

---

## 2024 ESG Report



## Introduction

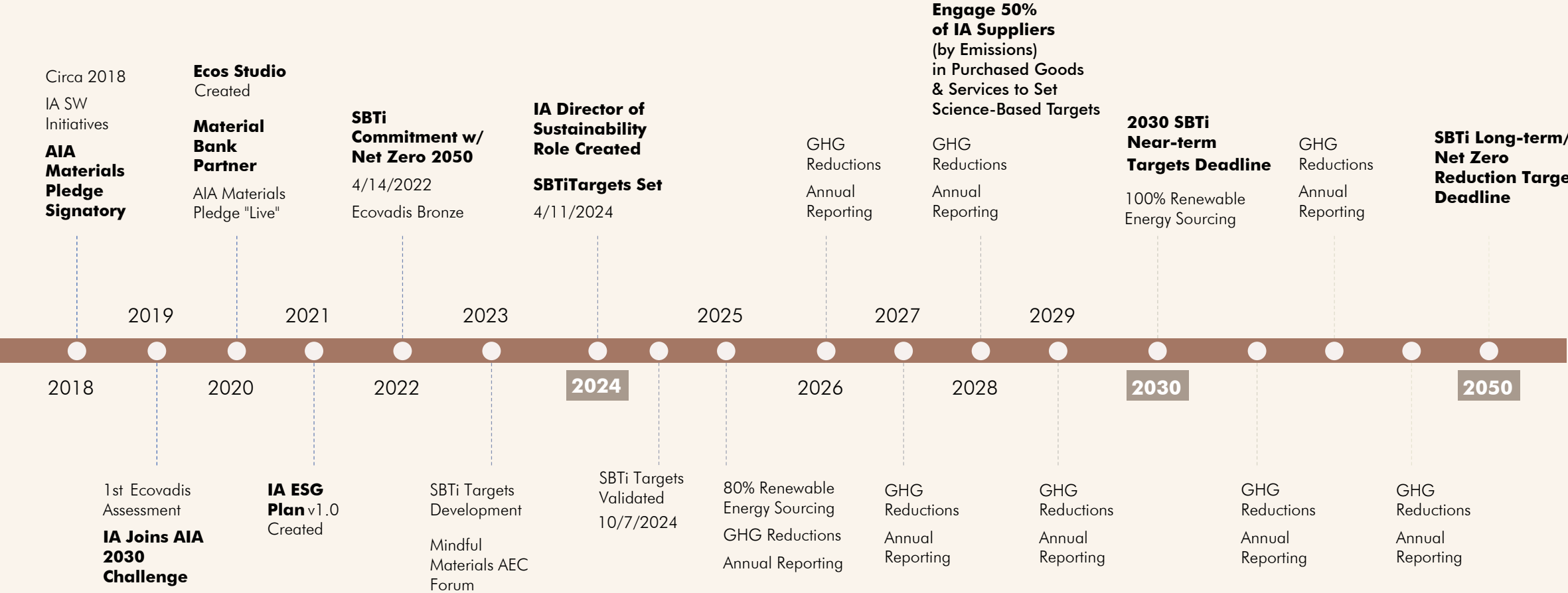


In 2024, IA reaffirmed its commitment to a sustainable and inclusive future, building on 40 years of design innovation and environmental stewardship. This year marked significant achievements, including the validation of our Science-Based Targets initiative (SBTi) goals—a milestone in our carbon reduction journey. To further emphasize our dedication to sustainable design, IA introduced the Senior Director of Sustainability role, appointing Brett Gardner to this position. With over 50 LEED-certified projects and 18 million square feet of expertise, Brett’s knowledge and experience are pivotal in advancing IA’s mission. A dedicated professional with IA for seven years, Brett was promoted from within and has been a Certified Sustainability Practitioner (CSR-P) since 2013.

Our approach extends beyond environmental accountability to encompass social equity and governance leadership. Through initiatives like the IA Diversity Council and the Diversity in Design Scholarship, we’re fostering a more inclusive profession while driving measurable change within our organization. Similarly, governance advancements, including leadership’s ongoing support for sustainability commitments and participation in global emissions reporting frameworks, reinforce our pledge to transparency and excellence.

The following timeline highlights IA’s key sustainability milestones, from early commitments like the AIA Materials Pledge to making a commitment to and setting Science-Based Targets, and advancing toward net-zero emissions by 2050 through annual GHG reduction strategies to address Scope 1, 2, and 3 emissions.

# 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

From submitting and validating our SBTi targets to conducting our fifth annual GHG inventory with enhanced rigor, IA continues to lead by example. Key highlights include the launch of the IA Supplier Sustainability Program Guide, participation in the mindfulMaterials AEC Forum, and achieving industry recognition for embodied carbon reduction.



## Section 02: Social Responsibility

In addition to creating the IA Diversity Council and engaging a DEI consultant, in 2024 we expanded our Diversity in Design Scholarship and saw continued success with IAREach. We also created a Supplier Code of Conduct, which establishes our expectations around the topics of Labor and Human Rights, Ethics, and Social Responsibility practices from our suppliers.



## Section 03: Governance

Governance highlights include participation in leading emissions reporting programs and our submission to the EcoVadis sustainability assessment. We are striving to achieve a score beyond the Bronze medal and continue the efforts of IA's Sustainable Wellness Committee, comprised of 'champions' from all of our studios, who develop and implement best practices into our design services.

## Introduction

In this report we'll spotlight key client projects that reflect IA's ESG values, including groundbreaking 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 2024. Together, we are shaping policies, solutions, and environments that enable people and the planet to thrive.





# Environmental Stewardship

Leading with Purpose



**Environmental Stewardship**



In 2024, 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 Initiatives

## 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 October, those targets were officially validated by SBTi.**

[>View Dashboard](#)

### Overall Net-Zero Target

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

### 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.



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.

**Long-Term Targets:** IA Interior Architects commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2021 base year. IA Interior Architects also commits to reduce scope 3 GHG emissions 97% per employee within the same timeframe.

DATE OF APPROVAL

7 October 2024





# Organizational Initiatives

## GHG Inventory

In 2024, we completed our fifth annual greenhouse gas (GHG) inventory, with increased rigor and greater participation from our local landlords and property management companies. Over the past five years, IA has made significant strides in data collection and accuracy, enabling us to track trends and identify key opportunities for emissions reductions. Our 2023 inventory reflects a decrease in operational emissions compared to the reestablished 2021 baseline, which was set at approximately 30% lower than our initial 2019 baseline through improved data.

Generally inherent to a professional services organization, Scope 3 emissions account for a large percentage of our total GHG inventory, including emissions from purchased goods and services, capital goods, business travel, employee commuting, and waste in operations.

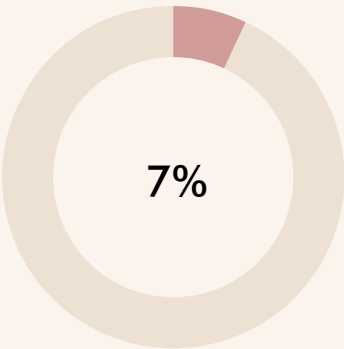
Above and separate from our SBTi target reduction strategies, and to make an immediate reduction impact, IA took additional measures to offset 52% of our Scope 3 emissions associated with business travel—equivalent to 10% of our total GHG inventory—through the purchase of high-quality carbon offsets, a measure that was repeated in 2024.

## Internal Carbon Reduction

IA has also implemented internal strategies to further our carbon reduction goals. This includes annual assessments of studio-level energy, water, and waste practices, resulting in meaningful reductions in our overall carbon footprint. These efforts complement our validated Science-Based Targets (SBTi) and highlight our dedication to operational sustainability.

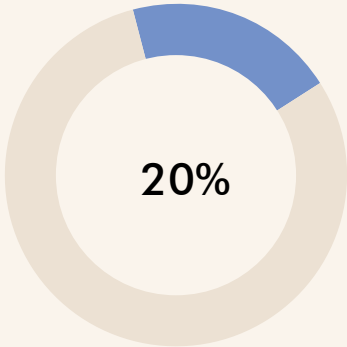
IA’s 2021 Baseline Greenhouse Gas Inventory

Scope 1 Emissions



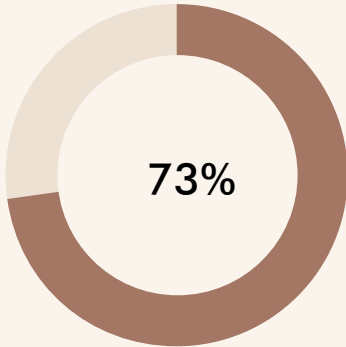
Natural Gas for Space & Water Heating

Scope 2 Emissions



Purchased Electricity

Scope 3 Emissions



Purchased Goods & Services



Employee Commute



Waste from Operations



Business Travel

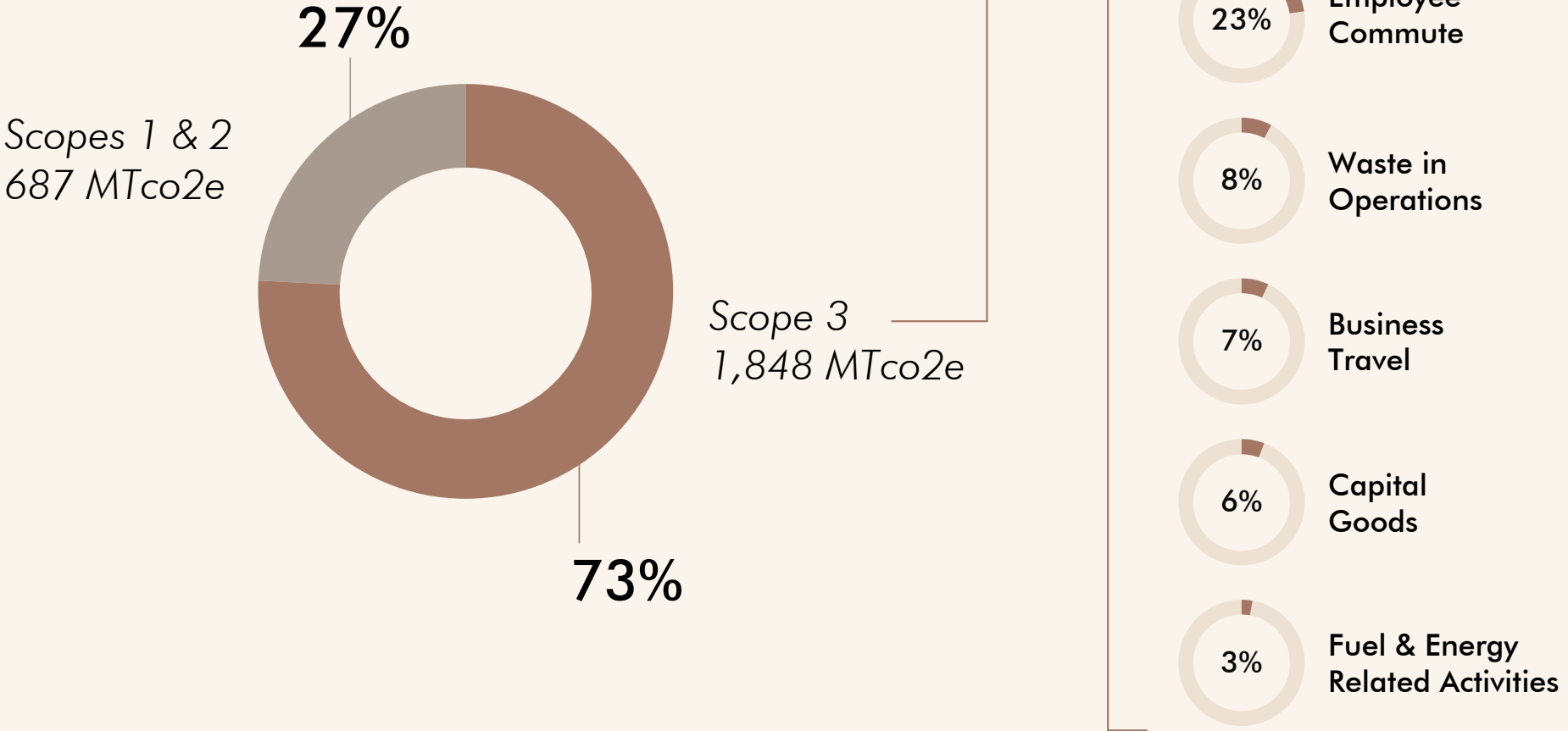
Capital Goods

Fuel & Energy Related Activities



Environmental Stewardship

GHG Inventory  
IA Baseline = 2,534 MTco2e



Emission Reduction Strategies

Scope 1

---

Green lease and studio tenant improvement (TI) guidelines have been developed to guide IA's real estate search process when vetting base building options for new IA studio locations, targeting high performance electrified buildings (no fuel / natural gas).

We are also working with our landlords and management companies to accurately monitor and measure any refrigerant leakage in mechanical systems serving IA studios, as refrigerants—especially older generations—can have a significantly greater impact on atmospheric heating than CO<sub>2</sub> alone.

Scope 2

---

Renewable electricity procurement through Energy Attribute Certificates (EACs) is targeted to reach 80% by 2025 and 100% by 2030. This initiative not only demonstrates IA's commitment to renewable electricity procurement but also aligns with industry best practices, further reinforcing our dedication to sustainable operations and climate action.

Green lease/studio TI guidelines to allow us to more accurately measure and manage energy, water, and waste in operations, as well as optimize low carbon design and construction strategies.

Energy efficiency improvements at existing studio locations. For instance, with its lease renewal, the Chicago studio upgraded to energy-efficient light fixtures, achieving over a 30% reduction in energy consumption.

Scope 3

---

Develop/Implement decarbonization policies and procedures:

- Sustainable Procurement
- Employee Commuting
- Waste in Operations
- Business Travel

Engage with purchased goods and services suppliers who have also made a commitment to or have set SBTi targets by 2028.



# Organizational Initiatives

## 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.



# U.S. Green Building Council

In 2024, IA continued its long-standing partnership with the U.S. Green Building Council (USGBC). For calendar year 2024, IA has 109 LEED Accredited Professionals, achieved 9 LEED certifications, and is pursuing 9 others:

Through our membership, IA employees collectively utilize over 100 hours / year of training and educational resources for sustainable design best practices.



## ALA Materials Pledge

IA was recognized as one of 92 signatories participating in the 2024 reporting year. Through this effort, IA contributed integral preliminary data to advance holistic materials specifications across the industry.

## 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 2024, 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.

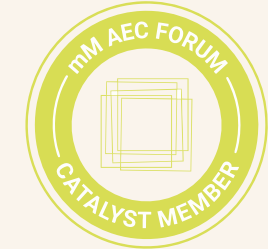


# Organizational Initiatives

## mindful Materials AEC Forum

IA actively participates in 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 environmentally responsible materials. This involvement underscores IA's commitment to industry-wide collaboration and the promotion of sustainable design solutions.

Additionally, IA's participation in the AEC Forum involves aligning with industry peers, manufacturers, and end-users to establish a common language and clear market signals for sustainable materials.



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.

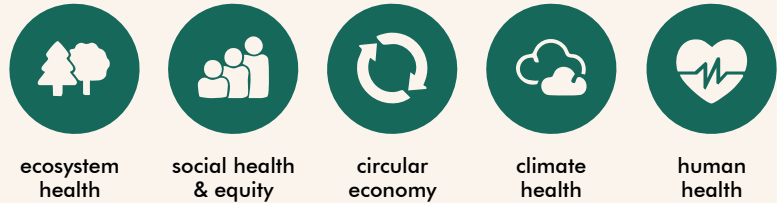
By engaging in these forums, IA demonstrates leadership in the movement towards a more sustainable and transparent materials economy, contributing to the broader goal of reducing environmental impact across the built environment.



## Industry Collaboration

IA has solidified its role as an industry leader through participation in mindfulMaterials (mM) and the AEC Forum. These platforms enable us to drive alignment on sustainable materials standards and contribute to the development of the Common Materials Framework (CMF). By collaborating with peers, manufacturers and end-users, IA is helping to create industry-wide solutions that prioritize environmental performance and health. In 2024, mM released a portion of the CMF for use by the industry, which aims to standardize material evaluation criteria across the architecture, engineering, and construction sectors. This framework is expected to accelerate the adoption of low-carbon and health-friendly materials.

[>Learn More About Mindful Materials](#)





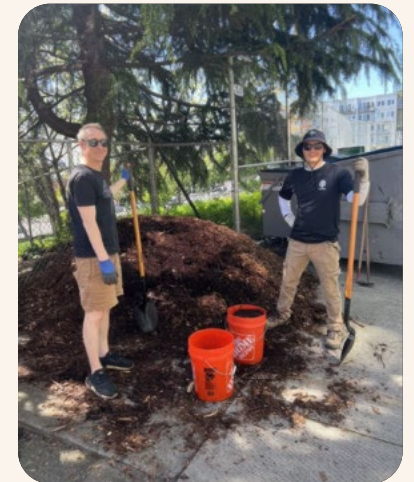
## Environmental Stewardship



# Organizational Initiatives

## Tree Planting

In celebration of its 40th anniversary, IA partnered with environmental organizations to launch a tree-planting initiative. This project focused on reforestation in critical ecological areas near IA studios and aimed to enhance biodiversity by planting over 4,000 trees. Over the next 40 years, these trees are expected to absorb more than 500,000 tons of CO<sub>2</sub>e—equivalent to the greenhouse gas emissions from 116,828 gasoline-powered passenger vehicles driven for one year.





# Organizational Initiatives

## 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.


### IA Interior Architects Supplier Sustainability Program Guide (SSPG)



Q4 2024

### Contents

- Introduction to Supplier Sustainability at IA Interior Architects
- Our Supplier Sustainability Expectations
- How IA Engages with and Evaluates Suppliers on Sustainability
- Sustainability Resources and Support
- Appendix



### Sustainability at IA Interior Architects

At IA, we recognize that the manufacturing and construction industry is the third highest contributor of annual GHG emissions among the top 7 industries for annual GHG emissions. We strive to provide our clients with responsible design solutions that also reduce GHG emissions through the built environment supply chain and efficient operations, creating more decarbonization opportunities beyond our immediate impact. We recognize our direct responsibility to lead positive movement to net zero greenhouse gas (GHG) emissions through our own organizational procurement activities and operational practices.



### Our Supplier Sustainability Expectations

By setting ambitious expectations for ourselves and our suppliers, and by working together to achieve them, we can amplify our impact and accelerate progress. You can find a detailed explanation of each expectation in the Appendix of this guide.



Set a science-based climate target



Reduce emissions in line with a 1.5 °C future and disclose related data annually



Share a third-party sustainability scorecard annually



Demonstrate collaboration & transparency



Agree to sustainability provisions in your contract with IA



# 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 2024 include:

[>United Airlines Featured in Fast Company](#)



## 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<sub>2</sub>e. This reduction is equivalent to the greenhouse gas emissions from 793 gasoline-powered passenger vehicles driven for one year.



## DPR Austin

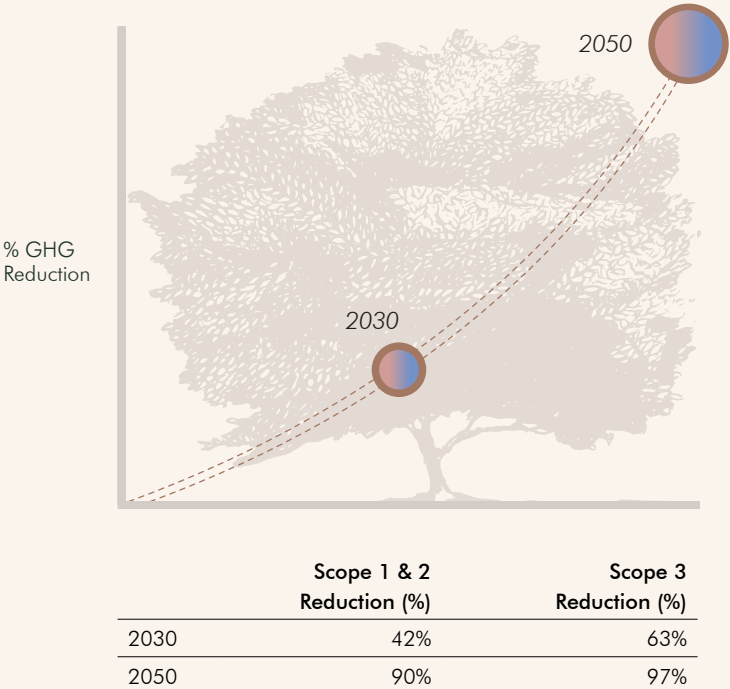
Achieved WELL Silver Certification, becoming one of the first WELL Certified project in Austin. Key features include circadian lighting design, the use of organic materials, ergonomic workspaces, a focus on healthy eating, and activity incentive programs.



## CarGurus

CarGurus Boston, certified LEED Gold in December, features energy-efficient systems that save over 550,000 gallons of water annually (a 36% reduction) and achieve 10% energy cost savings compared to ASHRAE 90.1 standards. The project prioritized sustainability and wellness by sourcing over 100 environmentally transparent products, diverting 69% of construction waste, and using low-emitting materials to support indoor air quality.

# Looking Ahead



IA is dedicated to advancing renewable energy use, sourcing sustainable materials, and fostering client collaborations to drive meaningful decarbonization. Our commitment extends beyond our organizational footprint, as demonstrated by the significant reduction opportunities through our design services. For example, a 1% reduction across our 55-million-square-foot annual portfolio could avoid 28,116 MTCO<sub>2</sub>e—equivalent to taking 6,700 gas-powered vehicles off the road for a year. Through bold action and innovative design solutions, IA amplifies its impact by setting a new standard for sustainability in architecture, building a legacy of environmental stewardship that inspires the industry and leaves a positive imprint on the planet.

# 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 2024 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 diverse voices, we aim to create lasting, positive change both within IA and in the broader design community.



# Organizational Initiatives

*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.*

## IA's Diversity Council Mission Statement

## Engaging a DEI Consultant and Establishing the Diversity Council

In 2024, IA deepened its commitment to diversity, equity, and inclusion by engaging a dedicated DEI consultant. This collaboration led to the creation of the IA Diversity Council, tasked with driving forward a mission statement that reflects our values and aspirations for inclusivity. The council plays a key role in shaping policies, identifying opportunities for growth, and fostering a workplace culture that values diverse perspectives.

In the fall, The Diversity Council organized a series of conversations to all studios focused on addressing and understanding biases. The council began with this focus because understanding our own biases is crucial as we strive to ensure that we approach this work with a thoughtful perspective. This awareness is essential not only for us as the council but also for each of us individually to promote meaningful representation and inclusion throughout the firm.

## 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 \$65,000 to 37 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.

# Organizational Initiatives

## 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 diversity, 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. We provide education to our staff during our Wellness Wednesday programs.



### Goal 3: Good Health & Wellbeing

The same healthy programs for food and outreach apply to this goal as well as to the UN SDG Goal 2. In addition, we strive to lease sites with showers and bike lockers and are encouraging our staff to find healthy options for getting to work. Our insurance provider also provides an annual stipend for IA to purchase items such as stainless steel logo water bottles to encourage hydration and non-single-use water bottles.



# Organizational Initiatives

## United Nations Sustainable Development Goals (UN SDGs)



### Goal 5: Gender Equality

In 2024, 68% of IA employees identified as women, with 47% 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 thrive.

Social Responsibility



# Organizational Initiatives

## IA Reach

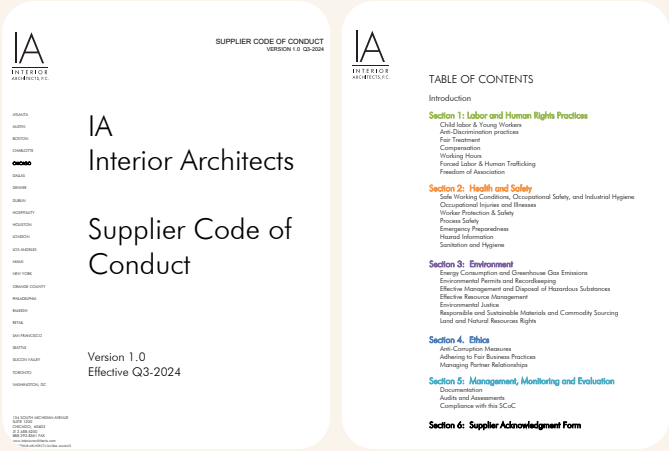
IA Reach, our design-focused philanthropic initiative, celebrated a year of impactful contributions in 2024. Having raised over \$400,000 for more than 250 charities to date, IA Reach supports community-focused projects that align with our mission of equity and wellness. This year’s efforts raised over \$15,000 with 800 hours volunteered and 34 organizations served.

## Diversity Metrics

IA is proud of its strong diversity metrics, which underscore our dedication to fostering an inclusive workplace. As mentioned previously, in 2024, 68% of IA employees identified as women, with 47% 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, IA introduced a Supplier Code of Conduct in 2024. 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.



## Looking Ahead

IA's focus on social responsibility continues to evolve as we work toward greater equity and impact. Future initiatives include expanding 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.





# Governance

Driving Accountability and Leadership



**Governance**



IA's governance initiatives in 2024 focused on embedding transparency, accountability, and leadership into every facet of our ESG strategy. With steadfast C-suite commitment and structured reporting mechanisms, we continue to demonstrate how robust governance supports both environmental progress and organizational integrity.



# Organizational Initiatives

## C-Suite Leadership Commitment to ESG

At the heart of IA’s governance efforts is the unwavering support of our leadership team. In 2024, this commitment was underscored by our validated Science-Based Targets initiative (SBTi) goals, reflecting leadership’s alignment with global climate action priorities. By integrating these targets into strategic decision-making, IA ensures ESG remains a priority at the highest levels.

## Creation of the Director of Sustainability Role

In February 2024, IA established a Director of Sustainability position, appointing Brett Gardner, RID, LEED AP BD+C, CSR-P, to spearhead the firm’s ESG initiatives. This role consolidates IA’s sustainability efforts, fostering cohesion across environmental, social, and governance priorities while driving industry-leading practices.

## Sustainable Wellness Committee

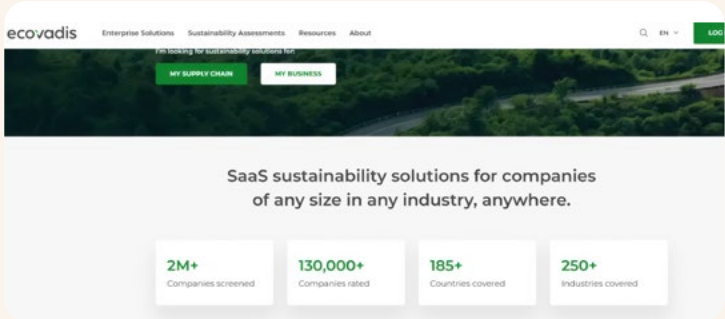
Since its inception circa 2018, the Committee has continued to assess and identify initiatives to help drive the integration of sustainability and wellness best practices into our design process and support IA’s organizational and industry commitments. This group is comprised of a Champion or Co-Champions from all IA studios, creating a powerful collaboration of 40+ individuals to evaluate, develop, and lead various initiatives.

Some of the 2024 initiatives included a focus on embodied carbon understanding and quantification, refining our guidelines for the studio’s materials resource library to align with the AIA Materials Pledge 5 impact categories, project specifications refinement to increase minimum sustainability standards, coordinating staff continuing education opportunities, professional accreditation resources, and coordination of various engagement opportunities throughout the week of Earth Day in April.

# Organizational Initiatives

## 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 8th edition of the EcoVadis Business Sustainability Performance Index, EcoVadis has provided over 125,000 sustainability ratings from 2019 to 2023, covering 73,330 unique companies across 156 countries. In Q4 2024, we submitted our EcoVadis assessment, and in January 2025, we received a score of 63, reflecting continued year-over-year improvement. We achieved higher scores across all four themes. While we remain a Bronze medal recipient, this accomplishment places IA in the top 35% of companies, not limited to professional services firms, assessed in the past 12 months.

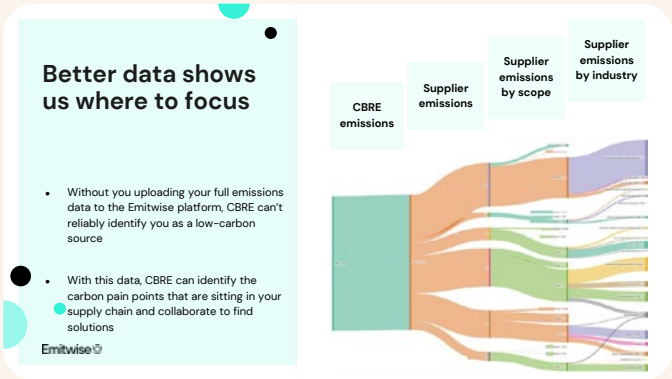
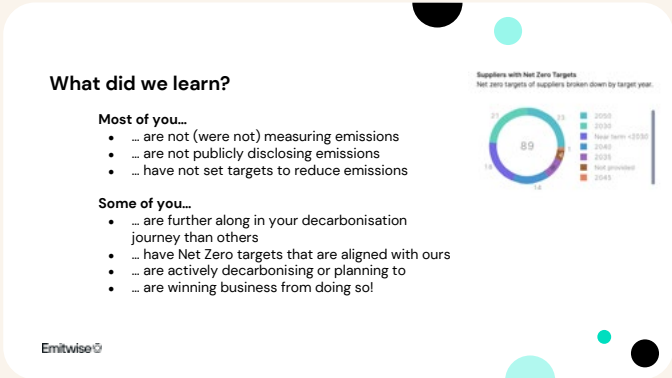
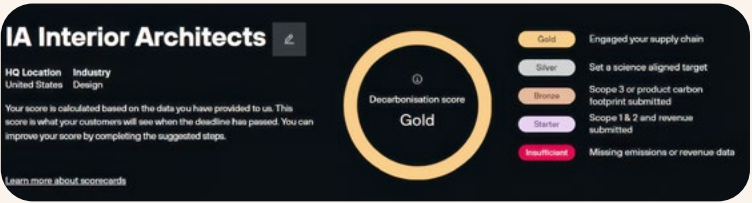




# Organizational Initiatives

## Supplier Emissions Reporting

In 2024, IA actively participated in supplier emissions reporting programs with key partners, including JLL, CBRE, and a global CRM company. These collaborative efforts enhance transparency and accountability across our supply chain while contributing to broader decarbonization initiatives. IA also supported the global CRM company's Carbon Neutral Services attestation, aligning with their emissions reduction commitments and setting an example for industry partnerships. IA has also shared our environmental performance data via the EcoVadis portal with 22 other requesting companies.



## Looking Ahead

IA's governance priorities for the future include expanding supplier engagement, refining reporting frameworks, progress and transparency toward meeting our SBTi targets, and continuing to align with international standards for sustainability. By embedding accountability into every level of our operations, IA aims to not only meet but exceed expectations for ESG leadership in the architecture and design industry.

Through these efforts, IA underscores its role as a trusted partner and leader, driving progress while maintaining the highest standards of transparency and responsibility.

Realizing a Brighter Future  
for People and the Planet.