to take the necessary steps to drive our business forward.

Sincerely,

**NEIL M. ASHE**  
CHIEF EXECUTIVE OFFICER

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# INTRODUCTION

Positioned at the intersection of sustainability and technology.

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**Left:** VisionSuite  
**Brand:** Q-SYS®

**Right:** Long Island Railroad Penn Station  
33rd Street Entry  
**Brands:** eldoLED®, Gotham®  
**Photographer:** © Brad Feinknopf/  
OTTO, © Lauren K. Davis/Feinknopf  
Photography/OTTO



# ABOUT ACUITY

## Mission

We use technology to solve problems in spaces, light and more things to come.

Acuity Inc. (NYSE: AYI) is a market-leading industrial technology company. We use technology to solve problems in spaces, light and more things to come. Through our two business segments, Acuity Brands Lighting (ABL) and Acuity Intelligent Spaces (AIS), we design, manufacture and bring to market products and services that make a valuable difference in people's lives.

We achieve growth through the development of innovative new products and services, including lighting, lighting controls, building management solutions, and an audio, video and control platform. We focus on customer outcomes and drive growth and productivity to increase market share and deliver superior returns. We look to aggressively deploy capital to grow the business and to enter attractive new verticals.

Acuity Inc. is based in Atlanta, Georgia, with operations across North America, Europe and Asia. The Company is powered by approximately 13,000 dedicated and talented associates.

NYSE:  
AYI

\$4.3B  
Net Sales  
Fiscal 2025

Approximately  
13,000  
Associates  
Worldwide

\$601M  
Cash Flow from  
Operations Fiscal  
2025

\$12.53  
Diluted EPS  
Fiscal 2025

\$18.01\*  
Adjusted Diluted  
EPS (Non-GAAP)  
Fiscal 2025

\*This is a non-GAAP financial measure used to assess the performance of the business. Fiscal 2025 Adjusted Diluted EPS is Adjusted Net Income (\$569.8M) divided by diluted fiscal 2025 weighted average shares outstanding (31.6M). Adjusted Net Income is calculated as Net Income (\$396.6M), plus amortization of intangible assets (\$76.5M), plus share-based payment expense (\$45.1M), plus special charges (\$29.7M), plus acquisition-related costs (\$23.8M), plus acquired profit in inventory (\$29.6M), plus pension settlement loss (\$30.9M), minus income tax effects (\$54.2M) minus a one-time tax benefit (\$8.2M).

### MANUFACTURING AND DISTRIBUTION

5  
COUNTRIES



18  
MANUFACTURING  
FACILITIES



9  
DISTRIBUTION  
FACILITIES



**Karen J. Holcom**  
Senior Vice President and  
Chief Financial Officer

"We delivered strong performance in fiscal 2025. We grew net sales, improved margins and increased adjusted diluted earnings per share. We generated strong cash flow from operations and allocated capital effectively. We accomplished these results while continuing to develop our associates and invest in innovation for the future. We are positioned well to deliver another strong year in fiscal 2026."



# WHO WE ARE



## INNOVATORS | DISRUPTORS | BUILDERS



India Experience Center  
**Brands:** Atrius®, Distech Controls®, QSC®



Newark Liberty International Airport — Terminal A  
**Brands:** Gotham®, Mark Architectural Lighting™, nLight®  
**Photographer:** © James Ewing / JBSA



Ecole Secondaire Greenwood  
**Brand:** Mark Architectural Lighting™  
**Photographer:** JR Certus Construction Co. Ltd. and Reza Evol

## What Makes Acuity Unique

### OUR VALUES



Integrity



Time



Curiosity



Customer Obsessed



People



Community



Owner's Mindset

### HOW WE CREATE VALUE



Grow Net Sales



Turn Profits into Cash



Don't Grow Balance Sheet as Fast

### OPERATING SYSTEM



**Better.Smarter.Faster.** is the combination of processes, tools and ways of working that span from strategy to people to operating rhythms to problem solving. It is unique to our organization and allows us to drive strategic clarity, alignment and agency to manage change and deliver results.

# FISCAL 2025 BUSINESS HIGHLIGHTS



We generated significant free cash flow and **effectively allocated capital** consistent with our priorities, including investing for growth in our existing businesses and allocating **\$68 million to capital expenditures**. We invested over **\$1.2 billion in acquisitions**, increased our dividend by 13 percent and allocated **\$119 million to repurchase** approximately 436 thousand shares at an average price of approximately \$270 per share.



We **renamed our Company to Acuity Inc.**, reflecting our evolution and aligning to our strategy of using technology to solve problems and create impactful experiences that shape how people live, work and connect.



## ACUITY BRANDS LIGHTING

In Acuity Brands Lighting, **our financial performance was strong**, and we made progress on our strategy and on our initiatives.

- **We realigned the business into luminaires and electronics**
- **We continued to enhance our product portfolio, Contractor Select™, Design Select™ and Made to Order**, to create the most effective way for our end users to get what they need, when they need it, for their specific projects
- **We invested for future growth**, prioritizing new verticals where we have not historically competed or where we are under-penetrated:
  - in our **healthcare** vertical we strengthened our offering through the **CARE Collection™** and through the development of our **Nightingale™** range of products
  - across multiple verticals, we accelerated our product vitality efforts through the acquisition of **M3 Innovation, LLC** (M3 Innovation) and launched **M3 Sports Lighting Solution by Lithonia Lighting®** and **Holobeam™ by Holophane®**
- We continued to be **recognized for innovation** and **won several notable awards** for products throughout the year including multiple prestigious **Red Dot® Product Design** awards



## ACUITY INTELLIGENT SPACES

In Acuity Intelligent Spaces, we continued to deliver strong growth and profitability aligned to our mission of making spaces smarter, safer and greener through our strategy of connecting the edge with the cloud using disruptive technologies that leverage data interoperability.

- **We scaled AIS to become a larger part of Acuity**
- **We acquired and integrated QSC**, an audio, video and control solutions company
- We won several notable awards for our **Atrius® Facilities** applications, **Distech Eclipse®** and **Q-SYS® platform**



We improved our **financial and operating performance in fiscal 2025** and continued to create stakeholder value and compound shareholder wealth.



# ABOUT EARTHLIGHT

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.

## Continuing to Make an Impact

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.

For fiscal 2025, we evolved the structure of the EarthLIGHT Report to better serve our stakeholders. Data tables and disclosures are now separated for easier access. The core Report focuses on showcasing the outcomes we've delivered and the impact we're making.

## OUR JOURNEY TOWARDS NET-ZERO

In fiscal 2023, the Science Based Targets initiative (SBTi) verified our net-zero science-based targets, which guide our efforts to reach net-zero greenhouse gas (GHG) emissions across our value chain by 2040. These targets are in alignment with our goal of selling more products and solutions to help our customers save energy and reduce GHG emissions while reducing our own operating costs and emissions.

Based on our current plans and assumptions, we believe our Scope 1 and 2 emissions are currently on track toward our 2040 net-zero target and our Scope 3 emissions intensity is currently on track toward our target. All emissions data disclosed in this Report are inclusive of QSC. More details on emissions and our approach to integrating QSC into our calculations can be found in the [Data Book](#).



ON THE ROAD  
TO NET-ZERO  
BY 2040

## CORPORATE AWARDS

We're proud to be recognized across multiple rankings that reflect our focus on responsibility, sustainability and workplace excellence:

- **A-List by CDP** — acknowledging our leadership in environmental disclosure and our efforts to integrate sustainable decisions that support resilient business models.
- **America's Climate Leaders 2025 by USA TODAY and Statista** — highlighting our efforts to lower carbon intensity across our operations.
- **America's Most Responsible Companies 2025 by Newsweek and Statista** — celebrating our ongoing dedication to making a positive global impact.
- **Best Companies to Work For 2025–2026 by U.S. News** — affirming our commitment to cultivating a workplace where the best people come to do their best work.
- **World's Greenest Companies 2025 by Newsweek** — recognizing our meaningful actions to reduce our carbon footprint and prioritize environmental sustainability.



"EarthLIGHT continues to reflect our core values, strategy and our commitment to our associates, communities, customers and shareholders. We are proud of the impact we deliver."

**Barry Goldman**  
Senior Vice President and  
General Counsel

# OUR EARTHLIGHT TARGETS

By setting impactful EarthLIGHT targets, we raise our own expectations for what we are capable of doing going forward, while showcasing the steps we've taken to get where we are today.

We have made progress on our journey and are excited to share our progress on our fiscal 2025 targets and potential levers for continued impact. We discuss each of the targets summarized here throughout this Report.

## Associate Engagement

We are committed to making **Acuity the place where the best people come to do their best work**. Listening to our associates is key to our culture and progressing our business success. In fiscal 2025, we maintained sustainable engagement at 86% in our Company-wide Associate Engagement Survey and a 96% response rate for the second year in a row. Our results are inclusive of our QSC associates. The high participation rate is an indicator that our associates are confident that their feedback will lead to meaningful action.

**We continue to benchmark ourselves against the highest performing companies and remained in the Willis Towers Watson high-performance normative benchmark**, which represents the top 5% of companies included in the survey. To be included in this category, companies must meet the criteria for outstanding financial performance and human resource practices, as measured by engagement surveys, compared to the industry average.

### ETHICAL CULTURE SCORE (TRUST INDEX)



+1 from fiscal 2024, +1 from  
2025 Average for  
High-Performing Normative Group

#### GOAL

**Achieve an Ethical Culture Score\* (Trust Index)** at or above the norm for High-Performing Companies by fiscal 2025 (in 2025, the average among the High-Performing Norm Group was 84)

Read more about our Ethical Culture Score on [page 37](#).

### SUSTAINABLE ENGAGEMENT SCORE



equal with fiscal 2024, -1 from  
2025 Average for  
High-Performing Normative Group

#### GOAL

**Achieve a Sustainable Engagement Score\*** at or above the norm for High-Performing Companies by fiscal 2025 (in 2025, the average among the High-Performing Norm Group was 87)

Read more about our Sustainable Engagement Score on [page 37](#).

### INCLUSION AND BELONGING SCORE (INCLUSION INDEX)



-1 from fiscal 2024, equal with  
2025 Average for  
High-Performing Normative Group

#### GOAL

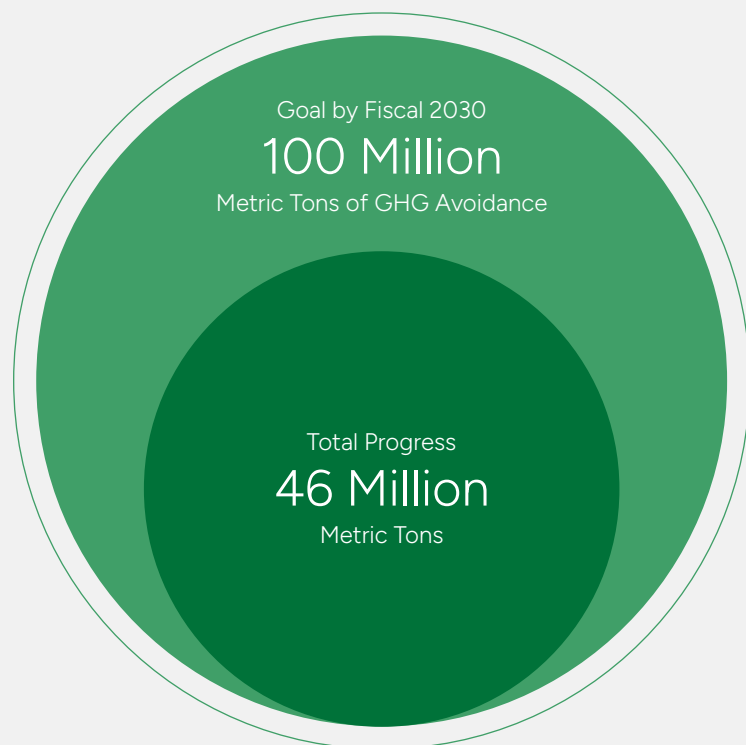
**Maintain an Inclusion and Belonging Score\* (Inclusion Index)** at or above the norm for High-Performing Companies (in 2025, the average among the High-Performing Norm Group was 85)

Read more about our Inclusion and Belonging score on [page 38](#).

\*We use and consult with Willis Towers Watson for our Associate Engagement Survey. We compare ourselves to the norms provided for Manufacturing, Technology and High-Performing Companies using this extensively utilized survey instrument and associated data.



## 100MMT Greenhouse Gas Avoidance



### GOAL

**Enable 100 Million Metric Tons of GHG Avoidance** by fiscal 2030 through the use of our put-in-place products and services replacing older products in existing buildings and spaces.

This goal is based on our projected sales of LED luminaires, lighting controls and building and refrigeration controls replacing older technologies in existing buildings, as well as driving innovation and performance across our Company.

### ESTIMATED PROGRESS IN FISCAL 2025

**We have enabled an estimated 46 million metric tons of GHG avoidance** from fiscal 2020 through fiscal 2025 through the use of our put-in-place products and services, putting our customers on course for an estimated 117 million metric tons of GHG avoidance enabled by fiscal 2030.



Our targets reflect our goal of making a positive impact on the planet and helping our associates, customers and suppliers do the same. This includes our goal to reach net-zero emissions by 2040.

The charts to the right illustrate our progress in fiscal 2025. Examples of actions contributing to these results are described throughout this Report.

### OUR GOALS AND TARGETS IN THIS REPORT

When we joined The Climate Pledge, and when we refer to our “net-zero science-based targets” or our “efforts to reach net-zero GHG emissions across our value chain by 2040” or make similar statements, we are indicating our enthusiasm about saving energy and the aims and objectives of these programs and efforts based on our present knowledge of the conditions, technologies, regulations and other factors before us. As we monitor and navigate the evolving landscape, technology, laws, regulations and climate-related guidance over time, we may adjust, amend, revise, or set new or alternative goals, targets, or plans, or take other actions guided by our values and business strategies.



## Scope 1 and 2 Emissions\*



### GOAL

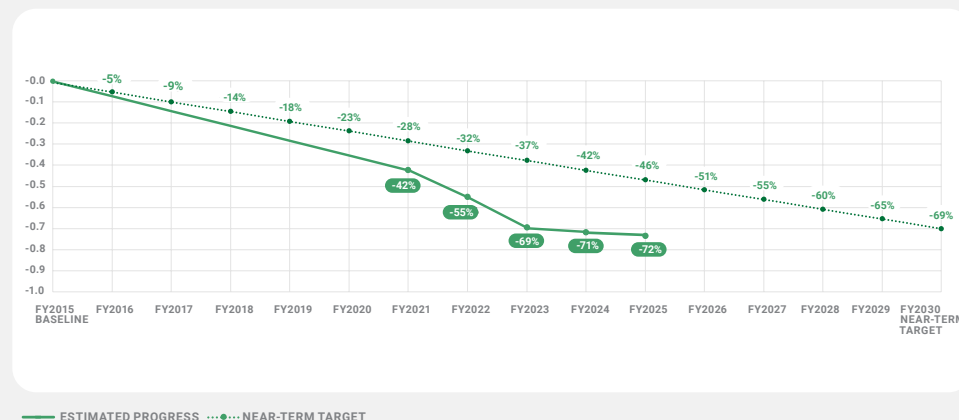
**Reduce Scope 1 and 2 Emissions** by 42.8% between fiscal 2019–2029

(This target has been verified by the SBTi and is in line with SBTi based on its established target of a 1.5C trajectory.)

### ESTIMATED PROGRESS IN FISCAL 2025

**We have reduced our Scope 1 and Scope 2 emissions by an estimated 29.1% overall** from fiscal 2019 to fiscal 2025. Our annual emissions **decreased by an estimated 5.9% in fiscal 2025** compared to fiscal 2024.

## Scope 3 Emissions Intensity\*



### GOAL

**Reduce Scope 3 Emissions Intensity Covering Use of Sold Products\*\*** by 66.3% per USD value added between fiscal 2015–2030

(This target has been verified by the SBTi and is in line with SBTi based on its established target of a 1.5C trajectory.)

### ESTIMATED PROGRESS IN FISCAL 2025

**We reduced our Scope 3 Emissions Intensity covering use of sold products\*\* by an estimated 72.3% per USD value added** from fiscal 2015 to fiscal 2025, and by an estimated **4.9% per USD value added** in fiscal 2025 compared to fiscal 2024.

\* These charts include QSC emissions, and baselines have been restated to reflect Acuity's acquisition of QSC. For more information about our approach to integrating QSC emissions data, see the [2025 Acuity Environmental Impact Report](#).

\*\* Our Emissions Intensity from the Use of Sold Products is calculated as emissions of sold products divided by net sales (kg CO<sub>2</sub>e / \$ net sales).



# OUR IDENTIFIED POTENTIAL SCOPE 1, 2 AND 3 LEVERS

## UNDERSTANDING GHG EMISSIONS

**Scope 1** emissions include GHG emissions from our owned or controlled sources.

**Scope 2** emissions include indirect GHG emissions from the generation of the electricity we purchase.

**Scope 3** emissions include all indirect emissions resulting from upstream and downstream activities by others in the value chain, including but not limited to material sourcing, production, transportation, consumption, use and disposal/recycling processes.

## OUR IDENTIFIED POTENTIAL SCOPE 1, 2 AND 3 LEVERS

We continue to further develop our sustainability efforts and explore GHG reduction and mitigation strategies. We previously identified several potential levers consistent with our business strategies to help achieve net-zero emissions across our value chain by 2040. Each year we evaluate these levers to reflect our current net-zero strategy and report our progress against these levers, as appropriate.

### SCOPE 1 AND 2 LEVERS

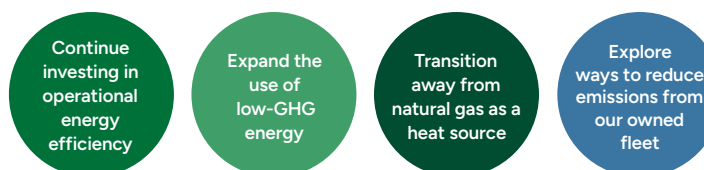
- **Continue investing in operational energy efficiency.** Further enhance our processes and deploy energy-efficient technologies — including our own — across our manufacturing, distribution and office footprints.
- **Expand the use of low-GHG energy.** To reduce our GHG footprint, explore implementing on-site solar generation, off-site renewable energy power purchase agreements, or other sources of renewable energy at some of our buildings in a sequenced approach considering GHG reduction, cost and business continuity.
- **Transition away from natural gas as a heat source.** Where appropriate, we will explore opportunities to reduce our use of natural gas, considering GHG reduction, cost and business continuity.
- **Explore ways to reduce emissions from our owned fleet.** Although our owned fleet of tractor trailers is small, explore opportunities to reduce this source of emissions through the use of more efficient routes, technologies or partners with transportation as a core competency.

### SCOPE 3 LEVERS

- **Eliminate legacy products.** Our product vitality efforts are focused on newer LED and controls technology. Acuity has now discontinued production of fluorescent and HID fixtures. Our work to help our customers complete their transition to LED continues.
- **Expand adoption of lighting controls and building management solutions.** These two types of offerings in our portfolio help customers reduce their own Scope 2 emissions with nominal impact to our own Scope 3 footprint.
- **Improve product energy efficiency.** From lighting to audio video (AV) to HVAC controls, most of our products use at least some electricity. Our internal research and development labs and external partners will continue to look for ways to increase energy performance.
- **Advance electrical grid efficiency.** Our Scope 3 footprint, from the use of sold products, is closely tied to the efficiency of spaces and the sources of electricity used by our end users. We will assess opportunities to influence relevant industry and regulatory standards to achieve our goals.

### SCOPE 1 & 2 REDUCTION

#### MAJOR LEVERS TO NET-ZERO



### SCOPE 3 REDUCTION

#### MAJOR LEVERS TO NET-ZERO



# WHAT WE DO



At Acuity Brands Lighting, our offering combines innovative luminaires with advanced electronics.

## LUMINAIRES

a·light

ACULUX

AEL American Electric Lighting

cyclone

EUREKA

gotham

HEALTHCARE LIGHTING

HOLOPHANE

HYDREL

Juno

LITHONIA LIGHTING

Luminaire Led

LUMINIS

MARK

Nightingale

Peerless

RELOC WIRING SOLUTIONS

## ELECTRONICS

DTL DARK TO LIGHT

eldoLED

fresco

iota

LIGHT

sensor switch



At Acuity Intelligent Spaces, we have unique and disruptive technologies that are driving productivity for people experiencing spaces and for people who are providing those spaces.

## DATA PLATFORM AND CLOUD APPLICATIONS

ATRIUS

## BUILDING MANAGEMENT SYSTEMS

DISTECH CONTROLS

## AUDIO, VIDEO AND CONTROL SOLUTIONS

QSC

Q-SYS



“We’re shaping a portfolio that positions us for long-term growth. By pursuing complementary acquisitions, we extend into new spaces — bringing disruptive technologies to market that deliver meaningful outcomes for our stakeholders.”

**Philippe Brzuszczak**

Senior Vice President,  
Corporate Development and Strategy

# ACUITY BRANDS LIGHTING

## Lighting = Luminaires + Electronics

At Acuity Brands Lighting, our offering combines innovative luminaires with advanced electronics. Our luminaires are designed to deliver exceptional performance and aesthetic appeal, while our electronics portfolio, featuring drivers and a leading controls platform, is engineered for seamless connectivity and superior functionality. Together, these elements form the foundation of our broad range of lighting solutions.

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**Left:** Mathers McHenry & Co.  
**Brand:** Eureka®  
**Photographer:** Tom Arban  
**Right:** Index Exchange  
**Brands:** A-Light™, Eureka®  
**Photographer:** A-Frame





# ACUITY BRANDS LIGHTING

## Mission

Our mission at Acuity Brands Lighting is to provide sustainable, inspiring and intelligent lighting solutions that enrich communities where people live, learn, work and play. We bring this mission to life through our strategy to increase product vitality, elevate service levels, use technology to improve and differentiate both our products and how we operate the business, and to drive productivity.



**Sach Sankpal**  
President, Acuity Brands Lighting

“At Acuity Brands Lighting, our strategy is built on a consistent, powerful foundation: product vitality, service, technology and productivity. In fiscal 2025, we actioned our strategy by expanding into new verticals and strengthening our luminaires and electronics portfolio. These steps reinforce our position as the leader in lighting, delivering sustainable and intelligent solutions that enrich communities today and for decades to come.”

## Actioning our Strategy

At Acuity Brands Lighting, we aspire to be the most important lighting company today, tomorrow and in 30 years. We continue to **make decisions that stand the test of time**, guided by our values and the four elements of our strategy: product vitality, service, technology and productivity.

We combine our diverse portfolio of **innovative luminaires with advanced electronics** to create comprehensive lighting solutions. With more than a century of industry expertise in some brands, our heritage embodies a continued focus on innovation, quality, reliability and design excellence.

We built a simple growth algorithm for our business: **enter new markets, increase our share and grow with the market**. Our focus on the growth algorithm has shown success over the last fiscal year:

- We realigned the business into luminaires and electronics
- **We continued to enhance our product portfolio, Contractor Select™, Design Select™ and Made to Order**, to create the most effective way for our end users to get what they need, when they need it, for their specific projects
- **We invested for future growth**, prioritizing new verticals where we have not historically competed or where we are under-penetrated:
  - in our healthcare vertical we strengthened our offering through the CARE Collection™ and through the development of our Nightingale™ range of products
  - across multiple verticals, we accelerated our product vitality efforts through the acquisition of M3 Innovation and launched M3 Sports Lighting Solution by Lithonia Lighting® and Holobeam™ by Holophane®
- We continued to be **recognized for innovation** and **won several notable awards** for products throughout the year including multiple prestigious **Red Dot® Product Design** awards

# PRODUCT INNOVATION

## Expanding Our Controls Portfolio to Help Create Energy Savings and Make Contractor Installation Faster and Easier

At ABL, we develop market-leading solutions designed to enhance productivity for our customers, our partners and our business. In fiscal 2025, we implemented electronics technologies, product enhancements and new product introductions aimed at **simplifying installation, streamlining inventory management and expanding control capabilities** across many lighting applications, including industrial.

A key example is the launch of the **TLS™ Twist-to-Lock Sensor by SensorSwitch™**. Optimized for industrial environments such as warehouses and manufacturing facilities, the TLS daylight and occupancy detection sensor enables contractors to quickly install controls without the need for tools or additional wiring. The TLS sensor is currently available embedded (factory installed) or as a plug-in sensor (field installable) with select Lithonia Lighting® luminaires, including the REBL™ and Compact Pro™ High Bay product families, providing contractors with the installation flexibility to address the requirements of energy rebate programs and the ability to help deliver up to 38%\* energy savings. Its modular, plug-in design supports long-term serviceability.

Another milestone was the release of the **wireless SensorSwitch AIR** product line, a wireless control solution compatible with virtually any 0-10V luminaire. Featuring app-less pairing and out-of-the-box operation, wireless SensorSwitch AIR products are designed to reduce total install time — helping contractors accelerate timelines and offering distributors a streamlined solution for diverse applications.

**sensorswitch**



\*Source: Lighting Controls Association. "Estimating Energy Savings with Lighting Controls." Lighting Controls Association, September 16, 2013.

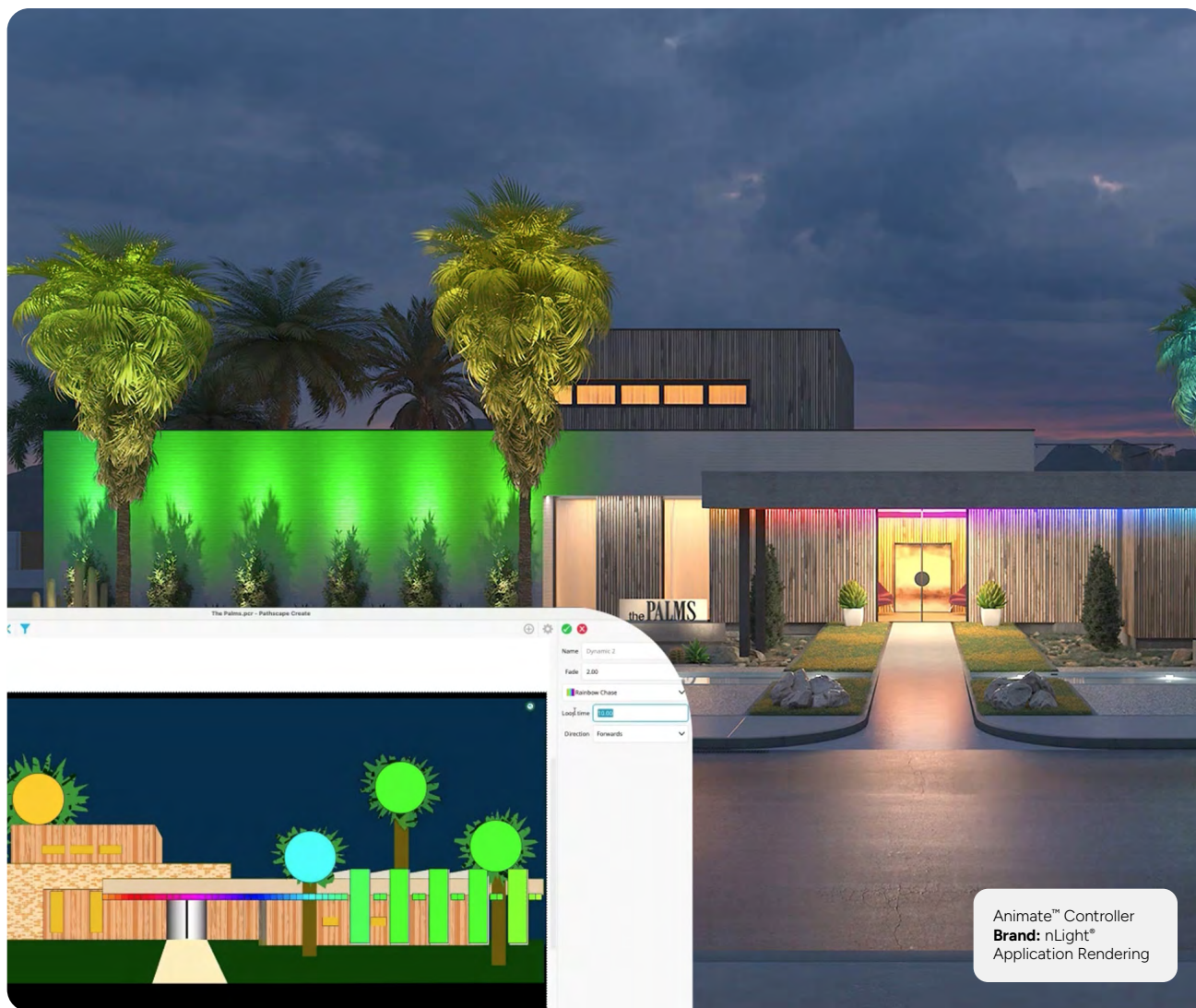


## Unifying Lighting Control for Smarter Facility Management

Our controls solutions are focused on delivering **integrated, productivity-enhancing technologies** as ABL continues to advance system-level innovation for commercial and institutional environments. This year, we expanded the capabilities of our **nLight® networked lighting control system**, reinforcing its role as a comprehensive solution for facility managers seeking to unify everyday and specialized lighting under a single interface.

Unlike platforms that require multiple layers of integration, nLight is a system — **purpose-built to connect and manage all building lighting controls through one streamlined interface**. This distinction is especially valuable in education, where facility managers oversee a mix of general illumination and specialized lighting for auditoriums, performance spaces and multipurpose rooms. A unified system simplifies training, reduces operational complexity and helps staff manage lighting more efficiently across diverse environments. Ultimately, we believe such systems lead to more widespread adoption of controls.

A key enhancement in fiscal 2025 was the integration of dynamic DMX lighting control via the **nLight Animate™ controller**. This advancement allows everyday and artistic lighting to be managed with one system, simplifying installation, programming and operation. The result is a more connected approach to designing and managing spaces that can optimize energy usage, meet code requirements and enhance occupant comfort, all while seamlessly incorporating the artistry of DMX lighting. For example, schools, universities and civic centers benefit from the ability to control stage lighting and classroom lighting through a single interface, streamlining operations and reducing the need for multiple control systems.



These developments reflect our continued focus on delivering scalable, user-centric connected technologies that simplify building management, support long-term flexibility and empower professionals with tools that enhance performance and reduce complexity.

**nLIGHT**

Animate™ Controller  
Brand: nLight®  
Application Rendering



## Advancing Product Vitality Through Strategic Expansion

As part of our ABL growth algorithm, we are making investments for future growth, prioritizing verticals where we have not historically competed or where we are under-penetrated. This approach, when combined with the four elements of our ABL strategy (product vitality, service, technology and productivity), enables us to expand our portfolio with greater speed and value, maximizing end-user satisfaction.

To advance this strategy, we acquired the business assets of M3 Innovation in fiscal 2025. The **M3 solution** combines advanced engineering and intelligent design, using technology to lower the overall cost of installation and operation while driving better outcomes for facility owners and end users. Through the launch of **M3 Sports Lighting by Lithonia Lighting® and HOLOBEAM™ by Holophane®**, we expanded our sports lighting and floodlight offering to better serve K–12, higher education, municipal and infrastructure applications — segments where performance, precision, energy savings and reliability are essential.



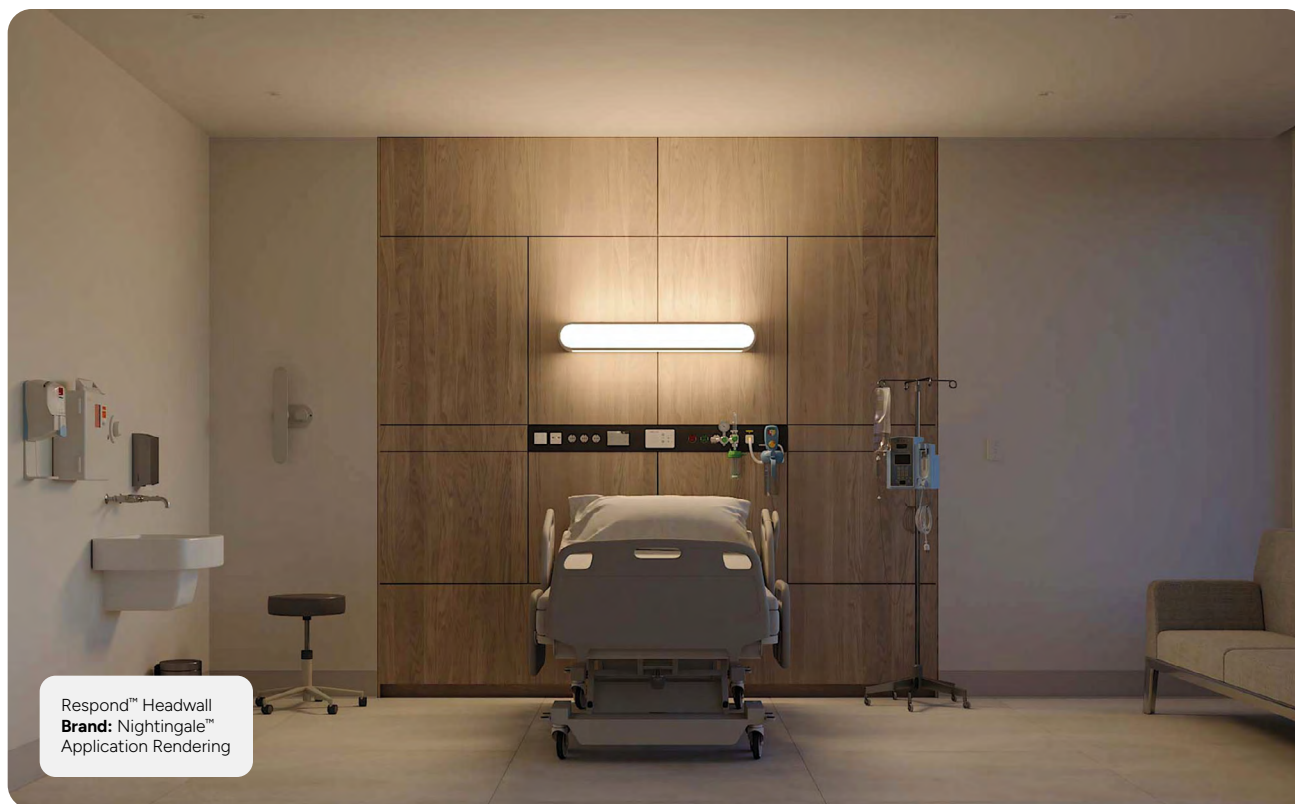
## Expanding Lighting for Healthcare Environments: Nightingale and Care Collection

We continued to make strategic organic investments throughout fiscal 2025 to position the business for long-term growth. One of the most notable developments this year was our expansion in the healthcare market through the introduction of our **new brand, Nightingale™**, enriching our existing healthcare offering in the **Care Collection™**.

The Care Collection is a curated portfolio of luminaires and electronics designed for healthcare environments. It simplifies the product selection process for customers, enabling them to more easily identify the lighting and controls solutions across our brands suitable for patient care areas. This supports our focus on elevating service levels and improving productivity for our customers.

We built upon this foundation with the **launch of Nightingale, a new brand of innovative, patient-centric lighting solutions** that focuses on the patient experience while balancing the functional needs of professional caregivers. Nightingale solutions combine the best of design and illumination engineering to help provide a more comforting and reassuring patient experience. The brand launched over six new products this year, including the Respond™ headwall, Embrace™ overbed and Attend™ sconce, which reinforce a cohesive, soothing and residential-like design across the care space.

To further strengthen our healthcare portfolio, we **developed controls by SensorSwitch™ to integrate seamlessly with the Nightingale patient room luminaires** that are easy to use, clean and install. This combined solution offers multi-functional modes that support patient comfort and clinical utility.



Embrace™ and Observe™ by Nightingale™ were selected for the 2025 *Illuminating Engineering Society (IES) Progress Report*



Embrace™ by Nightingale™ was included in *EdisonReport's* Top 10 Must See Products at LEDucation

Our Care Collection, Nightingale brand and lighting controls solutions for healthcare environments exemplify our focus on product vitality and purposeful innovation. By combining thoughtful design, advanced controls and a deep understanding of healthcare lighting needs, we are delivering solutions that support both the patient experience and caregiver effectiveness.





# PROJECT HIGHLIGHT

## Lighting Up the Game: How New Court Lighting Revitalized Pickleball at Del Webb

At Del Webb at Lake Oconee, a 55+ active adult community in Greensboro, Georgia, pickleball is a cornerstone of social connection and recreation. As participation grew, outdated lighting on the courts limited evening play, creating visibility challenges and reducing engagement, particularly for players with age-related vision sensitivities.

Lithonia Lighting® addressed this need with a retrofit solution that considerably improved both brightness and uniformity, while eliminating the need for structural changes. **Lithonia Lighting RSXF2 LED Floodlights** were mounted directly onto the existing poles, with the new layout raising minimum light levels to approximately 20-foot candles and peak levels to 45. The result: a four times increase in light levels and significantly enhanced visibility and consistency across the court surface, compared to lighting in the space previously.

The installation was supported by comprehensive photometric plans and clear visuals, enabling effective communication with stakeholders. With the improved energy efficiency, the cost to operate the upgraded lighting system is now less than \$100 annually.

Since implementation, evening participation has surged, and the community now hosts regional tournaments, activities previously limited by poor lighting conditions. The success of this project has prompted Del Webb's interest in potentially expanding the solution to additional courts.

This initiative demonstrates how people-centered lighting design can enhance quality of life, extend recreational access and deliver measurable value.

With improved energy efficiency, the cost to operate the upgraded lighting system is now less than \$100 annually.





# PROJECT HIGHLIGHT

## Glacier Hills Elementary Uses Lighting Design to Strengthen Community Connection

Glacier Hills Elementary School in Sandy, Utah, represents a transformative approach to educational architecture and design. The facility merges Edgemont and Bell View Elementary Schools into a single, state-of-the-art building designed to support up to 850 students. Inspired by the surrounding glacial landscapes, the design features interconnected spaces, flexible furniture and a youth center addition focused on emotional and mental health of elementary age students.

**Mark Architectural Lighting™** products were selected for their aesthetic appeal and flexibility, with **Slot 4 Recessed, Surface and Pendant luminaires** used throughout classrooms, corridors and common areas to seamlessly support the design flow. The school also incorporated the **I-BEAM® IBG Configurable LED High Bay by Lithonia Lighting®** in the multipurpose room, which functions as both the cafeteria and gymnasium, while the **EVO(R) 4 line of fixtures by Gotham®** provide cohesive exterior downlighting and support evening safety.

Central to the facility's performance is its **wired nLight® networked lighting controls platform**, chosen for reliability, simplicity, and integration, featuring automatic daylight and occupancy response, classroom and corridor on/off and dimming wall switches and systemwide scheduling for energy efficiency — including motion sensing and photocell dimming in parking areas. Additional SensorSwitch™ wall switch occupancy sensors and Fresco™ touchscreens further enhance localized and dynamic control.

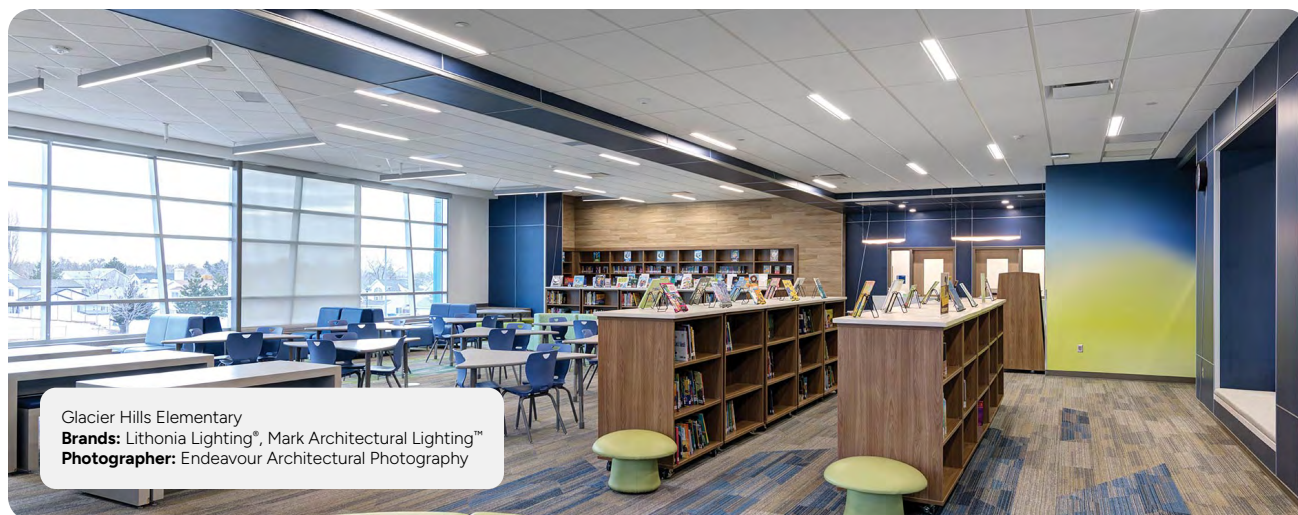
Glacier Hills Elementary School demonstrates how thoughtful design and advanced technology can transform educational spaces. The project seamlessly blends aesthetic appeal with functionality, leveraging Acuity Brands' cutting-edge lighting and lighting controls systems to create an engaging and inspiring environment for all who enter.

nLight® wired networked controls optimize energy use through daylight harvesting, occupancy sensing and time-based scheduling.

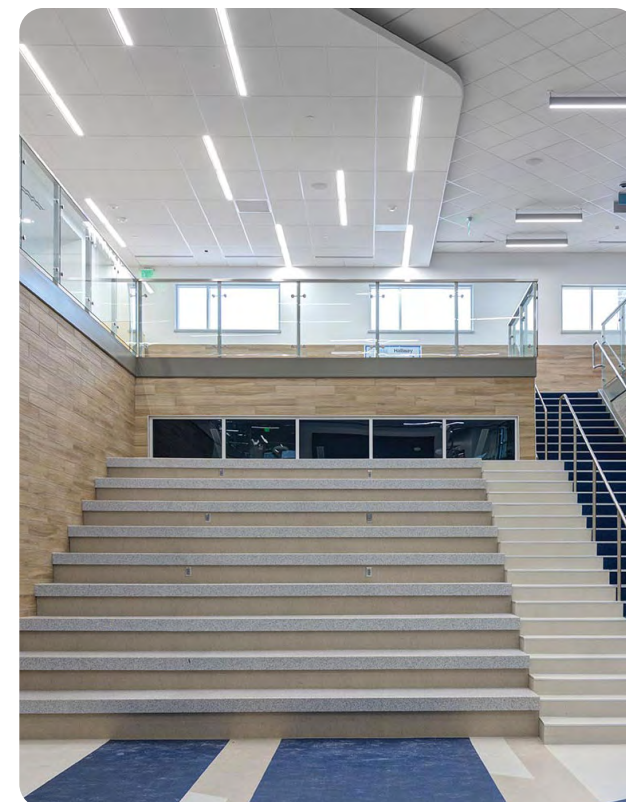
**MARK**  
ARCHITECTURAL LIGHTING

**gotham**

**nLIGHT**



Glacier Hills Elementary  
**Brands:** Lithonia Lighting®, Mark Architectural Lighting™  
**Photographer:** Endeavour Architectural Photography



# ABL AWARDS & CERTIFICATIONS

Acuity Brands Lighting products and solutions received numerous awards in fiscal 2025. Our focus on innovation, sustainability and energy-efficient product design is underscored by the evaluation and recognition of our products and services. The awards were based on a variety of criteria, including product innovation and advancements, design, performance, contributions to the lighting and controls industry, and excellence in sustainability.

## Architectural Products Magazine Product Innovation Awards (PIAs), 2024

A-Light™ Angle  
Aculux® 5" Precision Spot  
Cyclone™ Mochi  
Eureka® Elke  
Eureka® Frank  
Eureka® Lattice  
Eureka® Marro  
Eureka® Roof  
Eureka® Velia  
Hydrel® Tierra Ingrade Family  
Juno® Trac Direct Canopy Mount  
Luminis® Jaki  
Luminis® Syrios Pro Family  
Nightingale™ HLER Exam Light

## Chicago Athenaeum Museum of Architecture Good Design Award, 2024

A-Light™ Lino  
Cyclone™ Mochi  
Eureka® Atoll  
Eureka® Elke  
Eureka® Marro  
Gotham® IVO™ Shallow Recessed Downlight  
Hydrel® FLAME  
Hydrel® Tierra Ingrade Family  
Luminis® Jaki  
Luminis® Syrios Pro  
Peerless® Prim™

## Consulting & Specifying Engineer Product of the Year: Silver Award, 2025

Holophane® Holobay™

## Designers Lighting Forum of New York Beacon Award, 2024

Peerless® Prim™

## EC&M Magazine Product of the Year Luminaires

A-Light™ Mira  
Holophane® Holobay™

## EdisonReport Top 10 Must See Products — LEDucation, 2025

Gotham® IVO™ Downlight and Cylinder  
Luminis® Pelican  
Nightingale™ Embrace™ Overbed

## I and S Design Product Innovation Awards, 2024

Aculux® 5" Precision Spot  
Juno® Trac Direct Canopy Mount

## Illuminating Engineering Society IES Progress Report, 2025

Aculux® 5-degree Precision Spot  
Eureka® Lattice  
Gotham® IVO™ Deep Regressed Downlight  
Gotham® IVO™ Cylinders  
Holophane® Holobay™  
Hydrel® Wander  
Lithonia Lighting® REBL  
Nightingale™ Embrace™ overbed  
multi-function luminaire  
Nightingale™ Observe™ cloud

## INT Design Grands Prix Du Design Awards, 2024

Cyclone™ Mochi  
Eureka® Elke  
Eureka® Frank  
Eureka® Joli  
Eureka® Marro  
Eureka® Tangram-Cut  
Eureka® Tangram-Essential  
Eureka® Tangram-Tact  
Hydrel® SAF RGBW with FLAME lighting technique

## Red Dot® Product Design Award, 2025

A-Light™ Aloft 3D  
A-Light™ Angle  
A-Light™ Mira  
Cyclone™ Valenza  
Eureka® Cirra  
Eureka® Junction  
Eureka® Velia  
Luminis® Pelican

## tED Magazine Best of the Best Award, 2025

Care City Selling Tool — Care City  
(Honorable Mention)  
Gotham® Product Launch — Gotham IVO™

## The Architect's Newspaper Best of Products, 2024

Eureka® Joli  
Eureka® Lattice  
Eureka® Marro  
Eureka® Roof  
Hydrel® Custom Fixture — Project of the Year  
Luminis® Syrios Pro Family

## 3C Awards LIT Lighting Design Awards, 2024

A-Light™ Angle  
Aculux® 5" Precision Spot  
Eureka® Frank  
Eureka® Velia  
Hydrel® Tierra Ingrade Family  
Luminis® Jaki  
Luminis® Syrios Pro Family

## 3C Awards SIT Furniture Design Award, 2025

Eureka® Junction  
Eureka® Lattice  
Eureka® Velia



# ABL PARTNERSHIPS & MEMBER ORGANIZATIONS

We are an active member of organizations within multiple industries supporting the built environment. Through strategic partnerships and memberships, we stay ahead of emerging trends, contribute to the development of industry standards and foster collaboration that drives innovation.

## JOINING WELL LIVING LAB ALLIANCE

In fiscal 2025, **ABL joined the Well Living Lab Alliance**, a global consortium of organizations supporting the advancement of knowledge about how the indoor places where people live, work, learn and play can improve human health and well-being. Founded as a collaboration of Delos and Mayo Clinic, the Well Living Lab is the first research center exclusively dedicated to this field of study, conducting human subject studies in simulated real-world settings to assess the impact of environment variables on health, performance, stress and resiliency, sleep and comfort.

Our membership in the Well Living Lab Alliance underscores our efforts to advance scientific research that informs the design of indoor environments. As the only lighting company currently part of the Alliance, we contribute a unique perspective to collaborative research exploring how lighting and other environmental factors influence occupant well-being.



IVO™ Family of Downlights  
Brands: Gotham®  
Application Rendering





# ACUITY INTELLIGENT SPACES

At Acuity Intelligent Spaces, we have unique and disruptive technologies that are driving productivity for people experiencing spaces and for people who are providing those spaces. Atrius and Distech control the management of the space, and QSC manages the experiences in that space. Over time we will use the data that they generate to enhance productivity outcomes through data interoperability.

## IN THIS SECTION

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- 34 AIS Alliances and Partnerships

**Left:** Allure Unitouch  
**Brand:** Distech Controls®



# ACUITY INTELLIGENT SPACES

## Mission

Our mission at Acuity Intelligent Spaces is to make spaces smarter, safer and greener through our strategy of connecting the edge with the cloud using disruptive technologies that leverage data interoperability.



“In AIS, we’re helping customers through our edge with cloud solutions — advancing software, sensors, controls, speakers and amplifiers across Atrius, Distech and QSC. As we deepen relationships with our customers — from information technology teams to facilities management professionals — I’m excited to keep growing our technology stack.”



**Peter Han**  
President, Acuity Intelligent Spaces

## Actioning our Strategy

Through Atrius®, Distech Controls® and QSC®, we are driving productivity for people who own and manage spaces and for people who use and experience those spaces.

Atrius continues to enhance visibility into energy use, occupancy patterns and system performance, transforming data into actionable insights that can improve comfort and efficiency. With **Atrius Facilities**, we’re advancing edge intelligence to enable smart, secure building management, while **Atrius Wayfinder** enhancements create more intuitive navigation throughout spaces, helping to create better experiences for occupants. The Atrius brand continues to earn awards for products designed to improve how the built environment performs.

**Distech Controls** marked a milestone year, celebrating its 30th anniversary with a record number of products shipping to customers worldwide. The business expanded its portfolio of scalable, open-architecture building

automation solutions with the **Resense™ sensors and interface line** and **Eclipse™ controllers and displays** — intelligent technologies that connect people with better control of environments and systems, tailored to meet the unique needs of any space. In addition, we enhanced our software offering across the **Eclipse Facilities** portfolio, introducing new capabilities for building automation. To support our growing customer base and meet evolving expectations in multinational markets, we have strengthened our presence in France with office expansions in Brignais and Paris over the past two fiscal years. We are also expanding our office in Brossard, Canada. Our Brignais and Brossard locations have now earned accreditation to the International Organization for Standardization (ISO) standards for Environmental Management Systems (ISO 14001:2015).

We acquired and integrated **QSC into AIS this year**. QSC is building the industry’s most innovative full-stack audio, video and control platform that unifies data, devices and a cloud-first architecture to deliver real-time action, experiences and

insights. The **Q-SYS platform delivered new capabilities that enhance collaboration and hybrid experiences**, while supporting centralized control and remote monitoring. **QSC Audio** complements these offerings.

We continued our geographic expansion by strengthening our systems integrator network in key regions, with the acquisition of QSC further extending our reach and accelerating multinational growth for AIS. One example of this momentum is in India, where we’ve seen early commercial success and recently expanded our experience center. This facility showcases the complete AIS portfolio, including Atrius, Distech and QSC, and provides a dynamic setting for design workshops, technical training and collaborative development of real-world use cases.

Together, we’re building on our vision of a future where data from a built space — from managing the space, what happens in it and who is in it — comes together in new ways to create meaningful experiences.



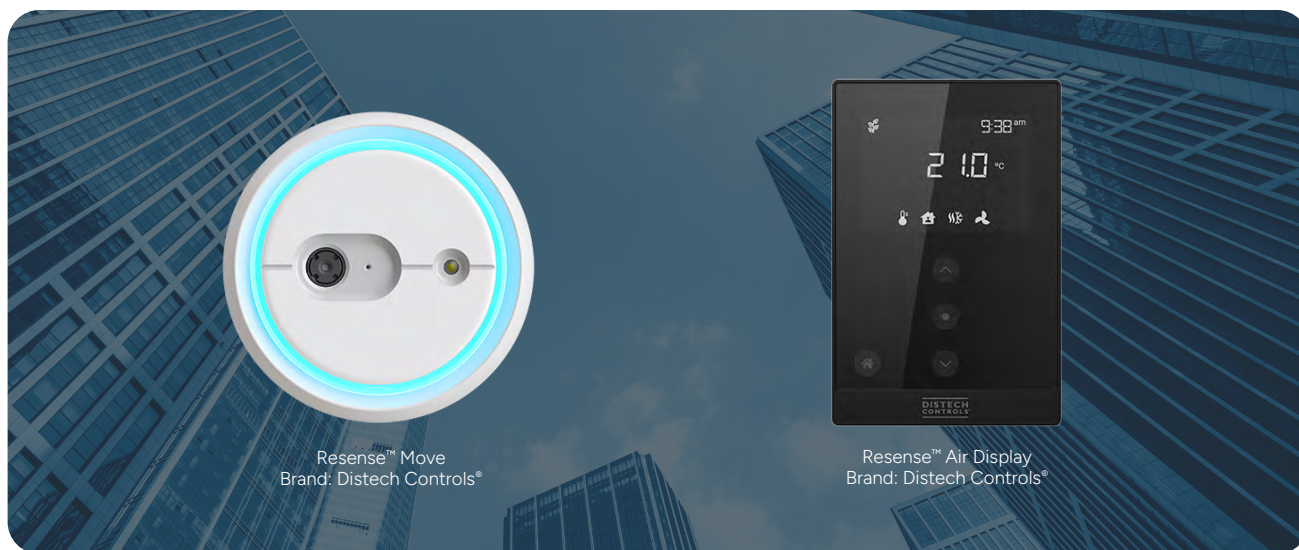
# PRODUCT INNOVATION

At AIS, we believe that intelligent spaces are built around people, not just technology. The best spaces use the right solutions to reduce complexity and adapt to the changing needs of the people who occupy them. **Our data platform, cloud applications, and edge hardware for building performance and spatial intelligence aim to maximize occupant and owner experiences.**

## Creating Dynamic and Responsive Spaces

In fiscal 2025, **Distech Controls expanded its Resense™ line of sensors and interfaces** that help make spaces smarter and more adaptable. Building on the release of Resense Move, an AI-powered sensor introduced in fiscal 2024 that enables energy efficiency by optimizing HVAC airflow and LED lighting intensity based on occupancy and space conditions, we launched the **Resense Air series** in fiscal 2025. This new series brings a more personalized experience for occupant comfort without compromising efficiency.

**Resense Air Display**, a wall-mounted display, empowers building occupants to monitor and manually adjust conditions within a space, like temperature, humidity and CO<sub>2</sub> levels, all within facility-defined efficiency parameters. Seamless integration with the Eclipse™ Facilities platform and other building systems makes installation and upgrades simple. Together, the Resense series helps enable facility teams to deliver more responsive spaces that align occupant experience with operational goals.



### HVR AWARDS 2025

HVR named Resense™ Move as a 2025 winner in the Smart HVAC Product of the Year category.

**DISTECH  
CONTROLS™**



## Connecting Edge with Cloud to Optimize Building Operations

One of the ways we are bringing our vision of connected buildings to life is through the **Distech Controls Eclipse™ product line, among one of the first connected IP-based controllers in the industry.** In fiscal 2025, we introduced new models that enhance operations across a broader range of building automation applications such as air handling units, multi-zone applications, chillers, boilers, pumps, cooling towers and roof top units. **Eclipse Facilities, the platform's software layer at the edge,** supports monitoring, remote management and system optimization. This allows facility teams and system integrators to manage performance and respond to operational needs across diverse environments. Every Eclipse controller is designed for compatibility with legacy and modern protocols and can be scaled to the cloud with Atrius® Facilities.

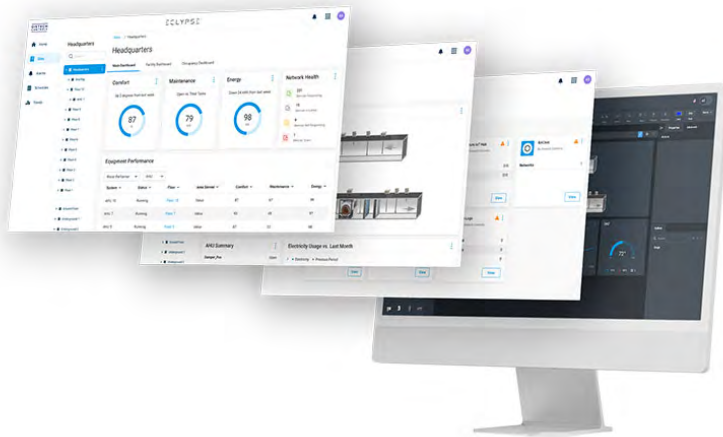
Atrius Facilities, introduced in fiscal 2024, enhances this edge intelligence by offering secure, centralized cloud-based management of Eclipse devices. As building portfolios grow, **Atrius Facilities helps to simplify deployment, enable remote commissioning and strengthen data protection through encrypted communications, role-based access, and controls** that adhere to Service Organization Control (SOC) 2 Type 2 standards. Our VPN-free architecture supports secure connectivity and enhances network integrity.

Eclipse and Atrius Facilities are designed to deliver a comprehensive edge with cloud strategy. Eclipse Facilities manages building operations at the edge, while Atrius Facilities brings that intelligence to the cloud for easier scaling, faster setup and lower service costs across portfolios. This solution helps customers create smarter, more connected spaces and enables system integrators to deliver better service with less effort.



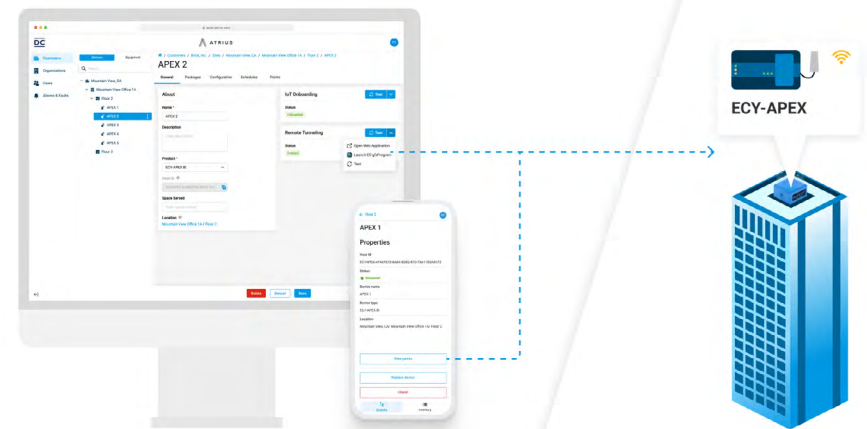
### FACILITIESNET VISION AWARDS 2025

FacilitiesNet named Atrius Facilities as a 2025 winner in the Smart Buildings Vision Awards, which honor technological innovation. The product was recognized for its ability to enable system integrators to deploy, catalog and maintain Eclipse controllers more efficiently from anywhere.



**DISTECH  
CONTROLS**

Eclipse® Facilities  
Brand: Distech Controls®



**ATRIUS**

Atrius® Facilities  
Brand: Atrius®

## Q-SYS Reflect®: Cloud-Driven Innovation for Collaborative Workspaces

In fiscal 2025, QSC enhanced the capabilities of its **Q-SYS Reflect platform, a cloud-based solution for remote monitoring and management of AV systems** that leverage Q-SYS® technology. Reflect provides organizations with real-time visibility into system performance, enabling them to analyze reliability, track system health and visualize performance trends across deployments. With intuitive dashboards and insights, organizations can anticipate issues with their AV systems before they occur and keep these systems running smoothly. Building on this foundation, QSC introduced a new feature within Q-SYS Reflect called **Space Manager**.

Space Manager helps users organize and monitor AV systems by their physical locations — from regions and buildings down to individual rooms — to manage them more effectively. Looking ahead, the upcoming Space Utilization feature of Q-SYS Reflect will integrate calendar data, proximity sensor insights and system usage data to help organizations optimize space and technology investments. Without requiring hardware changes, Reflect reveals how and when spaces are used, enabling better space management, reducing “ghost meetings” (a virtual meeting with a booked room but no in-person participants) and improving workplace experiences.

These innovations give customers smarter tools to improve spaces, simplify management and support seamless collaboration. Over time, insights into system and equipment performance help AV teams determine where to adjust, expand or retire technologies and spaces — enabling building managers to make more confident investment decisions.



Q-SYS Reflect earned recognition in the Most Innovative Emerging Technology category at the SCN Installation Product Awards 2025 and also received the ProvAV Best in Market award for 2024.



## Atrius® Wayfinder: Smarter Navigation for Every Space

Navigating large, multi-use buildings can be challenging, especially for visitors unfamiliar with the layout. **Atrius Wayfinder addresses this by providing indoor mapping and real-time routing** designed to help people move through spaces with greater confidence and clarity. By combining real-time data with flexible routing and branded interfaces, the platform helps reduce confusion, save time and improve how people interact with the spaces around them. In fiscal 2025, nearly 60 million users accessed maps powered by Atrius Wayfinder across some of the world's largest airports and airlines.

In fiscal 2025, Atrius introduced enhancements designed to make the experience more intuitive and inclusive. A new routing toggle allows users to choose navigation paths that better reflect their preferences, improving accessibility and user experience. Behind the scenes, performance upgrades to the venue management system have reduced map load times and improved location precision, critical for high-traffic environments.



# PROJECT HIGHLIGHT

## Smarter Energy Management in Healthcare with Atrius® Energy

A major hospital system in the Carolinas faced a growing operational challenge: rising energy costs and no formal strategy to manage them. Without visibility into consumption or a system to track utility expenses, the organization recognized the need for a more intelligent, structured approach to energy management.

Harris Integrated Solutions (HIS), a long-standing provider of building automation services, partnered with the hospital to implement a phased strategy supported by **Atrius® Energy**. The initiative focused on two key priorities: identifying energy-saving opportunities without compromising patient care and minimizing disruption to hospital operations.

HIS began by manually mapping utility meters across multiple campuses, laying the groundwork for Atrius Energy to provide real-time insights. Using Atrius dashboards and alerts, HIS identified inefficiencies such as a boiler operating during peak demand hours and chillers that weren't being used efficiently during

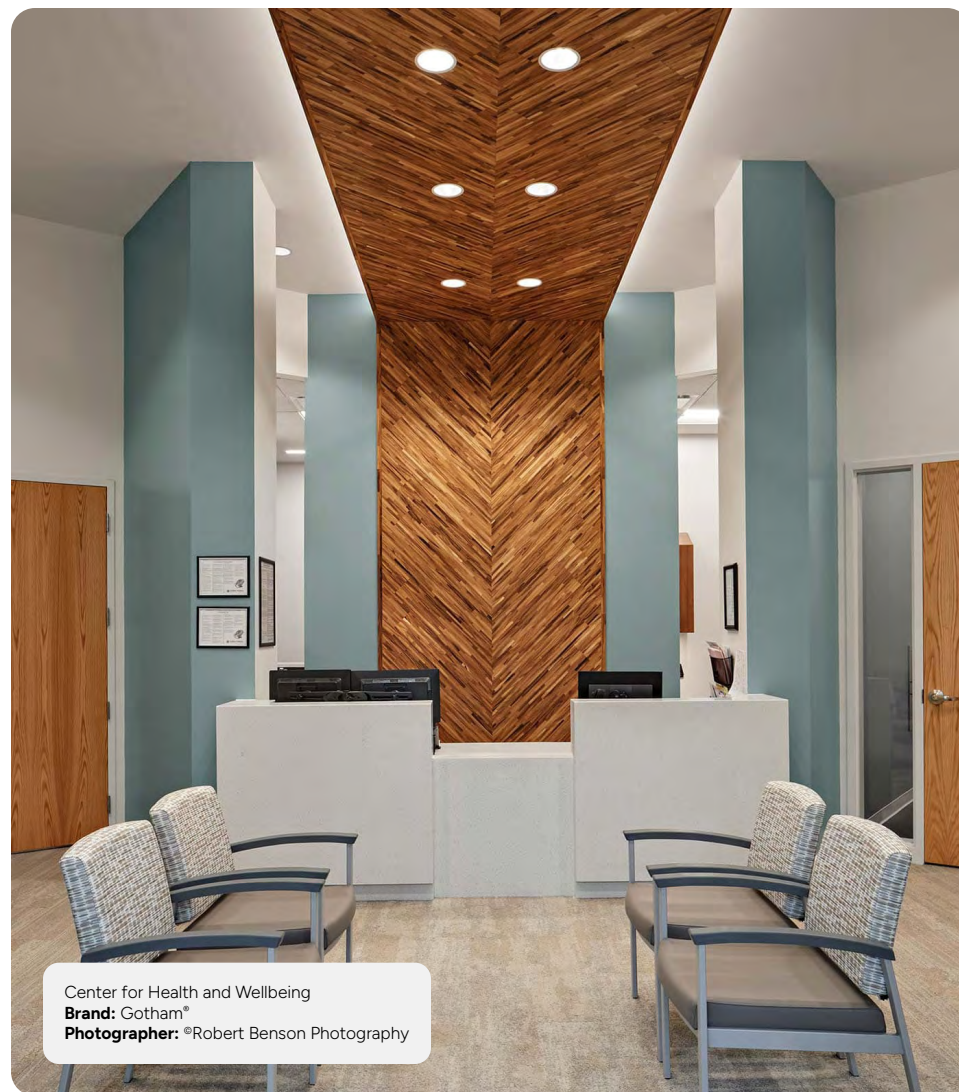
mild weather. By making thoughtful adjustments, the hospital system achieved measurable savings, including an estimated \$60,000 annually just from optimizing chiller use.

Another early success came from adjusting energy schedules in non-critical areas like medical office buildings. By aligning HVAC and lighting operations with actual occupancy, one building achieved a 27% reduction in energy use compared to the previous year.

**Atrius enabled HIS to validate these results and share actionable data with hospital administrators.**

Throughout the project, HIS implemented a series of energy conservation measures (ECMs), each tracked through Atrius Energy. In the first year, the hospital system realized approximately \$500,000 in energy savings, with a second-year target of \$750,000. These outcomes were achieved without disrupting patient care and with full administrative engagement.

This collaboration demonstrates how Atrius Energy supports data-informed decision-making, enabling healthcare organizations to reduce costs, improve efficiency and build scalable models for sustainable operations.



Center for Health and Wellbeing  
Brand: Gotham®  
Photographer: ©Robert Benson Photography

By aligning HVAC and lighting operations with actual occupancy using Atrius Energy to provide real-time insights, one building achieved a 27% reduction in energy use compared to the previous year.



# PROJECT HIGHLIGHT

## Leadenhall: London's Beacon of Sustainable Innovation

Located in central London, 40 Leadenhall is a 900,000 square foot mixed-use development that brings together two office towers and a restored historic building. Designed to be progressive, nurturing and inspiring, the site integrates office, retail, wellness and amenity spaces to support a dynamic and human-centric experience. From the outset, the project had ambitious **goals to deliver an energy efficient, flexible and future-ready building that prioritizes occupant well-being.** The development is targeting multiple certifications, including BREEAM Excellent, NABERS 5-Star, WELL Platinum, RESET® Air, WiredScore and SmartScore.

Distech was selected by long-standing digital partner, Lloret, who worked with Mace, JLL, M&G Real Estate and Nuveen to implement innovative solutions and meet the ambitious energy and technology targets set for the building.

Lloret installed **a sophisticated building management system (BMS) using Distech controllers and displays, sensors, interfaces and building management software.**

These solutions enable real-time monitoring, fault detection and control of temperature, lighting and fan speed. Distech products include advanced air quality monitoring systems that can help provide a healthy and comfortable indoor environment.

This project illustrates how intelligent building technologies can support defined performance goals. The role of Distech in the implementation at 40 Leadenhall reflects a collaborative approach to integrating smart systems that contribute to operational transparency, occupant experience and long-term asset stewardship.



The installed Distech Control products offer comprehensive energy monitoring and reporting capabilities, allowing both tenants and building owners to understand and optimize space usage.

**DISTECH**  
CONTROLS™





# PROJECT HIGHLIGHT

## Uniting Remote Teams with Q-SYS®

The shift to a new way of working brought challenges to a leading online real estate marketplace as they reimagined their workspaces for hybrid collaboration. Creating effective hybrid meeting spaces meant addressing issues such as meeting equity (providing a positive participatory experience whether a participant is in person or remote), flexibility, intuitive technology, and maintenance and monitoring.

The company turned to **Q-SYS to address these challenges, deploying its flexible solutions that adapt to diverse workspace needs** across their corporate portfolio. Every AV-enabled room featured a **Q-SYS Core processor** as the central hub, managing microphones, speakers, and cameras to deliver a consistent experience across rooms. Spaces ranged from retreat rooms that required seamless in-person and remote collaboration to classrooms optimized for video conferencing. The flexibility of Q-SYS made it possible to meet this wide array of needs while delivering a consistent, high-quality experience across environments.

With user experience in mind, our teams worked together to prioritize employee needs. An intuitive touch-screen interface lets users walk in, press a button and trust that the system will work seamlessly.

Part of the Q-SYS capabilities, **Q-SYS Reflect® combined with Monitoring Proxy**, enables proactive monitoring of third-party hardware connected to their network and real-time alerts, helping to maintain consistency, reliability and proactive issue resolution all from a single, intuitive platform.

Q-SYS technology not only enhances collaboration among employees — it also brings together AV professionals through Q-SYS Communities, fostering knowledge-sharing and teamwork. Q-SYS Communities for Developers is an online platform that connects professionals and organizations with tools, resources and forums to collaborate, innovate and build integrations for the Q-SYS ecosystem.



The Q-SYS platform provided a scalable, user-friendly ecosystem that helps support flexible work, enhances collaboration and helps position the company for success in an evolving workplace.



# AIS AWARDS AND CERTIFICATIONS

This past fiscal year, Acuity Intelligent Spaces products and services were recognized with numerous industry awards. Atrius, Distech Controls and QSC received multiple accolades, demonstrating that we are bringing valuable innovation that helps our partners and customers make spaces smarter, safer and greener.

## Atrius

### Atrius® Sustainability

Environment + Energy Leader Awards 2025

Product of the Year: Software and Cloud Category

### Atrius Facilities

FacilitiesNet

Smart Buildings Vision Awards 2025

## Distech Controls

### Distech Controls

French Chamber of Commerce and Industry in Canada

Best Canadian Company in France

### Resense™ Move

HVR Awards 2025

Smart HVAC Product of the Year Category

## QSC

### Q-SYS® Full Stack AV Platform

Frost & Sullivan's 2025 Global Technology Innovation

Leadership Award

rAVE Readers' Choice Awards 2025

Favorite Networked Audio Brand

### Q-SYS Reflect®

SCN Installation Product Awards 2025

Most Innovative Emerging Technologies

ProAV Best in Market 2024

### Q-SYS VisionSuite

AVTech Best of Show InfoComm 2025

rAVE Best of InfoComm 2025

The Future of Education Award

### Q-SYS X Class Server Cores, Core 24f

Commercial Integrator BEST Awards Best of Show

## QSC

Commercial Integrator's Quest for Quality Award:

Manufacturer Division Best Customer Service/

General Communication

SCN Stellar Service Award 2025

Best Online Training (Q-SYS Control & UCI Training Series)

### QSC® K Column

NAMM Best of Show 2025





# AIS ALLIANCES AND PARTNERSHIPS

## Q-SYS PARTNER ECOSYSTEM

Delivering impactful connections and memorable experiences is a collaborative effort. The Q-SYS® AV Platform provides the foundation for seamless integration by combining native software, services and hardware with open development tools that empower partners and developers to create scalable, adaptable solutions for any space.



## Q-SYS PARTNERS

- **Google Meet:** Q-SYS is certified for Google Meet and enables the Google Meet experience in a variety of high-impact spaces integrating via a single USB and network connection.
- **Intel:** All Q-SYS Core processors include an Intel chipset, providing Q-SYS with the processing headroom to deliver features at the software level.
- **Microsoft Teams:** Q-SYS delivers a fully networked infrastructure for Microsoft Teams, offering the flexibility to expand the Teams experience into a variety of high-impact spaces with a broad portfolio of certified for Teams devices.
- **Zoom:** Q-SYS offers a portfolio of Zoom certified devices simplifying integration complexity and allowing users to scale the Zoom Rooms experience into high-impact spaces.
- **Dell:** Q-SYS leverages Dell's broad portfolio of enterprise-grade products to deliver audio, video and control to a wide variety of applications.
- **Lenovo:** Q-SYS works with Lenovo to offer complete UC solutions with room bundles servicing high-impact spaces.

# OUR COMPANY

## IN THIS SECTION

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- 49 Data Privacy and Security

**Right:** Acuity Inc. — Corporate Headquarters  
**Brands:** Eureka®, nLight®, Atrius®,  
Distech Controls®





# OUR CULTURE

At Acuity, we are creating the environment where the best people come to do their best work.

## OUR VALUES

We are a values-driven organization. These **values are at the core of our culture** and help create a shared purpose for achieving our Company's strategic goals. We make decisions based on our values, and these values guide how we treat each other and how we serve our customers and communities. We are **empowered by our Better.Smarter.Faster. operating system to work in a consistent way**. The combination of these things allows us to operate more productively with greater distribution of responsibility and accountability throughout the Company.

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 are developers of talent. We value diversity of thought, experience and background. We purposefully create opportunities for our people to grow and thrive, and we make a positive impact in the communities where we live and work.



### 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.



**Sara Dadyar**  
Senior Vice President,  
Global Head of Human Resources

"Since joining Acuity, I've been inspired by the talent and collaboration that make our culture so special. We're committed to helping associates grow — through engagement, leadership opportunities and development — while shaping an environment where everyone can thrive. Guided by our values, I'm excited to work together to support career journeys and elevate the associate experience."



## Culture of Engagement

We believe that when associates are connected to our purpose, values and business objectives, they are more engaged, and that **engagement drives stronger performance and better outcomes**. Since 2021, we've used associate listening to help us measure this connection and identify actionable ways to continue creating the place where the best people come to do their best work. The more we understand and act on feedback, the more space we create for associates to thrive.

### OUR PROGRESS

One of the ways we measure progress is through our Associate Engagement Survey. In fiscal 2025, we maintained a sustainable engagement score of 86% with a 96% response rate for the second year in a row. The high participation rate, now inclusive of our QSC associates, is an indicator that our associates are confident that their feedback will lead to meaningful action.



For the second year in a row, **our results are part of the Willis Towers Watson high-performance normative benchmark**, representing the top 5% of companies in the survey. To be included in this category, companies must meet the criteria for outstanding financial performance and human resource practices, as measured by engagement surveys, compared to the industry average.

These results show that leaders are actively working with their teams to address feedback and improve the associate experience. We continue to refine our capabilities around further understanding and responding to associate feedback year over year.

### DEMONSTRATING INTEGRITY

We regularly assess how comfortable associates feel contributing ideas and opinions and living our values through their actions and decisions.

We continue to benchmark our Ethical Culture Score against top-performing organizations and aim to further strengthen trust across the business.

Our Ethical Culture Score was 85% in fiscal 2025. This result aligns with high-performing companies and reflects a culture where associates feel empowered to speak up.

### THE FOUR TRUST-FOCUSED STATEMENTS THAT CONSTITUTE OUR ETHICAL CULTURE SCORE INCLUDE:

I have confidence in the decisions of my leadership.

I am encouraged to provide my opinions.

Leadership decisions are consistent with our values.

Everyone is treated with respect, regardless of their job.



# 86

FISCAL 2025  
SUSTAINABLE  
ENGAGEMENT SCORE

# 85

FISCAL 2025  
ETHICAL CULTURE  
SCORE (TRUST INDEX)

## Inclusion & Belonging

We believe that our business processes and strategies should involve a diverse and inclusive associate population. 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. Because we want to leverage our diversity of talent and help all associates reach their full potential, we work to understand how it feels for each associate to work here.

### OUR APPROACH

We take a holistic approach to creating an environment where the best people can do their best work.

**Inclusion is the work being done and Belonging is the desired outcome.**

Our Inclusion and Belonging Council, which includes Employee Resource Group (ERG) leaders, 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. We measure our progress on Inclusion and Belonging at the highest level through our Inclusion Index, a series of three statements that are part of our Associate Engagement Survey.



**FISCAL 2025  
INCLUSION AND  
BELONGING SCORE  
(INCLUSION INDEX)**

**85**

### THE STATEMENTS THAT CONSTITUTE OUR INCLUSION INDEX INCLUDE:

**I can be myself  
at Acuity without  
worrying about how  
I will be accepted.**

**Leadership supports  
inclusion and  
belonging at Acuity.**

**Leadership supports  
equal opportunities  
for all associates.**

## Our Employee Resource Groups

Acuity has five ERGs, each developed and led by associates to foster connection, inclusion, education and engagement within our workforce and our communities. **These communities are built by and for associates, giving them space to lead, shape culture and make an impact beyond their roles.** Our ERGs are open to all associates and welcome participation from across our multinational footprint.

Our ERGs include: Mind Matters; Minorities Amplifying Growth, Inclusion and Community (MAGIC); People Respecting Identity, Diversity and Expression (PRIDE); Veterans Network; and the Women's Network.





## Empowering Associates to Execute Our Strategy

Investing in our associates is essential to our long-term success. **We continue to strengthen our capacity through talent, technology and our Better.Smarter.Faster. operating system.** By aligning goals, feedback and development through our performance management process, we drive engagement results across the organization.

Leadership development remains a priority at every level. Our curriculum continues to grow and develop, evolving to meet the needs of our associates and supporting the Company's future growth. Through internships, co-ops and rotational programs, we're building a strong talent bench and preparing our future leaders to thrive.

To support adaptability and sustained growth, our talent development programs focus on building skills, supporting career growth and preparing our workforce for future business needs. This includes identifying high-potential associates, closing skill gaps and developing capabilities critical for success.

Our Leadership Program continues to be a strong pipeline for emerging talent, offering full-time rotational experiences to recent graduates. In fiscal 2025, 39 associates participated, including 23 new hires and 16 continuing participants. In our internship program, we welcomed more than 230 students from universities across the U.S., Canada, and Mexico in fiscal 2025. These interns contributed to our business while exploring potential career opportunities at Acuity.





## Enabling Productivity with Artificial Intelligence

We are intentionally applying artificial intelligence (AI) to transform how we work, designing tools that streamline operations and enable associates to focus on higher-value, strategic contributions. By thoughtfully integrating AI into our processes, we support faster, more informed decisions, increase productivity across teams, and empower associates to work smarter and deliver greater impact.

Guided by our strategy, governance framework and policies, **we take a values-based approach to innovation that is secure, responsible and aligned with our business goals.**

By combining strong governance with practical application, we are building a foundation for responsible innovation that supports our long-term strategy and reflects our commitment to integrity, operational excellence and stakeholder trust.



RioCan  
**Brands:** Eureka®, Mark Architectural Lighting™  
**Photographer:** Tom Arban

“By bringing together human expertise, judgement, creativity and AI, we are building solutions that drive productivity and create an enhanced experience for our associates and end users. Guided by our values, we are leading change that has a lasting, positive impact on our customers, communities and stakeholders.”



**Bhavani Amirthalingam**  
Senior Vice President,  
Growth and Transformation

# Community Impact

Our values define who we are and help guide our actions.

**Community is a core value, and we are dedicated to making an impact in the communities where we live, learn, work and play.**

## EARTHLIGHT IN ACTION

Our EarthLIGHT in Action initiative compounds our impact across our communities. It illustrates how we can come



together as associates to make a difference and support causes that impact local communities where we live and work. It also illustrates how companies can engage with their network to make a meaningful difference and embody the principle of 'Think Global, Act Local.' We **encourage our associates and channel partners to get involved, give back to our local communities and bring greater visibility to the good being done** to encourage others to do the same.

### PUTTING EARTHLIGHT IN ACTION AT ABL

EarthLIGHT in Action, driven by collaboration between Acuity Brands Lighting and our Independent Sales Network and customers, created meaningful impact in local communities.

31

**CHARITABLE ORGANIZATIONS  
BENEFITED FROM VOLUNTEER  
HOURS AND CONTRIBUTIONS**



\$80,000

**IN DONATIONS TO  
8 CHARITABLE ORGANIZATIONS**



The organizations impacted by our EarthLight in Action initiative are helping to solve the global crises of our time: poverty, pollution, hunger, veterans support and other issues impacting our communities. **#EarthLIGHTinAction**

109

**#EARTHLIGHTINACTION  
INSPIRED SOCIAL MEDIA POSTS**



### DOING GOOD ALONGSIDE OUR CUSTOMERS AND INDEPENDENT SALES NETWORK AT ABL

During the fiscal 2025 Direct & Utility Sales Conference, our team partnered with **Soldiers' Angels**, a nonprofit organization that supports the military, veterans and their families, to assemble 1,000 holiday stockings for deployed service members.

CSLA Iowa put EarthLIGHT in action by hosting a wellness-focused yoga session for associates in their newly renovated lighting studio. Enhanced by dynamic RGBW lighting, the experience supported physical and mental well-being in a space designed for comfort and connection. CSLA Iowa was selected from our quarterly EarthLIGHT in Action agency drawing and directed the \$10,000 donation from Acuity to **Children and Family Urban Movement**, a nonprofit supporting youth and families through education, health and community programs.

Loeb Electric put EarthLIGHT in action by volunteering with the Mid-Ohio Food Collective and NSI Food Pantry to help address food insecurity in central Ohio. Loeb Electric was selected from our quarterly EarthLIGHT in Action customer drawing and directed the \$10,000 donation from Acuity to **Butterfly Paws**. Butterfly Paws is a Nationwide Children's Hospital Foundation program that provides emotional support to pediatric patients through therapy dogs.

### PUTTING EARTHLIGHT IN ACTION AT AIS

At our AIS Sales Kickoff Conference in Dallas, Texas, more than 200 associates from Atrius, Distech and QSC put EarthLIGHT in action in a meaningful way. As part of the conference, attendees participated in the Build-A-Bike® program, a nationally recognized philanthropic team-building activity that combines teamwork, problem-solving and purpose. Participants assembled and donated 30 bicycles to the **Boys and Girls Club of Greater Dallas**.



## ACUITY FELLOWS

At Acuity, **we are building a compounder where efforts create lasting value for our organization and the communities where we live and work.** As a values-driven organization, we care about making our communities better. That commitment includes supporting leaders who drive positive change. In fiscal 2025, we announced the **Acuity Fellows program** in partnership with the Harvard Business School Club of Atlanta (HBSCA) and the Harvard Business School Association of Northern California (HBSANC). Through this program, Acuity will fully fund the annual Social Enterprise Initiative scholarship offered by these associations, empowering local nonprofit leaders to further their education and amplify their impact.

As part of the program, the Acuity Fellows attended the Strategic Perspectives in Nonprofit Management (SPNM) program this summer. SPNM is an executive education program for nonprofit CEOs and executive directors. It takes place in person on the Harvard Business School campus each summer and explores mastering nonprofit leadership in uncertain times. Through SPNM, participants develop a strategic outlook to improve the effectiveness of their organizations by understanding core management concepts, applying these concepts strategically and learning how to implement change within their organizations.

**The partnership between Acuity, HBS and the Atlanta and Northern California Clubs represents our values, and the Acuity Fellows program has the ability to have an outsized, compounding impact on the community.** We are proud to partner with HBSCA and HBSANC and continue the legacy and influence in our communities through this program for years to come.

The inaugural HBSCA Acuity Fellow in Atlanta is:

**Ellyn Cochran**, CEO of Quality Care for Children

- **Quality Care for Children** is dedicated to equipping families and child care providers with the knowledge, resources and support needed to nurture and educate Georgia's youngest children. QCC works to expand access to high-quality early learning and strengthen the sustainability of the child care programs families depend on to improve economic mobility.



The inaugural HBSANC Acuity Fellow in Northern California is:

**Vince Marigna**, CEO of Breakthrough Collaborative

- **Breakthrough Collaborative** works with traditionally underserved students to achieve postsecondary success and equips aspiring leaders to become the next generation of educators and advocates. Breakthrough expands educational opportunity by investing in both students and the future educator workforce. Through a two-pronged approach — supporting students on the path to college and preparing the next generation of diverse teachers — they are driving long-term change in education.



**“At Acuity, we believe in building impact that compounds. Community is one of our core values, and the Acuity Fellows program reflects that commitment by empowering nonprofit leaders to expand their education and amplify their influence for years to come.”**

**April Appling**

Senior Vice President,  
Corporate Marketing and Communications



## ASSOCIATES MAKING COMMUNITIES BETTER

In fiscal 2025, associates found impactful ways to care about our neighbors and make communities better.

Here are just a few examples:

- Our Advanced Manufacturing and Engineering Testing team in Monterrey, Mexico provided food and beverage to families waiting for loved ones outside **IMSS High Specialty Hospital No. 25**.
- During our annual Environmental Health and Safety conference, associates partnered with **Hands On Atlanta**, a nonprofit that aims to mobilize the Atlanta community to tackle the city's most pressing needs, to pack 500 comfort kits for families without homes.
- Members of our Mind Matters ERG joined the Out of the Darkness Walk in Atlanta, an event hosted by the **American Foundation for Suicide Prevention** to support their mission to save lives and bring hope to those affected by suicide.
- QSC associates fundraised and participated in the annual CHOC Walk at Disneyland as a Bronze Sponsor. This event raises funds for **Children's Hospital of Orange County**, a nonprofit healthcare system that provides pioneering, compassionate and customized care for infants, children, adolescents, teens and young adults.
- ABL Marketing associates assembled 100 hygiene kits and notes of encouragement for **Atlanta GLOW**, an organization dedicated to mentoring and empowering young women.
- Canadian associates from ABL and Distech participated in the **24h Tremblant**, a winter sports challenge where teams ski, snowboard, run or walk to raise funds for foundations dedicated to children's causes.



- Members of our Legal and Business Environment team created ten handmade no sew blankets for **Soldiers' Angels**, a nonprofit which provides handmade blankets to deployed soldiers, veterans and wounded service members being treated at Veterans Affairs hospitals around the United States.
- Our global facilities and distribution centers brought joy to people in need during the holidays and donated over 3,000 toys, personal care items and non-perishable food items to organizations including **Toys for Tots, Angel Tree, Winona Food Shelf and DIF Mexico**.
- Distech associates participated in the Défi des Générations, a fundraising event supporting community health. Collectively, they completed 2,450 kilometers on stationary bicycles to raise donations for the **Charles-Le Moyne Hospital Foundation**.



# ENVIRONMENTAL, HEALTH AND SAFETY (EHS)

Acuity is committed to the health, safety and well-being of our associates. EHS is embedded in how we operate, make decisions and care for our people. In fiscal 2025, we continued to advance our EHS system through technology, data visibility and associate engagement.

## OUR FOCUS ON EHS EXCELLENCE

We strive for EHS excellence by going beyond compliance to foster a culture of care, accountability and engagement. Together, our leaders and teams proactively assess and eliminate workplace hazards, reduce our environmental impact and continuously improve our EHS management system. Guided by ISO 14001 and 45001

principles, our EHS Policy and management system empower everyone to take responsibility for their own safety, each other and the environment.

We expanded our use of the VelocityEHS® platform, a software platform we introduced in fiscal 2023, to support continuous compliance and performance monitoring, resource enhancement for associates and leadership in industry safety standards. These enhancements support faster, more informed decision-making and help us proactively manage safety across our operations.

**EHS remains a cornerstone of our culture.** Associates across North America, Canada and Mexico participated

in the International Labor Organization's World Day for Safety and Health at Work, reinforcing our shared responsibility to protect one another. Our annual EHS Leadership Conference continues to serve as a catalyst for engagement, skill-building and alignment with our Better.Smarter.Faster. operating system.

As we look ahead, we will continue to invest in technology, compliance, training and data systems that empower our teams and elevate our standards. These efforts support our broader goals of operational excellence, associate well-being and advancing long-term sustainability across our operations.



## EHS ENVIRONMENTAL HEALTH & SAFETY



### Be Compliant

Comply with all applicable environmental, health and safety regulations, and our established EHS standards, policies and procedures wherever we operate.



### Integrate EHS Everywhere

Integrate EHS into all business functions, including the design, manufacturing, operations, supply chain, distribution, maintenance and support of our products and services.



### Be Proactive

Proactively assess, control, and eliminate hazards and pursue opportunities to identify and reduce risks to prevent workplace injury and illness.



### Protect the Environment

Protect the environment and reduce our environmental impact by supporting our environmental sustainability goals, including the conservation of natural resources.



### Set Goals and Measure Performance

Set EHS and sustainability goals, targets and objectives, and continually measure, manage, communicate and report on our performance.



### Search for a Better Way

Monitor and continuously improve our EHS management system, programs and processes.



### Partner with Responsible Stakeholders

Partner with suppliers, business partners and other stakeholders who value and commit to safe and environmentally responsible operations.



# OUR OPERATIONS

Across our multinational footprint, we continue to make disciplined, data-informed decisions that strengthen our operations and advance our business strategy. In fiscal 2025, our teams focused on initiatives that build resiliency and deliver long-term value by improving resource efficiency and supporting customer expectations in key markets.

## EXPANDING USE OF RENEWABLE ENERGY

In fiscal 2025, we made targeted decisions to increase renewable energy consumption by transitioning two U.S. distribution centers to renewable energy sources. While these sites represent a small portion of our overall energy footprint, their transition to renewable energy supports our broader emissions reduction efforts.

We continue to evaluate opportunities across our footprint, **prioritizing action where it enhances operational efficiency, supports cost stability and aligns with our strategy.** This includes expanding renewable energy use where it delivers meaningful value to the business and contributes to our broader goals around emissions reduction and operational improvement.

## BUILDING RESILIENCE WITH BATTERY STORAGE

To strengthen operational resilience and reduce greenhouse gas emissions, we expanded our battery storage capacity in Mexico with the installation of a third Tesla Megapack at the Santa Rosa Production Facility (SPF) in fiscal 2025. This milestone builds on the success of earlier installations at the Monterrey Production Facility (MPF) in fiscal 2022 and the Apodaca Production Facility (APF) in fiscal 2024.

Power outages remain a challenge in the region due to aging infrastructure, seasonal weather patterns and rising



### MEGAPACK SYSTEMS HIGHLIGHTS

RESTORES POWER IN AS LITTLE AS  
**200 msec**



**2 hours**  
OF BACKUP ENERGY



**≈10MWh**  
TOTAL BATTERY CAPACITY  
ACROSS 3 FACILITIES



energy demand. **The Megapack systems help mitigate these risks by restoring power in as little as 200 milliseconds and providing up to two hours of backup energy.** Each Megapack is sized for the needs of the facility, and our total battery capacity across the three facilities is nearly 10MWh.

Beyond backup power, the Megapacks support grid stability and optimize energy use. By charging during off-peak hours and discharging during peak demand, the systems reduce both energy costs and greenhouse gas emissions. This approach aligns with our broader sustainability strategy and focus on intelligent energy management.

## ACHIEVING ISO 14001:2015 CERTIFICATION IN BROSSARD

In fiscal 2025, the global head office and production site of Distech Controls in Brossard, Canada received ISO14001:2015 certification, a globally recognized standard for Environment Management Systems (EMS). The ISO 14001:2015 certification builds on the accomplishments of the Distech Controls European headquarters in Brignais, France, which has held ISO 14001:2015 certification since 2022. This achievement reflects the **implementation of a structured environmental management system that supports continuous improvement in operational environmental practices**, consistent with Acuity Intelligent Spaces' emphasis on responsible and efficient building solutions. It also positions Distech Controls to meet evolving expectations in multinational markets, particularly in Europe, Asia and the OEM sector, where ISO 14001:2015 is increasingly seen as a standard of good practice.

ISO 14001:2015 provides a framework for organizations to design and implement an EMS and continually improve their environmental performance. By adhering to this standard, organizations can ensure they are taking proactive measures to minimize their environmental footprint, comply with relevant legal requirements and achieve their environmental objectives. The framework encompasses various aspects, from resource usage and waste management to monitoring environmental performance and involving stakeholders in environmental commitments.



## REDUCING WATER USAGE THROUGH LOCAL ACTION AT WRDC

In fiscal 2025, the team at our Western Regional Distribution Center (WRDC) in Ontario, CA took the initiative to launch a thoughtful water conservation effort.



What began as a simple request to review irrigation practices quickly evolved into a project to reduce water use. The team embraced this challenge and developed solutions that not only benefit WRDC but also serve as an inspiring example for facilities across our network.

Using data from Atrius®, the team identified that approximately 80% of the facility's water usage occurred outside the building, primarily through irrigation. With this insight, the team developed a thorough plan to reduce water usage, including:

- Adjusting irrigation schedules to reduce evaporation and seasonal overuse
- Installing touchless fixtures in restrooms
- Conducting regular audits to detect and resolve leaks

- Coordinating with property management for quarterly reviews and long-term landscaping upgrades
- Promoting water-saving behaviors through on-site signage

The team at WRDC aims to achieve at least a 20% reduction in water consumption for fiscal 2026 compared to fiscal 2025, utilizing monthly tracking to monitor progress.

**By leveraging Atrius for visibility and acting locally, the WRDC team delivered a solution that strengthens operational resilience and environmental stewardship** while driving associate engagement and pride in a water-scarce community. We will continue to share learnings from WRDC across our footprint to identify similar opportunities to reduce water usage.

## STRATEGIC AUTOMATION FOR SCALABLE GROWTH

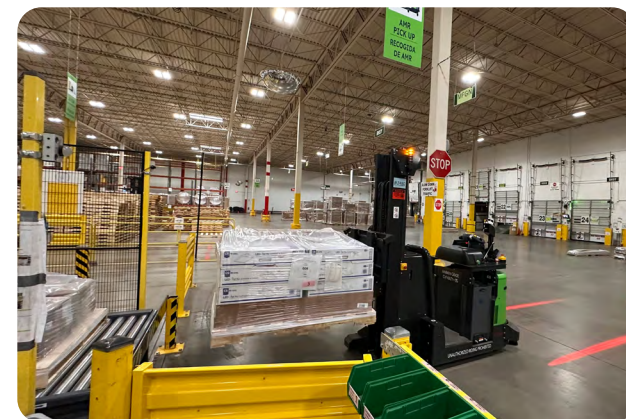
In fiscal 2025, we accelerated automation and digital transformation across our manufacturing and distribution facilities to increase operational capacity and productivity and improve the associate experience. By automating repetitive and physically demanding tasks, we improved safety and enabled 168 associates to transition into higher-skilled roles, such as forklift operation, enhancing retention and job satisfaction. We also increased female representation within our Advanced Manufacturing Engineering team, supporting a more inclusive workforce.

At WRDC, early experiences with autonomous forklifts and slip sheet unloading systems reduced ergonomic risks and improved material flow in a part of the operation where we saw the highest turnover. Innovation continues to differentiate our operations: AI-powered vision systems, built in-house using cost-effective components, inspected 3.7 million products and prevented 230,000

At our Midwest Distribution Center (MWDC) in Des Plaines, IL **we deployed three autonomous forklifts** in fiscal 2025. These forklifts operate hands-free, retrieving wrapped pallets from the conveyor and transporting them to designated staging lanes on the shipping dock. By reducing manual forklift traffic, this technology enhances safety while increasing throughput. Equipped with advanced 3D Lidar sensors, the forklifts navigate with precision, reducing pallet damage and improving dock organization. This integration reflects our efforts aligned to strategic automation — where innovation supports efficiency, safety and long-term value across our distribution network.

defects. These systems now operate in 34 focus factories across the U.S. and Mexico, improving quality and reducing waste.

Together, these efforts are **sharpening our competitive edge and enabling us to upskill our workforce**. By embedding automation into new product introductions and connecting insights across our operations, we're building a more agile business, empowering our people and strengthening our ability to deliver long-term value for our stakeholders.



# MATERIALS SOURCING

In fiscal 2025, we advanced our sourcing and manufacturing strategy to strengthen resilience and efficiency. Our supply chain evolution is rooted in a long-term vision that balances agility with accountability. By expanding our dual-sourcing model and proactively navigating shifting tariff landscapes, we mitigated potential added costs, reinforcing our ability to adapt without compromising customer value.

We accelerated our journey toward vertical integration by insourcing key components and modernizing Surface Mount Technology (SMT) lines, reducing reliance on legacy suppliers and increasing North American manufacturing capabilities. These changes improve our ability to respond to market demands. At the same time, we continue our journey to simplify product platforms and consolidate supplier relationships, streamlining our operations and **positioning ourselves to scale with precision.**

## Supplier Engagement

**We strive to work with suppliers who share our values-driven mindset and act with integrity.**

We continue to prioritize partnerships that reflect our commitment to safety, environmental stewardship and inclusion. In fiscal 2025, we strengthened supplier engagement through technology and governance, ensuring our sourcing decisions align with both operational goals and ethical standards.

### USING TECHNOLOGY TO ENHANCE SUPPLY CHAIN MANAGEMENT

We began deploying a cloud-based supply chain risk management platform, Avetta®, to streamline how we assess suppliers, ensuring financial health, compliance and alignment with our values. This will improve our supply chain resiliency and help to ensure we continue to work with reliable and ethical partners. We also deployed GEP Smart™ as our source-to-pay partner and enhanced supplier scorecards and feedback systems to promote consistent accountability across our network. Ethical sourcing remained a key focus, particularly in regions with varying standards, and this interrelated set of systems and processes will deepen our evaluation of new and existing partners, reinforcing consistency and integrity in each decision.

We are beginning the transition of supplier engagement responsibilities to a new center of excellence, making the next step in a multi-year journey to deepen data integration and scoring of our Responsible Sourcing Metric. This positions sourcing as a strategic lever for long-term growth and impact.

### SUPPLIER EARTHLIGHT ASSESSMENT AND RESPONSIBLE SOURCING METRIC

In fiscal 2025, we began to use Avetta to assess our suppliers' sustainability progress. This replaced our legacy, internally developed Responsible Sourcing rubric with Avetta's industry-specific, risk-based scoring model. Both approaches evaluate a supplier's engagement in key areas such as environmental sustainability, ethics, their own workforce and community engagement. Avetta's dynamic methodology goes further by assessing material risks specific to each industry and placing slightly greater emphasis on governance topics compared to our previous system.

We require our suppliers to comply with our Supplier Codes of Conduct, which includes topics such as:

- Child Labor
- Forced Labor
- Wages and Benefits
- Humane Treatment
- Non-Discrimination
- Occupational Safety
- Emergency Preparedness
- Environmental Permits and Reporting
- Environmental Practices
- Anti-Bribery; Anti-Corruption
- Intellectual Property
- Whistleblowers and Non-Retaliation
- Privacy

In its first year of implementation, this program covered approximately 13% of our total supplier spend. We anticipate participation growing significantly, targeting 70–80% coverage next fiscal year and reaching the high 80s the following fiscal year. In addition to expanding coverage, we intend to establish targets for incremental improvements in supplier scores over this period, reinforcing our commitment to stronger sustainability performance across our supply chain. In the meantime, we will continue engaging with suppliers to ensure alignment with our values and improve performance across key categories, including risk and resilience, capacity, quality and on-time delivery.

In fiscal 2026, we intend to set a fiscal 2030 target for Average Supplier Score on our Responsible Sourcing Metric.

# COMPLIANCE AND BUSINESS ETHICS

At Acuity, ethics and compliance are foundational to how we operate and how we grow. In fiscal 2025, we continued to **evolve our governance systems to reflect our expanding multinational footprint and to support responsible business practices across all regions**. These efforts help us stay ahead of change and ensure our values are reflected in every decision.

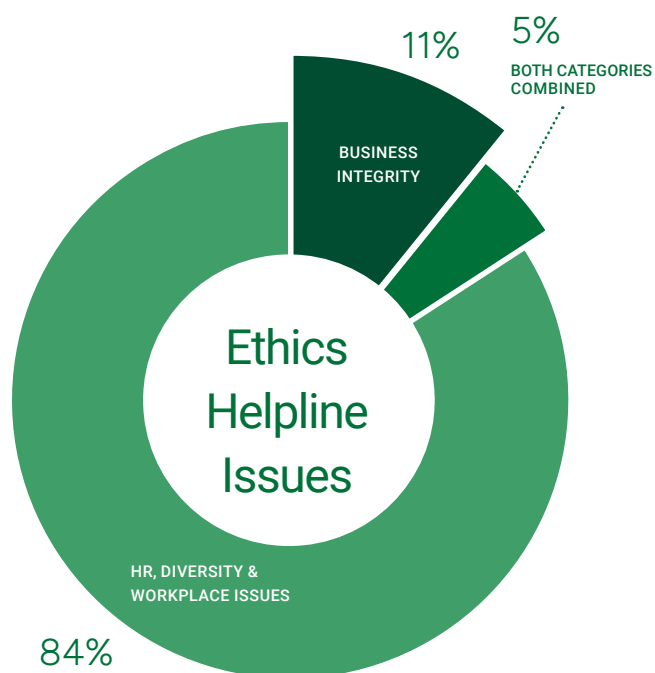
We launched a new ethics case management platform designed to improve internal reporting, monitoring and resolution. The system expands helpline accessibility to more countries and enables more efficient case handling and better data visibility, reinforcing our focus on transparency and accountability across the enterprise.

We also updated key policies to reflect our multinational scope, including enhancements to our Whistleblower and Non-Retaliation Policy and Anti-Bribery and Anti-Corruption Policy. These updates ensure our standards remain aligned with international expectations and provide clear guidance for associates and business partners navigating complex regulatory environments.

To further strengthen our compliance infrastructure, we enhanced our dedicated regulatory compliance function and introduced new technology to improve how we track and manage legal obligations. These steps reflect our focus on proactive risk management and operational resilience.

In fiscal 2025, we earned an Ethical Culture Score (Trust Index) of 85 in the Willis Towers Watson survey, improving one point from last year and also one point higher than the 2025 average for the High-Performing Normative Group. This metric helps us assess how well our culture supports ethical decision-making and where we can continue to improve.

As we grow, we continue to take a more dynamic approach to enterprise risk by integrating risk discussions into strategic planning and using new tools to track emerging issues.



**258** Reports investigated and closed in fiscal 2025

**172** Reports partially or fully substantiated in fiscal 2025

**25** Days on average to close a report in fiscal 2025

**OUT OF THE 258 REPORTS  
IN FISCAL 2025:**

**47%** Resulted in Disciplinary Actions

**21%** Resulted in Policy/ Process Coaching



# DATA PRIVACY AND SECURITY

## Fostering a Security-Aware Culture

Protecting against evolving cyberthreats is a core focus. We maintain a comprehensive corporate security program and require annual cybersecurity awareness training for relevant associates covering topics like phishing and social engineering. We conduct quarterly simulated phishing campaigns to test associates' ability to identify malicious emails and respond appropriately. Additionally, we provide product development teams ongoing training in secure practices for firmware, software and hardware.

Adapting our approach to new technologies including AI allows us to encourage responsible use as the landscape evolves. Our ethical approach to AI governance enables us to leverage AI capabilities while proactively mitigating risks.



Avenue Living Glenmore & Paramount  
**Brands:** Juno®, Eureka®, Indy™  
**Photographer:** Jason Dziver

## Security by Design

Data privacy and security are central to Acuity's mission, so we embed it into every stage of our technology development lifecycle. A dedicated team of experts not only ensures our products and infrastructure protect individual privacy, safeguard sensitive data and exceed regulatory standards, but also drives continuous improvement. Their work strengthens our security posture, enhances cyber resiliency and reduces enterprise risk — demonstrating our commitment to trust and protection.

As a result, in fiscal 2025 **we achieved SOC 2 Type 2 attestation for the fourth consecutive year for several products, systems, networks, applications, development processes, human resources processes and information assets**, notably those related to electronics, Atrius® technology solutions and Distech Controls® building management systems. This attestation validates our ongoing efforts to provide secure and reliable technology. We plan to begin the SOC 2 Type 2 attestation process for QSC in fiscal 2026. Additionally, we are pursuing ISO 27001:2022 certification for AYI, ABL and AIS over the coming fiscal years to further enhance our security framework and align with evolving global standards.

We diligently protect associate and customer data, emphasizing data minimization and careful control of appropriate access and use. For details on our privacy practices, please consult our full [Privacy Statement](#).



Broadleaf Arbor  
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