2025 ESG Report

EXECUTIVE SUMMARY

In 2025, IA took an important step forward in how we define, measure, and communicate our responsibility as a global design firm. Building on decades of design excellence and our Science Based Targets initiative (SBTi)–validated climate goals, this year marks a clear evolution—from setting ambitious commitments to demonstrating accountability through action and transparency.

Operating within the built environment—one of the largest contributors to global greenhouse gas emissions—we recognize both the urgency of the challenge and the role we must play in advancing solutions. In response, IA continued to integrate sustainability more deeply into our operations and our services, aligning our work with a 1.5°C-aligned pathway and a commitment to net-zero emissions by 2050.

A defining milestone in 2025 was IA's first-ever disclosure through CDP, the world's leading environmental reporting platform. While SBTi targets defines the level of emissions reduction required by climate science, CDP evaluates how effectively organizations manage, govern, and disclose that progress. Together, these frameworks strengthen our climate strategy—ensuring it is not only ambitious, but credible and transparent.

Equally important, our ESG efforts extend beyond climate. From investing in our people and fostering an inclusive workplace culture to strengthening governance structures and ethical business practices, IA's approach reflects a holistic view of impact—one that connects people, planet, and prosperity. This report highlights the progress we have made, the systems we are building, our industry collaboration and the work that still lies ahead. As expectations and urgency around sustainability and society continue to rise, IA remains committed to leading with integrity, transparency, and purpose—using design as a force for positive change.

Brett Gardner
RID, LEED AP BD+C, ESG-P
Senior Director of Sustainability | Principal

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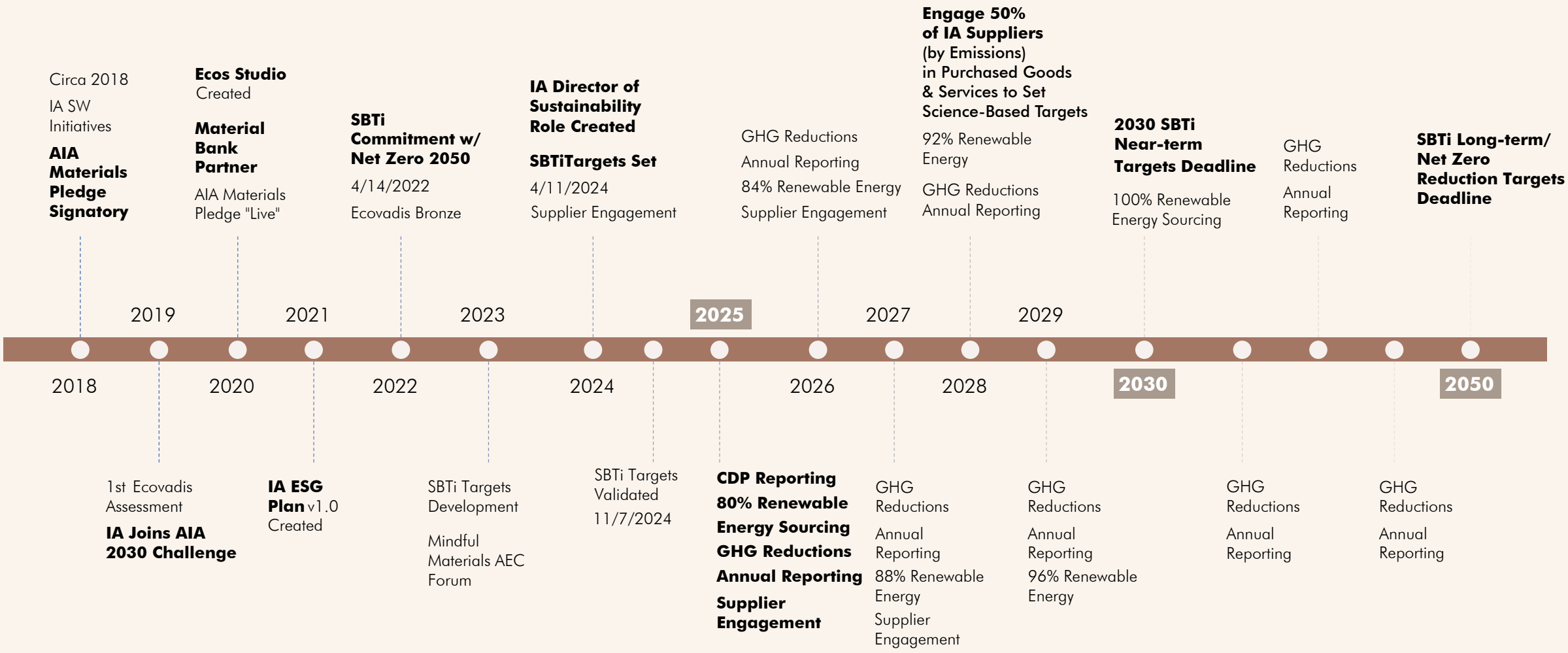
TIMELINE & COMMITMENTS



INTRODUCTION

This report is organized around the three core pillars of IA's **Environmental, Social, and Governance (ESG)** strategy.

Section 01: Environmental Stewardship

We continued our path to reducing emissions in alignment with our validated SBTi targets. Key highlights include our first annual ESG Report (2024), participation in CDP, SBTi reduction transparency, supplier engagement for Scope 3 emissions reduction, purchasing of renewable energy and continuing our participation in the mindfulMaterials AEC Forum, providing an industry framework/toolkit to address climate, human and ecosystem health, promote circular economy, and address social health & equity issues within the built environment ecosystem.

Section 02: Social Responsibility

We continued to develop the IA Diversity Council and employee engagement in 2025, and saw continued success with both our Diversity in Design Scholarship and IAReach initiatives. HR created a 5-Part "Wellbeing in the Workplace" employee engagement presentation series including resources, awareness and training opportunities addressing mental health, women's health, stress and anxiety, and IA programs and resources. We also continued to engage providers and suppliers with our expectations around the topics of Labor & Human Rights, Ethics, and Social Responsibility.

Section 03: Governance

Highlights included annual participation and assessment with the EcoVadis global sustainability rating platform and expanding IA's decarbonization transparency through CDP. Our internal Sustainable Wellness Champions committee continued important initiatives with the development and implementation into our design services. As the use of artificial intelligence (AI) becomes an internal tool for IA, we established a firmwide oversight group, AIRIA (AI Research at IA) to strategically and ethically move IA forward in evaluating, adopting, and expanding (AI) opportunities while mitigating risks through the development of AI use principles and policy, with an emphasis on preserving human curation & expertise.

INTRODUCTION

In this report we'll spotlight key projects that reflect both our client's and IA's ESG values, demonstrating the impact amplification potential across the value chain including achievements in sustainable design, wellness certifications, and decarbonization strategies. Our success in achieving LEED, WELL, and Fitwel certifications across diverse projects highlights the effectiveness of our holistic design approach, which integrates industry best practices to address multiple impact categories in sustainability and wellness.

As a global collective of creatives, we remain relentless in our pursuit of sustainable design solutions that propel human experiences while protecting our planet. Guided by our ethos of forward-thinking design, we invite you to explore the highlights and transformative initiatives that defined IA's ESG journey in 2025. Together, we are shaping policies, solutions, and environments that enable people and the planet to thrive.

Environmental Stewardship

Leading with Purpose

ENVIRONMENTAL STEWARDSHIP

We advanced our commitment to sustainability through targeted organizational initiatives, impactful client work, and a vision for a low-carbon future. Guided by clear goals and collaborative partnerships, we are redefining what it means to create spaces that prioritize both people and the planet.

Organizational Commitments

SBTi Targets

In 2022, IA took the initial step of committing to set science-based targets (SBTi). At that time, IA became the first design/architecture firm to commit to a Net-Zero target. In April 2024, IA fulfilled that commitment by submitting its targets to SBTi for third-party validation, and in November, those targets were officially validated by SBTi. 2025 focused on progress toward meeting our targets, especially our Near-Term sub-targets, and continued evaluation of our operations for opportunities.

>View Dashboard

Overall Net-Zero Target

IA commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

SBTi Targets

SBTi has seen an ~ 50% increase this year of companies taking action, including an ~ 44% increase in companies with targets.

Near-Term Targets

IA commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. IA also commits to increase active annual sourcing of renewable electricity from 0% in 2021 to 100% by 2030. IA further commits that 50% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2028. IA finally commits to reduce scope 3 GHG emissions 63% per employee by 2030 from a 2021 base year.

Long-Term Targets

IA commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2021 base year. IA also commits to reduce scope 3 GHG emissions 97% per employee within the same timeframe.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

APPROVED
NEAR-TERM SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by IA Interior Architects conform with the SBTi Criteria and Recommendations (Criteria version 5.2).

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official near-term science-based target language:

IA Interior Architects commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. IA Interior Architects also commits to increase active annual sourcing of renewable electricity from 0% in 2021 to 100% by 2030. IA Interior Architects further commits that 50% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2028. IA Interior Architects finally commits to reduce scope 3 GHG emissions 63% per employee by 2030 from a 2021 base year.

DATE OF APPROVAL
7 October 2024

APPROVED
NET-ZERO SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by IA Interior Architects conform with the SBTi Corporate Net Zero Standard.

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official net-zero science-based target language:

Overall Net-Zero Target: IA Interior Architects commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

Near-Term Targets: IA Interior Architects commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. IA Interior Architects also commits to increase active annual sourcing of renewable electricity from 0% in 2021 to 100% by 2030. IA Interior Architects further commits that 50% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2028. IA Interior Architects finally commits to reduce scope 3 GHG emissions 63% per employee by 2030 from a 2021 base year.

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DATE OF APPROVAL
7 October 2024

Organizational Commitments

GHG Inventory

In 2025, we completed our sixth annual greenhouse gas (GHG) inventory, with increased rigor and greater participation from our local landlords and property management companies. We continue to make strides in data collection and accuracy, enabling us to track trends and identify key opportunities for emissions reductions. Our 2024 inventory reflects a continued decrease in Scope 1 and Scope 2 emissions compared to our 2021 baseline inventory.

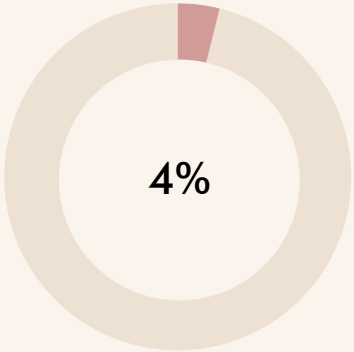
Scope 3 emissions, from the corporate value chain is our largest category accounting for around 93% of our total inventory. This category includes purchased goods and services, capital goods, business travel, employee commute, waste in operations and fuel & energy related activities. The Scope 3 category is the most challenging because the associated emissions come from everything outside of our own direct operations.

In 2025, we remained steadfast in collecting and analyzing data from suppliers with more detail and rigor, guided by our Near-Term SBTi sub-target for 50% of IA suppliers (by emissions) in the Purchased Goods & Services category to set a Science Based Target by 2028. Our 2024 inventory reflects continued decrease in Scope 3 emissions compared to our 2021 baseline inventory, but we acknowledge the work yet to be done.

Business Travel will always be essential for our core business, but we strive to do so with a responsible approach. While we explore additional strategies to reduce emissions from this specific Scope 3 category, we once again took voluntary efforts to offset 53% of our 2025 business travel emissions (240 MTCO2e) through the purchase of high-quality (Gold Standard and CAR - The Climate Action Reserve accredited programs) project-based carbon removal credits. This amount also represents 11% of our total GHG inventory.

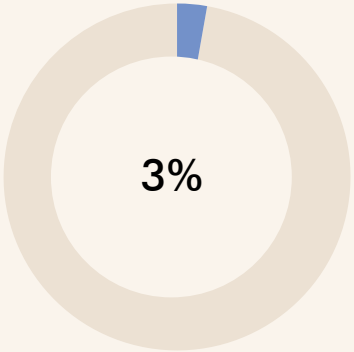
IA's 2024+ Greenhouse Gas Inventory

Scope 1 Emissions



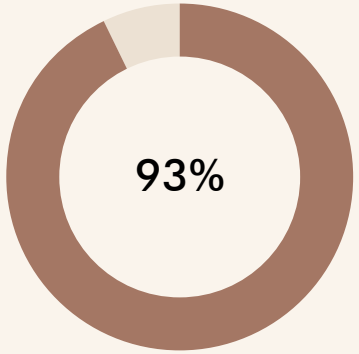
Natural Gas for Space & Water Heating

Scope 2 Emissions



Purchased Electricity

Scope 3 Emissions



Purchased Goods & Services

Employee Commute

Waste from Operations

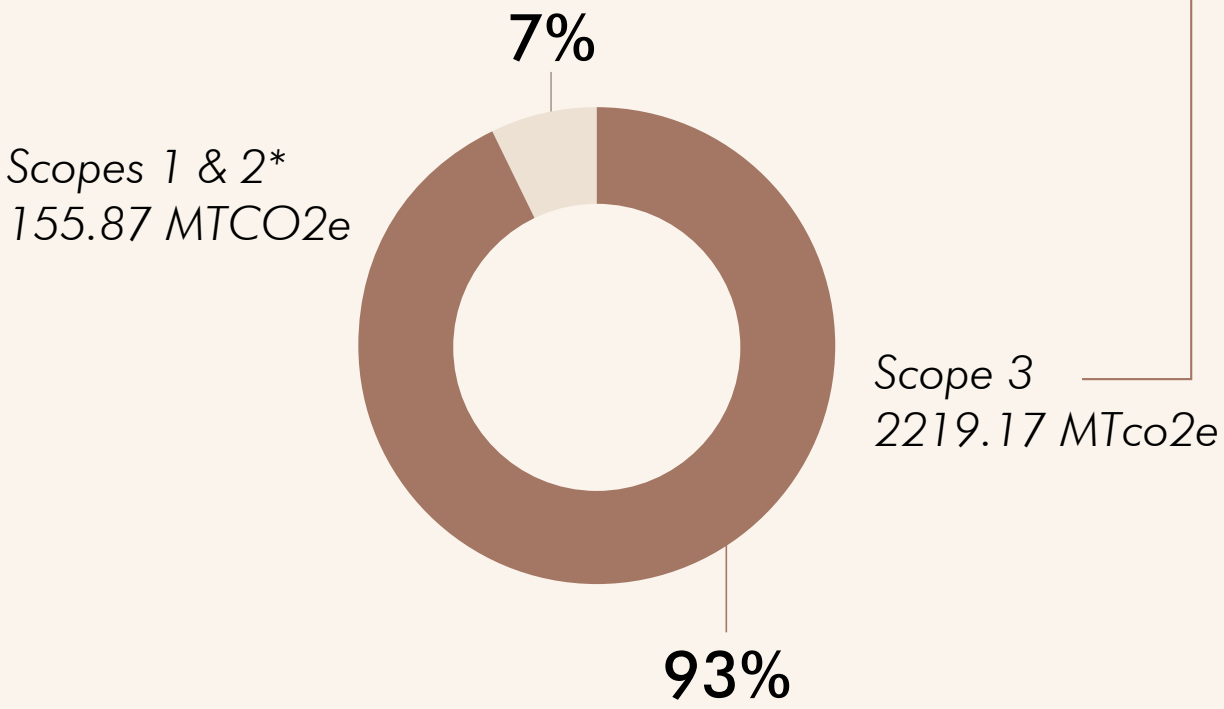
Business Travel

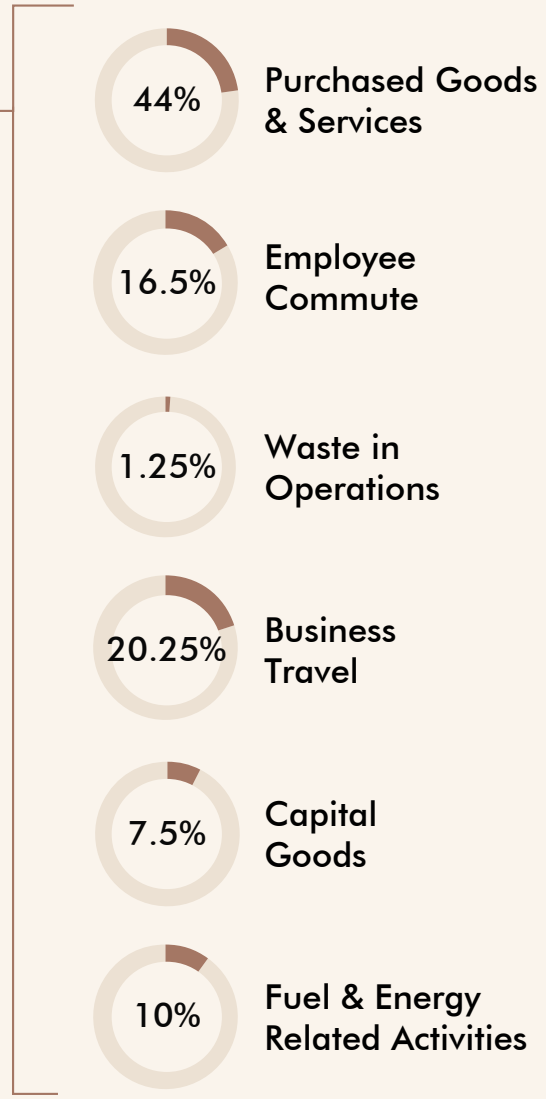
Capital Goods

Fuel & Energy Related Activities

Note: the prior year's GHG inventory (2024) is used for reporting activities in CY2025

IA 2024+ GHG Inventory = 2,375.05 MTCO2e
IA 2021 Baseline = 3,354.23 MTCO2e





Note: the prior year's GHG inventory (2024) is used for reporting activities in CY2025

* *Scope 1 = 88.08 MTCO2e*
Scope 2 = 67.80 MTCO2e (Market Based)
(Combined: 155.87 MTCO2e)

Emissions Reduction Strategies

Scope 1

In 2025, (3) IA studios relocated. We continue to use a Green Lease strategy with the real estate search process to target high performance electrified buildings which eliminate natural gas as the fuel source for space and water heating when possible. 50% of IA studio locations are in LEED, BREEAM, and Energy Star Certified buildings, offering improved energy efficiency, lower operating costs and reduced environmental impacts. For example, the IA new Seattle studio base building does not use natural gas, eliminating approximately 3.6 metric tonnes CO2e Scope 1 emissions.

In addition, we were also able to incorporate tenant-level electrical sub-meeting allowing improved accuracy and ability to measure and manage electricity use. And, lease language negotiations also allowed for tenant improvement allocations to non-traditional (less permanent improvements), which added flexibility to incorporate more circular economy strategies for easier space reconfigurability during the lease term. >EXAMPLE: Seattle Studio Project

Natural Gas for Space & Water Heating

Since the creation of our first GHG inventory in 2019 and recalibrated 2021 baseline, each year, we have been able to make data quality improvements by continuing to work diligently with our landlords and management companies to collect more accurate operational data including any use of refrigerants for space cooling equipment re-charge, better waste/recycling data, water use data, electricity, and other fuels consumption. We are also at a point in our journey where data quality improvements are allowing more insights to the effects of weather patterns and the effects those have on cooling and heating requirements, and and, subsequently, the impacts to the annual GHG inventory. Each year we continue our efforts for better quality tenant-level data, which can be challenging with an all leased real estate portfolio.

Scope 2

In alignment with our Near-Term SBTi target to increase active annual sourcing of renewable electricity from 0% in 2021 to 100% by 2030, we began procurement of Energy Attribute Certificates (EACs) via RECs (Renewable Energy Credit/Certificate) covering 80% of our total electricity use for CY2024 (1,274 MWh). Because the generation source(s) of the physical electricity we receive through the utility grid is not identifiable, RECs play an essential role in accounting and assigning ownership to the environmental attributes of renewable electricity generation. When 1 MWh of electricity is produced from renewable sources (solar, wind) 1 REC is generated. RECs legally convey the attributes of renewable electricity generation, including the emissions profile of that generation to their owner and serve as the basis for a renewable electricity consumption claim. By purchasing and retiring RECs, IA receives the rights to the environmental attributes of the renewable electricity, lowering Scope 2 market-based emissions.

To reduce our demand (and emissions) on purchased electricity, we continue to evaluate energy efficiency measures and improvements at existing studios and opportunities with new interior build outs. For example, the new Seattle studio uses electric heat-pump equipment for water heating and HVAC / Air-handling units (AHUs).

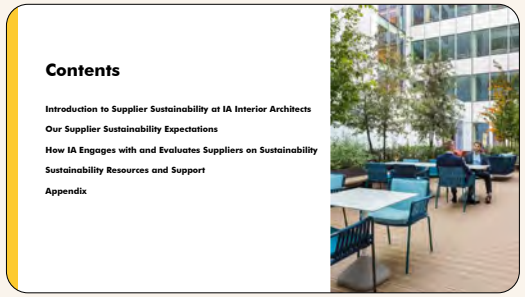
Purchased Electricity

Scope 3

Like most organizations, Scope 3 emissions represent the majority of our GHG inventory (93% for 2024 compared to 78% in 2021 baseline) and is one of the biggest challenges because it is where we have the least direct control, and generally where data is limited. Out of 15 possible Scope 3 categories, 6 of those categories are material to our inventory (listed below).

Despite the complexity, we continue to leverage rigor with the collection process, yielding higher quality information, bringing Scope 3 into more focus, informing our actions. Scope 3 emissions in the 2024 GHG inventory have reduced 15% over the 2021 baseline.

Purchased Goods & Services	Business Travel
Employee Commute	Capital Goods
Waste from Operations	Fuel & Energy Related Activities



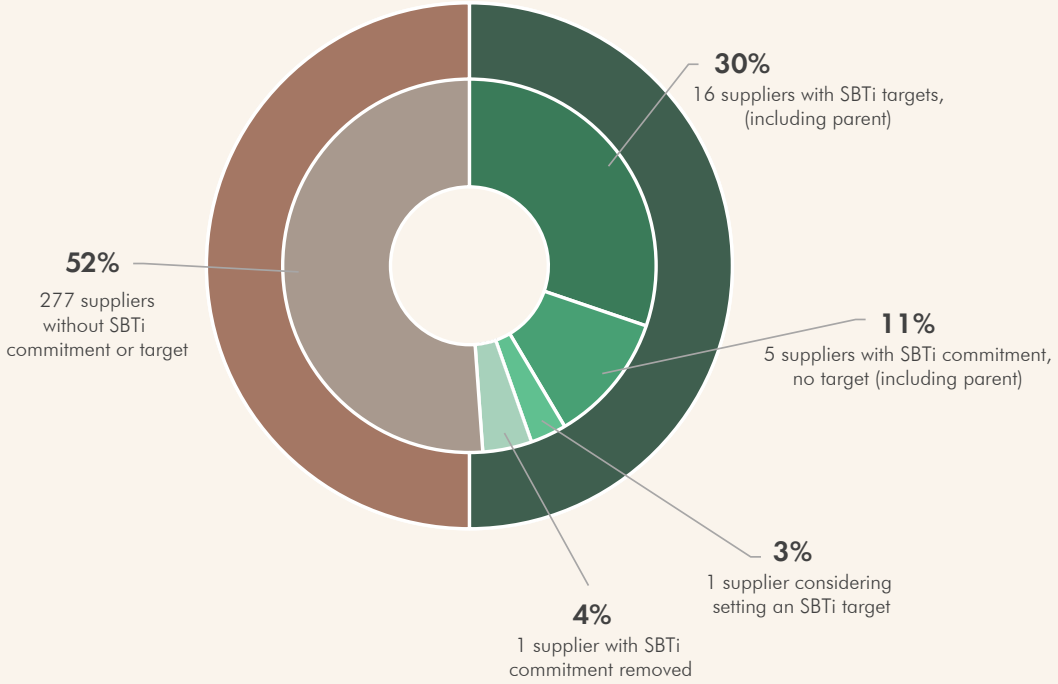
Supplier Sustainability Program

Recognizing the importance of supply chain accountability in the Scope 3 emissions category and to initiate action toward our near-term SBTi target, IA introduced the Supplier Sustainability Program Guide. This guide outlines expectations for our partners to align with IA's sustainability goals, focusing on responsible sourcing, emissions reductions, and ethical practices. The program aims to create a ripple effect of sustainability across the design and construction industry by engaging suppliers as active participants in IA's environmental mission.

In alignment with our SBTi targets, with particular focus on our Near-Term sub-target for 50% of our suppliers by emissions covering Purchased Goods and Services will have science-based targets by 2028, we continue with analysis and engagement efforts with our suppliers in this category. The PG&S category is our largest representing 44% of Scope 3 emissions. Building upon our engagement process, we conducted a deeper analysis of just over 300 suppliers to understand alignment with our target. We are trending in the right direction with 30% (by emissions) having set a Science Based Target (SBT) with SBTi and an additional 11% with SBTi commitments.

We understand closing the gap on our target by 2028 will require us to deepen and fine tune our engagement strategy, supplier selection and review criteria, and also develop other procurement/ sourcing strategies. We intend to use our own experience and efforts to help our suppliers understand this complex ecosystem of Scope 3 emissions. Through our services, we intend to amplify decarbonization efforts by educating our teams, clients and partners about the importance of sourcing goods and services with organizations taking (validated) climate action.

Scope 3 Supplier Sub-Target Progress



Target Progress & Reporting

*IA's original 2021, 2022, and 2023 inventories were recalibrated to reflect methodology using 2024 GHG inventory, Scope 3 Purchased Goods & Services and Capital Goods

SCOPE	2021 MB Emmissions (MTC02e)	2022 MB Emmissions (MTC02e)	2023 MB Emmissions (MTC02e)	2024[1] MB Emmissions (MTC02e)	Reduction from base year (%)
1	218.02	218.53	151.01	88.08	-60.%
2	514.02	620.25	444.68	67.80	-87%
3	2,622.19	2,745.51	2,746.04	2,219.17	-15%
Total	**3,354.23**	**3,584.29**	**3,341.73**	**2,375.05**	**-29%**

1. 2024 EACs were purchased after CY2025 CDP and EcoVadis inventory reporting of the 2024 GHG Inventory. The above 2024 GHG inventory reflects a (399.24 MTCO2e) REDUCTION in Market-Based Scope 2 emissions through purchasing of renewable electricity.

SCOPE	2021 Scope 1, 2, & 3 Distribution	2022 Scope 1, 2, & 3 Distribution	2023 Scope 1, 2, & 3 Distribution	2024[2] Scope 1, 2, & 3 Distribution
1	6.5%	6.1%	4.5%	3.7%
2	15.3%	17.3%	13.3%	2.9%
3	78.5%	76.6%	82.2%	93.4%

2. 2024 Purchase of EACs for renewable electricity reduced Scope 2 emissions in the 2024 inventory, resulting in a higher % distribution for Scope 3 emissions.

2024 SBTi Target Progress and Projections.

OUR NEAR TERM TARGET:

PART 1

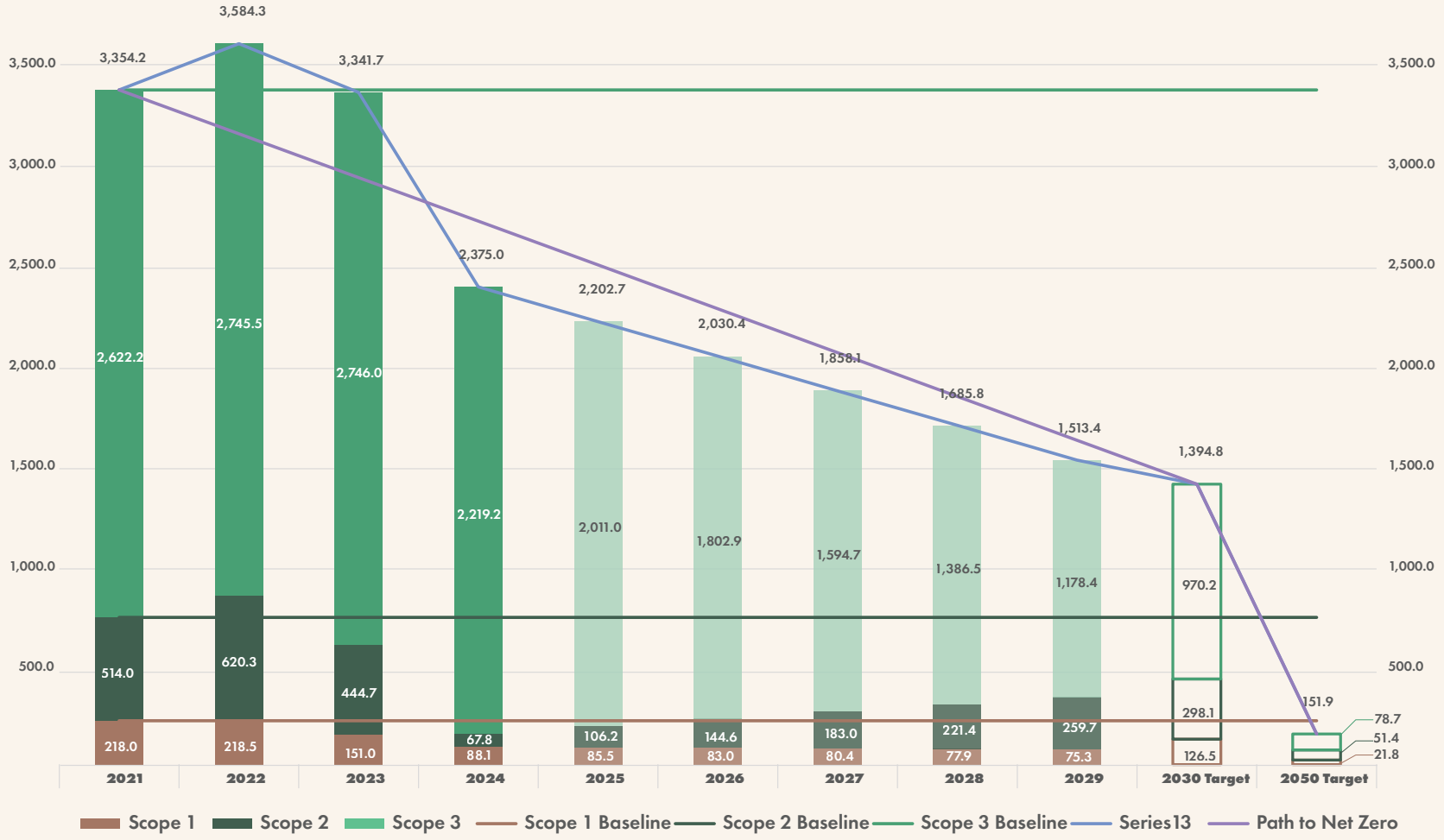
Part 1: Reduce absolute scope 1 & 2 GHG Emissions **42%** by 2030 *(90% by 2050)*
Progress: 78.8% Reduction

Part 1 Sub-target: Annual sourcing of renewable electricity to **100%** by 2030
Progress: 84% *renewable electricity via RECs*

PART 2

Part 2: Reduce Scope 3 emissions **63%** per employee by 2030 *(97% by 2050)*
***Progress*: 15%** Reduction

Part 2 Sub-target: 50% of purchased goods & services (PG&S) suppliers (by emissions) to have SBTs by 2028
Progress: 30% PG&S suppliers have SBTs



>More About CDP
>BLOG: IA's ESG Journey: A Milestone

SBTI Targets Progress

Over the last 5 years, we progressed through the SBTi target setting process from COMMIT to COMMUNICATE and in 2025, we entered the last step of DISCLOSE by reporting company-wide emissions and progress against our targets. In addition to reporting our emissions inventory and progress against our targets through our annual ESG Report (available on our website), EcoVadis sustainability metrics reporting, in 2025, we disclosed through CDP's annual questionnaire. This was our inaugural year of utilizing CDP.

United Nations Sustainable Development Goals (UN SDGs)

In alignment with UN Sustainable Development Goals (SDGs), particularly Goals 11 and 13, we focus on creating environmentally responsible solutions that contribute to climate action and sustainable cities and communities. By improving energy efficiency, reducing emissions, and promoting sustainable infrastructure, we are driving meaningful change to ensure our projects honor the environment and support a more resilient future for all.

>View Full List of UN SDGs

Building Sustainable Cities: IA's Commitment to a Resilient and Inclusive Future
IA strives to lead the industry in sustainable and inclusive design by integrating environmental, social, and governance principles into every aspect of our work. We are dedicated to creating a built environment that is resilient, inclusive, and regenerative.

OUR PRIORITIES INCLUDE:

Reducing Our Carbon Footprint
Leveraging science-based targets and operational best practices to achieve meaningful greenhouse gas reductions across our global portfolio.

Advancing Materials Sustainability
Championing responsible material choices and circular economy principles through industry collaboration and supplier partnerships.

Creating Climate-Positive Spaces
Designing environments that prioritize energy efficiency, renewable resources, and carbon-neutral operations to foster sustainable cities.

Empowering Community Impact
Sponsoring initiatives like tree planting and supporting local communities to build a stronger connection between our projects and their surrounding ecosystems.

Inspiring Industry Alignment
Collaborating with thought leaders through mindfulMaterials and the AEC Forum to drive shared progress in sustainable design and construction.

Together, we are shaping cities and communities that thrive while protecting the planet for future generations.

AIA Materials Pledge

In 2025, 121 Material Pledge signatory firms, including IA, participated in the 2025 reporting (for CY2024 projects) on firm-, project- and product-level data. This increase signals our industry is taking on the challenges of education and advocacy for better materials selection and implementing project-level strategies for the incorporation of products, materials and furniture that are aligned across (5) impact categories: Human Health, Climate Health, Ecosystem Health, Social Health & Equity, and Circular Economy.

>Materials Pledge Progress Report

Material Bank, Carbon Neutral Partnership Participation

Our design services include a materials evaluation and specification process for tenant improvement construction, which involves sampling various building materials and finishes. This process has a carbon emissions component due to the shipping and returning of samples. In 2025, IA maintained its Carbon Neutral Partnership with Material Bank, leveraging its consolidated platform to sample common products, enable sustainable shipping, and streamline sample returns, thereby minimizing waste.

> Carbon Impact Report

"By consolidating material samples and eliminating unnecessary shipments, Material Bank supports IA's efforts to reduce waste and Scope 3 emissions in alignment with our validated Net-Zero Science Based Target" — Brett Gardner, Senior Director of Sustainability

U.S. Green Building Council

Founded in 1993, the USGBC is a nonprofit organization dedicated to ensuring the built environment and communities are designed, constructed, and operated to be environmentally responsible, profitable, and healthy places to live and work, and best known for developing the LEED green building certification system. IA has been an organization member of USGBC for almost 3 decades, aligning with their mission and supporting the education of design professionals through the LEED Green Associate and Accredited Professional (AP) programs. Through this membership, IA professionals collectively attain over 100 hours of education per year; approximately 18% of IA staff were either LEED GA or LEED AP in 2025. Our recent portfolio of project work includes an additional 10 LEED Certified projects with another 7 in pursuit.

Notable LEED Certified Projects in 2025:

Kirkland & Ellis (Chicago) - **LEED Silver**
Workday (Atlanta) - **LEED Gold**
(2) US Confidential Projects - **LEED Gold**
(4) Non-US Confidential Projects - **LEED Gold**
(1) US Confidential Project - **LEED Platinum**
(1) Non-US Confidential Project - **LEED Platinum**

International Well Building Institute (IWBI)

The International WELL Building Institute (IWBI) administers the WELL Building Standard®, an evidence-based, performance-driven rating system focused on human health, well-being, and productivity in the built environment. WELL evaluates workplace interiors across factors such as air and water quality, lighting, thermal and acoustic comfort, movement, nourishment, and mental well-being, translating medical and behavioral science into design, operational, and policy requirements. WELL is intentionally complementary to LEED, which optimizes the building's environmental impact, while WELL optimizes the human experience inside the space.

Notable WELL Certified Projects in 2025:

Workday Atlanta - **WELL Gold**
Workday Pleasanton - **WELL Gold**
Markel Milwaukee - **WELL Gold**

mindful Materials AEC Forum

Industry Collaboration

Industry collaboration is essential to addressing the interconnected, systemic risks facing the built environment, including climate change, resource scarcity, biodiversity loss, materials toxicity, and supply-chain resilience. These challenges extend beyond the influence of any single organization and require coordinated action across the design, manufacturing, and construction ecosystem. Through active participation in industry groups such as mindfulMaterials and the American Institute of Architects (AIA), IA contributes to the development of shared standards, transparent materials data, and best practices that support low-carbon design, responsible material selection, and improved environmental and human health outcomes across the value chain. This collaborative approach strengthens IA's climate and environmental governance and informs business strategy by enabling scalable, market-level solutions aligned with CDP expectations for managing complex, interrelated risks and opportunities.

>Learn More About mindful Materials

>Case Study: Reimagining "Take-Make-Waste"

mindful MATERIALS AEC Forum

IA completed year 3 participation with the mindful MATERIALS (mM) AEC Forum, a collaborative platform that unites architects, engineers, and construction professionals to advance sustainable materials practices within the building industry. Through this engagement, IA contributes to the development of shared resources and strategies aimed at streamlining the selection and specification of responsible materials. Because the materials / products life cycle is so complex, the embodied impacts of materials including all of the ingredients / raw materials and the manufacturing process are often disregarded and difficult to address confidently, but this group is working on a solution, the Common Materials Framework (CMF). The CMF structures and connects five key impact areas, providing transparency and an understanding of how materials perform simultaneously, giving us a more complete picture of a product's true footprint.

This collective effort facilitates the creation of co-developed tools and resources that are made publicly available, enabling the building industry to send an aligned and clear market signal regarding material sustainability. In Q4 2025, the CMF Implementation Toolkit was launched to the industry and was intentionally designed to align and support leading organizations including AIA, USGBC, ILFI, and IWBI. The result is growing consistency across programs and clearer pathways for progress. To foster an understanding and adoption of the CMF, IA contributed to the Advocacy and Awareness task force group. One output was the creation of an IA Case Study focused on how to implement strategies to address the Circular Economy impact category.

By engaging in these forums, IA demonstrates leadership in the movement towards a more sustainable and transparent materials economy, accelerating the broader goal of reducing environmental impact across the built environment.

Project Impact

IA's dedication to environmental stewardship extends into our client projects, where sustainability is integrated into every phase of design and delivery. Notable highlights from 2025 include:

>Productivity-Aware Harmonic Design

IA Seattle Studio

IA's Seattle Studio demonstrates how circular design can significantly reduce embodied carbon in tenant improvements. The project prioritized reuse, refurbishing 85% of existing furniture and diverting thousands of pounds from landfill. Large-scale 3-D printed casework and architectural elements made from regenerative bio-resin reduce emissions and production waste while allowing materials to be reprinted into future products. A first-of-its-kind modular 3-D printed air system made from recycled plastic further lowers carbon and energy use. Together, these strategies create a regenerative, closed-loop workplace that minimizes waste while extending material life cycles.

Confidential Client, Atlanta GA

Certified LEED Gold and WELL Gold. Achieved an overall 14% reduction in energy performance through several energy efficiency strategies including: a 25% lighting power density reduction, daylighting and lighting controls, >90% Energy Star equipment and appliances, and HVAC zoning and controls. Water efficient fixtures achieved a 30% reduction in indoor water use. The project prioritized sustainability and wellness by sourcing environmentally transparent products and those with material ingredients disclosures. 30% of materials (by cost and verification) were also extracted or sourced in a responsible manner. Contributing to both LEED and WELL, the project incorporated technology, filtration, testing, low-VOC materials and construction practices to ensure superior indoor air quality (IAQ). Quality views with access to nature were also achieved. Thermal comfort features included humidity control/management and personal cooling and heating options for occupants.

When LEED and WELL are applied together, workplace interiors deliver healthier, more comfortable and resilient environments that support employee focus, engagement, and productivity - while simultaneously supporting an organization's ESG commitments related to climate performance, human capital, and long-term organizational value.

Leveraging Subject Matter Expertise

> The Circular Economy:Tenant Improvements

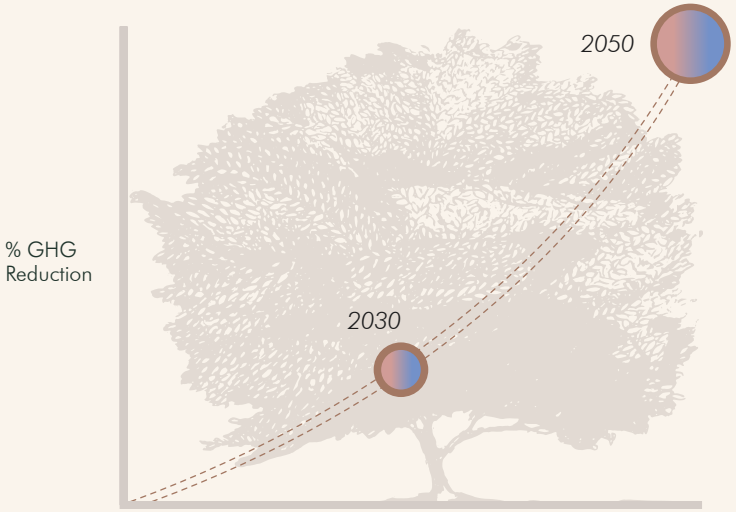
United Airlines

Winner of Metropolis Magazine's Planet Positive Award for Best Embodied Carbon Reduction in the Innovation category, this project exemplifies IA's ability to push the boundaries of sustainable design. Through various strategies involving carpet tile, acoustical ceiling tile and grid, interior partitions (including demountable partitions), and furniture reuse, as well as diverting waste from landfill, the project achieved a total embodied carbon reduction of 3,332.65 metric tons CO_2e. This reduction is equivalent to the greenhouse gas emissions from 793 gasoline-powered passenger vehicles driven for one year.

Thought Leadership

Building upon the project's 2024 Metropolis Magazine's Planet Positive Award, IA promoted thought leadership on Tenant Improvement (TI) Circular Economy strategies and the positive outcomes at several industry conferences. Our panel included the United Airlines owner representative (ID8) and furniture dealer (Continua Interiors) underscoring the importance of project team collaboration as a tool for developing innovative solutions and the importance of changing the project design/delivery model from a LINEAR model (Take-Make-Waste) to a CIRCULAR model (Take-Make-Reuse-Divert) thereby creating multiple life-cycles for common TI materials and furniture.

Looking Ahead



	Scope 1 & 2 Reduction (%)	Scope 3 Reduction (%)
2030	42%	63%
2050	90%	97%

IA continues to accelerate progress toward a low-carbon future by advancing renewable energy adoption, prioritizing low-impact and circular material strategies, and deepening collaboration with clients to unlock meaningful decarbonization at scale. We remain steadfast and advance progress with our commitments and transparency to reduce emissions within our own operations, our greatest opportunity for impact remains embedded in the design decisions we help our clients make every day.

Across IA's 55-million-square-foot annual project portfolio, even incremental improvements deliver outsized results. A 1% reduction in carbon intensity across this portfolio has the potential to avoid approximately 28,116 $MTCO_2e$ — equivalent to removing more than 6,700 gas-powered vehicles from the road for an entire year. This illustrates the power of design as a climate solution and reinforces our responsibility to lead.

Looking ahead, IA will continue to translate climate ambition into action through data-informed design, sustainable material sourcing, and integrated strategies that reduce operational and embodied carbon. By embedding environmental performance into every phase of our work, we aim not only to reduce emissions, but to elevate industry expectations—creating spaces that are resilient, responsible, and aligned with a net-zero future.

Social Responsibility

A Culture of Inclusivity

SOCIAL RESPONSIBILITY

IA is committed to fostering a culture of inclusivity, equity, and community impact. Our social responsibility initiatives in 2025 focused on empowering individuals, advancing diversity within our profession, and ensuring that our values extend across our partnerships and projects. By championing equity and amplifying representative voices, we aim to create lasting, positive change both within IA and in the broader design community.

Organizational Initiatives

Advancing the Diversity in Design Scholarship

This year, IA continued its Diversity in Design Scholarship, established in partnership with the IIDA Foundation. The program, now in its seventh year, supports minority students, amplifies diverse voices in interior design, and promotes greater representation and equity. Since its inception, the scholarship has awarded a total of $75,000 to 42 students from underrepresented backgrounds nationwide, helping bridge gaps in access and opportunity. This initiative reflects our commitment to fostering a more inclusive design industry that creates better outcomes for all.

> Celebrating the Six Recipients of the Eighth Annual Diversity in Design Scholarship

> IA Interior Architects Diversity in Design Scholarship

"At IA Interior Architects our commitment to the future of interior architecture is a firm-wide passion. This translates into a desire to mentor the development of young, visionary designers within our studios. We also recognize that the future of design begins at the university level. IA is proud to be part of this new IIDA Foundation initiative and we hope this scholarship will play a part in moving that cause forward."

— Tom Powers, IA Co-President & CEO

Diversity Council: The Mission

IA's Diversity Council serves to be a resource to the firm to cultivate an equitable, accessible, and inclusive culture that enables our people to thrive. We will foster connections across studios and seek a wide range of diverse perspectives in order to achieve this goal.

Engaging a DEI Consultant and Establishing the Diversity Council

Our Diversity Council had a productive 2025, taking on a robust agenda of internal initiatives. The Council officially launched their internal book club; the first book was *We Can't Talk About This at Work*, which created a structured space for open, honest dialogue about representation and equity in the workplace. Through discussion and shared reflection, the Council explored how to move past discomfort toward more transparent, equitable, and effective conversations at work.

The Diversity Council also hosted a guided conversation, led by our DEI consultant, that reframed microaggressions as "subtle acts of inclusion and exclusion," creating a shared, nonjudgmental language for discussing everyday behaviors and their impact. Through real world examples and open dialogue, the session encouraged awareness, reflection, and practical strategies for fostering a more inclusive workplace.

In the Fall, the Council hosted an additional firmwide conversation on neurodiversity awareness and education with Dr. Aaron Shaffer, an industrial organizational psychology leader. We explored how embracing diverse ways of thinking can strengthen teams, foster innovation, and create more inclusive workplace cultures. This conversation provided practical takeaways and thought provoking perspectives.

The Council strove to make internal connections with other committees in order to widen our impact, explore where our work aligns and differs, and discuss ways to collaborate to strengthen belonging across the firm.

Based on research and discussions, the Council created an Equity and Inclusion Resource list that was shared firmwide. This list was created to provide thoughtfully curated tools; books, podcasts, and references that support ongoing learning and meaningful action around equity and inclusion. It serves as a practical guide to deepen understanding and inspire growth and conversation. The Council will continue to update the list with new resources.

United Nations Sustainable Development Goals (UN SDGs)

Our commitment to fostering inclusivity, equity, and well-being aligns with key UN Sustainable Development Goals (SDGs), including Goals 2, 3, 5, and 10. Through initiatives such as food security programs, employee wellness support, gender equality advancement, and reducing inequalities within our communities and workplaces, we aim to create a lasting, positive impact. By prioritizing representation, empowerment, and healthier lifestyles, IA continues to build spaces where people can thrive.

>View Full List of UN SDGs

Goal 2: Zero Hunger

IA employees across our network of offices have been engaged in several firmwide and local initiatives such as donating and/or working at our local food banks and participating in food drives. Studios have adopted an underserved family during the holidays to help provide food and needed supplies. And we have created kits for the unhoused that include some basic necessities and nourishment. We strive to have a healthy food offering in our studios with subscriptions to delivery services such as the Fruit Guys.

Goal 3: Good Health & Wellbeing

We take a holistic approach to employee health and wellbeing by offering a variety of programs that support physical, mental, and financial wellness. Throughout the year, we host peer-based wellness challenges that encourage engagement and healthy habits, with incentives for participation. Through our Wellness Wednesday program, we provide educational seminars on topics such as mental health, women's health, heart health, and financial wellbeing. In addition, employees have access to a wide range of free or low-cost resources for mental health and financial planning, ensuring support is both accessible and easy to navigate. We provide education to our staff during our Wellness Wednesday programs.

United Nations Sustainable Development Goals (UN SDGs)

Goal 5: Gender Equality

In 2025, **67%** of IA employees identified as women, with **41%** in top management positions and **25%** on the Board of Directors.

We actively recruit and promote women and partner with a DEI consultant to enhance our impact internally, with clients, and across our networks, driving representation and empowerment.

Goal 10: Reduced Inequalities

IA is actively working with companies to identify inequalities that exist within the built environment. Our work with major global companies has enabled us to consult about enhanced accessibility that goes beyond building code minimums; provide our clients with insight around providing places for religious practice in the workplace; advise on issues of light, acoustics, and materials that enable people on the spectrum to be able to thrive in various environments. Many of our clients have minimum hiring targets for neurodiversity, and we have partnered with them to create spaces where people can feel supported and set up for success.

Organizational Values

IAReach

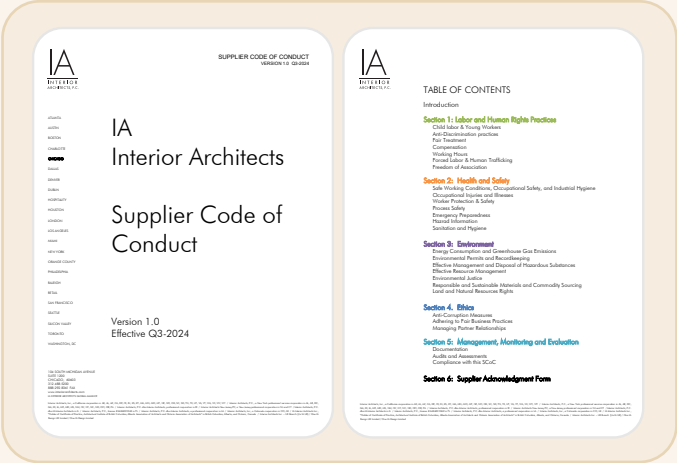
IAReach, our philanthropic initiative, celebrated a year of impactful contributions in 2025. IAReach committee members organized more than 330 hours across equity-focused outreach initiatives, partnering with dozens of nonprofit organizations aligned with wellness and community empowerment. From back-to-school drives and furniture donations to hospital room makeovers and elementary school redesigns, IA studios around the world celebrated and supported the diverse neighborhoods they call home.

Representation Metrics

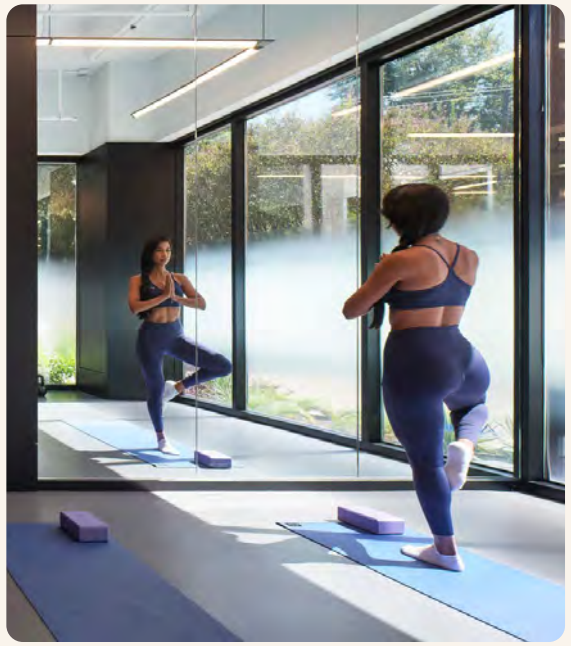
IA is proud of its strong representation metrics, which underscore our dedication to fostering an inclusive workplace. As mentioned previously, in 2025, **67%** of IA employees identified as women, with **41%** holding top management positions and **25%** serving on the Board of Directors. Additionally, **34%** of our workforce comes from minority or vulnerable groups, reflecting our commitment to representation at all levels of the organization.

Supplier Code of Conduct

To extend our values across our partnerships, we introduced a Supplier Code of Conduct in 2024, and began engagement in 2025. This document communicates clear expectations regarding labor and human rights, health and safety, environmental stewardship, and ethical business practices.
By holding our suppliers to high standards, we ensure that our impact is positive and far-reaching throughout the supply chain.



2025 Focus on Wellness



IA's Wellness Focus

Wellness and psychological wellbeing are critical workplace issues because stress and other mental-health challenges affect employee health, engagement, productivity, absenteeism, and retention. In 2025, IA Human Resources responded by providing targeted wellness learning sessions (three events totaling 237 employee participation hours), promoting the Employee Assistance Program (EAP) and related mental health benefits. Another key action was reinforcing awareness through a companywide Mental Health Awareness Month communication and an improved HR SharePoint Wellness hub with guidance on available resources and access.

Financial Wellness

Recognizing that financial stress is a key driver of overall wellbeing, IA also went beyond traditional programming to offer a robust series of financial wellness events covering investing, savings, and retirement planning, engaging 339 participants, alongside a firmwide ESOP Day to help employees better understand and benefit from their path to long-term financial growth and ownership in the firm.

Looking Ahead

IA's focus on social responsibility continues to evolve as we work toward greater equity and impact. Future initiatives include refinement of our diversity programs, enhancing partnerships that drive systemic change, and ensuring accountability across all facets of our operations.

By embedding equity and inclusivity into our organizational fabric, IA is not only shaping a better workplace but also redefining the role of design in creating a more just and inclusive world.

As our ESG strategy continues to evolve, we plan to deepen our understanding beyond our own workplace, with a focus on understanding social impacts across the supply chain in our industry and further integration of social considerations into the design process.

Governance

Driving Accountability and Leadership

IA continued to strengthen its governance framework, reinforcing transparency, accountability, and executive leadership as core enablers of our ESG strategy.

With sustained C-suite oversight, creation of additional internal governance groups over technology, and the expansion of disciplined reporting structures, our governance approach supports informed decision-making, advances environmental performance, and upholds organizational integrity across the firm.

CDP Reporting

CDP's Stated Purpose

"To surface new information, enabling Earth-positive decisions to protect future generations. This is why we exist and is what drives decisions every day at CDP."

CDP's Stated Vision

"We want to see a world where people, planet, and profit are truly balanced."

>More About CDP

CDP Framework

IA reached an important milestone in our ESG journey by disclosing emissions and energy consumption data through CDP, the world's most widely used and trusted environmental reporting platform with over 23,000 companies participating each year. CDP provides a globally recognized framework for evaluating climate transparency, risk awareness, and environmental management practices, applying a rigorous scoring methodology that ranges from A to D- and is fully aligned with SBTi (Science Based Targets initiative).

IA's CDP Performance

IA earned a "B" overall score, an achievement that underscores our growing maturity in climate management and our commitment to transparency. This score reinforces IA's alignment with its Science Based Targets initiative (SBTi)–validated targets, which define the emissions-reduction trajectory our firm has committed to. While SBTi sets the "what"—the level of emissions reduction required to stay on a 1.5°C-aligned pathway—CDP evaluates the "how well", assessing the completeness, accuracy, and transparency of IA's climate data, governance, and risk management. Together, the two frameworks ensure that IA's climate strategy is both ambitious and credibly disclosed, strengthening accountability across our operations.

EcoVadis Reporting

EcoVadis Assessment

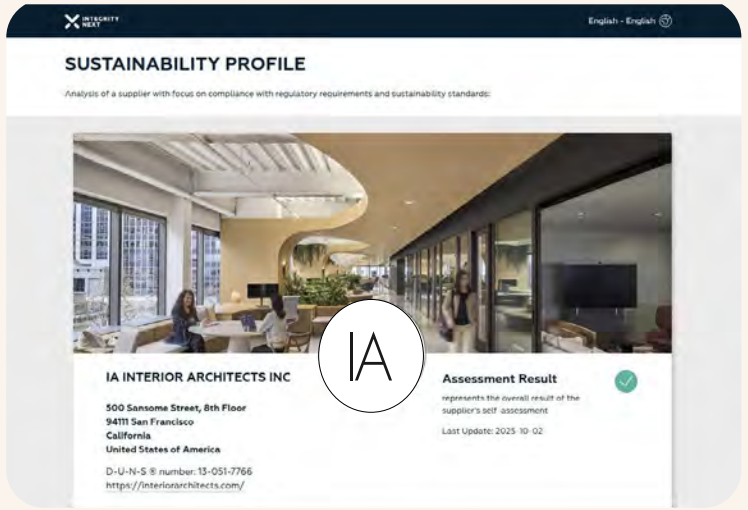
IA continues to utilize the EcoVadis platform to assess its ESG performance across four core themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. According to the 9th edition of the EcoVadis Business Sustainability Performance Index, EcoVadis has provided over 150,000 sustainability ratings from 2019 to 2024, covering nearly 89,000 companies across more than 250 industries and 150 countries.

Our 2025 assessment received a score of 66 and a Bronze Medal for placing among the top 35% of all reporting companies. This result continued our year-over-year improvement trajectory.

Emissions Data Reporting

Supplier Emissions Reporting

IA's ESG preparedness and actions over the past years has positioned us to be able to share ESG data/metrics when requested. We participate in various client-sponsored digital platforms, the EcoVadis trading partner feature, and the CDP supply chain request module. In addition to our CDP overall "B" score, IA earned an "A-" score in the Supplier Engagement Assessment (SEA) category, which assess companies' performance on governance, targets Scope 3 emissions and value chain engagement. We also continued to provide carbon neutral services to one of our key clients working to achieve their SBTi targets.



Wellness Initiatives

Sustainable Wellness Committee

Since its inception in 2018, the Committee has continued to guide the integration of sustainability and wellness best practices into IA's design process, supporting both organizational priorities and broader industry commitments.

Comprised of Champions and Co-Champions representing all IA studios, the Committee brings together a collaborative network of more than 40 individuals who help evaluate, develop, and lead firmwide initiatives.

In 2025, the Committee expanded its focus from foundational capacity-building to deeper implementation and governance support. Key initiatives included advancing firmwide understanding of embodied carbon, further aligning materials resource libraries with the AIA Materials Pledge impact categories, strengthening minimum sustainability standards within project specifications, project-level metrics reporting and supporting ongoing professional development through continuing education and accreditation resources. The Committee also continued to foster employee engagement through coordinated programming, including firmwide Earth Day activities and education.

AI Use

>BLOG: AI and Sustainability: Balancing Innovation with Environmental Responsibility

AIRIA – AI Research & Innovation

AIRIA (AI Research at IA, pronounced "Area") represents a firmwide initiative dedicated to exploring the responsible adoption of artificial intelligence. Bringing together perspectives from across the organization, AIRIA evaluates emerging tools, researches new applications, and develops guidance to help IA strategically expand opportunities while mitigating risks. The group plays an important role in helping the firm stay at the forefront of technological innovation while reinforcing IA's commitment to ethical AI practices, human expertise, and thoughtful design. Through AIRIA's work, AI is positioned as a creative copilot—supporting broader collaboration, generating insights, and helping teams unlock new possibilities within the design process as a creative copilot—supporting broader collaboration, generating insights, and helping teams unlock new possibilities within the design process.

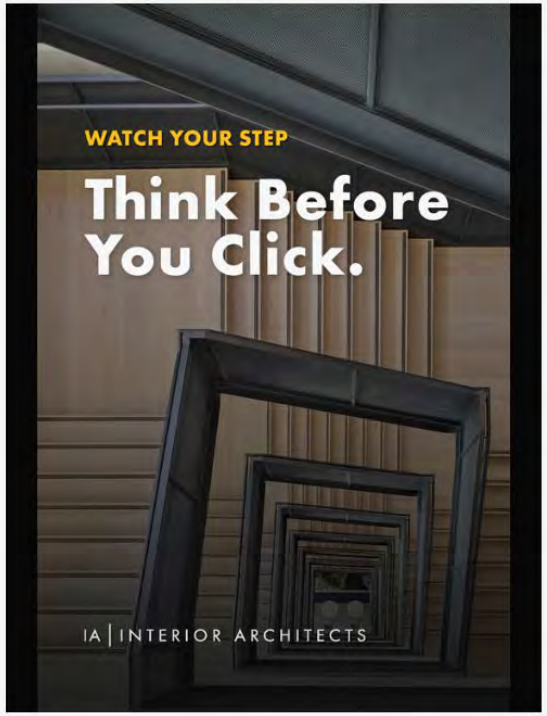
Environmental Impacts

As we integrate AI into our services, we remain committed to understanding and mitigating its environmental impacts. AI workloads rely on powerful data centers that consume significant amounts of energy and water, contributing to global emissions. We include AI use in our environmental risk assessment to ensure alignment with our climate targets. Although this technology is rapidly changing, and emissions calculation methodologies are not yet standardized, we are taking the following impact mitigation actions:

- Partnering with AI and cloud service providers that demonstrate transparent climate commitments and emissions-reduction targets
- Developing firmwide guidance for responsible AI use, which includes limiting unnecessary compute-intensive tasks
- Employee education and training
- Frequent evaluation of AI technologies to determine effectiveness and alignment with our business case
- Defining our AI use case and calculation methodology to quantify Scope 3 emissions to assess the potential impact on our GHG inventory

By proactively addressing the environmental risks associated with AI, IA reinforces its commitment to climate-aligned growth, transparency, and leadership in responsible innovation within the architecture and design industry.

Cyber Security



Data Protection & Client Trust

Protecting client information and maintaining secure digital systems are essential to our operations. We implement cybersecurity practices designed to safeguard sensitive data, prevent unauthorized access, and ensure the resilience of our digital infrastructure. Our approach includes enterprise security policies, employee awareness training, secure cloud technologies, and continuous monitoring of network activity. By maintaining strong cybersecurity governance, we protect our clients, partners, and employees while supporting the integrity and reliability of our services.

Compliance & Standards

Our cybersecurity practices align with leading industry standards and evolving regulatory requirements to ensure robust protection of digital assets and client information.

Governance & Risk Management

Cybersecurity is integrated into our enterprise risk management framework. We maintain policies and procedures that govern secure data handling, system access, and incident response. These practices help ensure resilience across our digital infrastructure and protect the continuity of our operations.

Employee Awareness & Training

Employees participate in mandatory annual cybersecurity awareness training designed to reduce risk, identify potential threats, and promote responsible data practices across the organization.

"Data is the lifeblood of our organization, and protecting it is a shared responsibility. As part of IA's commitment to our team and clients, we align strong governance, continuous training, and third-party assurance to protect sensitive data and maintain trust." — Riché Wiley, Cybersecurity Specialist

Looking Ahead

As our ESG strategy matures, we remain committed to embedding accountability at every level of the organization—ensuring sustainability is not treated as a parallel effort, but as a core component of how IA operates, designs, and partners. Through this approach, IA aims to not only meet evolving expectations, but to help shape the future of ESG leadership within the architecture and design industry.

Through these efforts, IA reinforces its role as a trusted partner—driving progress with transparency, integrity, and actions for positive environmental and social impact in the built environment industry.

IA
Realizing a Brighter Future
for People and the Planet.