AIA 2030 COMMITMENT

2025 Progress Report

INTRODUCTION

Director's Note 03

2025 By the Numbers 04

2025 Insights 05

2025 Highlights 06

Sustainable Pulse 07

Top 10 Performing Projects: Cross Sector 08

FIRMWIDE METRICS

Predicted Energy Use Intensity Reduction 09

Energy Modeling 10

Lighting Power Density Reduction 11

AIA 2030 ACTION PLAN

Action Plan 12

Materials Action Plan 13



Puente Hills Regional Park

Los Angeles, California, USA

Puente Hills Regional Park and Hilda L. Solis Environmental Justice Center is the top performing project in our portfolio with a net reduction of 109%. Although one of our smaller projects, it reflects HDR's commitment to regenerative design and community well-being. It also highlights the work of Kate Diamond, HDR's Civic Design Director in Los Angeles, who was awarded the 2026 AIA Award for Excellence in Public Architecture. Congratulations Kate!



Kate Diamond
FAIA, LEED AP
Design Director

DIRECTOR'S NOTE



Colin Rohlfing

ASSOCIATE AIA, LEED FELLOW

Vice President
Sustainability Director

Our 5 largest projects represented over **32.8%** of overall square footage. If we include our **30** largest projects, it is over **75%** of our portfolio. Our large projects drive our performance.

Only **16.3%** of projects met HDR's target reduction of **60%**.

Embodied carbon modeling dropped from **49%** to **32%**.

Energy modeling continued to increase, reporting our highest ever value of **96.1%**.

WE **NEED** TO CROSS THE FINISH LINE

This marks the 14th year that HDR reported our project performance as a signatory of the AIA 2030 Commitment. This provides us with an understanding of how our projects are performing, whether we are meeting the goals we've established for ourselves, and how we can continue to improve.

This year provided some positive results. We reported our highest Energy Use Intensity (EUI) reduction – 53.8% - and highest energy modeling percentage – 96.1% – ever. We continue to deliver net-zero projects and high performing building across all market sectors, building types, and scales.

However, the improvements were minimal from past years and we fell well short of the 60% reduction we established for ourselves. Looking at the data, we realize that our 30 largest projects represent 75% of our portfolio, and for the second year in a row, 72% of our projects are those with high process loads. As a firm, our results follow the collective performance of these projects.

With this in mind, we are refining our initiatives to make our target outcomes more tangible:

- Updated the HDR fee template to include a minimum sustainability engagement and energy model for projects based on HDR's net fee, a direct correlation to project size. Our largest projects will now have a Design Excellence engagement, while our smaller projects have a revised modeling requirement that is more representative of their size and fee.
- Our AIA 2030 Action Plan provides a revised roadmap for us to achieve our performance goals. We are targeting near-term reductions of 60% this year, 65% next year, and 70% by 2028.

This does not discount our smaller projects, which have real benefits in our local communities and help show us what is possible; but it is our large projects that drive our global impact.

New this year, we also developed an AIA Materials Pledge Action Plan. This Plan is included in this report and establishes our firmwide targets and guides our approach to meeting our commitments as a signatory to the AIA Materials Pledge. The findings of our participation in the AIA Materials Pledge will be integrated into our AIA 2030 Report starting next year.

As Doug Wignall noted 9 years ago in his Call to Action, "the scale and number of projects that we deliver results in a very large environmental footprint, but it also affords us a very large opportunity to serve as the leading change agent in this space." We feel these initiatives will establish HDR as a firm that is having the biggest impact in our industry and in our communities.

2025 BY THE NUMBERS

KEY ACHIEVEMENTS

Tracking and improving these metrics each year takes us closer and closer towards the regenerative future that we seek to create.



TOTAL PROJECTS

195



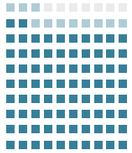
EUI REDUCTION

53.8%



ALL ELECTRIC

28.1%



ENERGY MODELING

96.1%



EMBODIED CARBON MODELING

32.1%



LPD REDUCTION

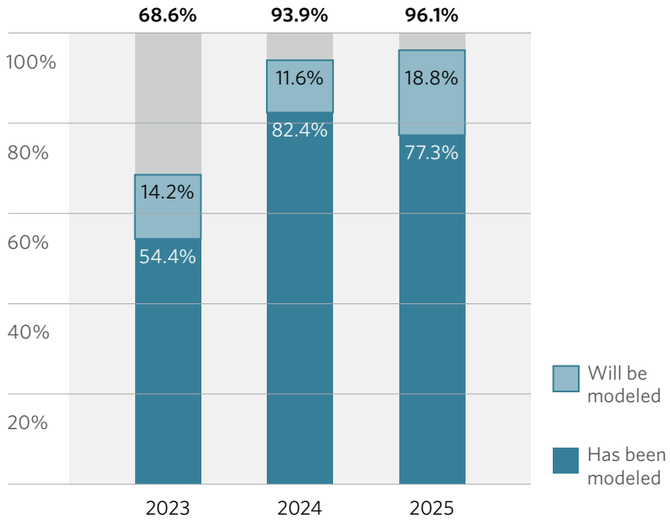
28.8%

2025 INSIGHTS

THE CHALLENGE OF HIGH PROCESS LOADS

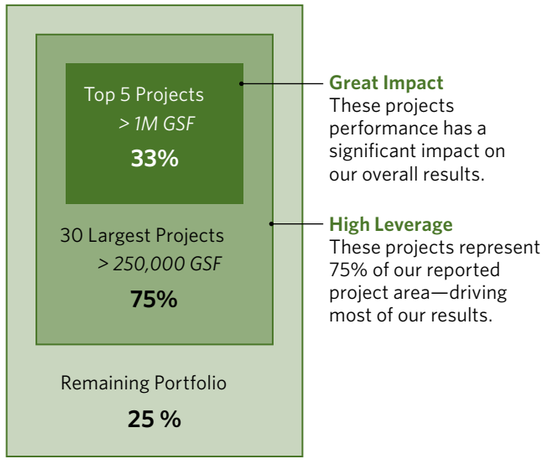
72% of HDR's design portfolio in both 2024 and 2025 consists of high internal process load buildings (i.e., hospitals, laboratories, maintenance facilities, data centers) for which EUI reductions are much more difficult. This limits our anticipated maximum reduction and informs the firm targets established in our AIA 2030 Action Plan.

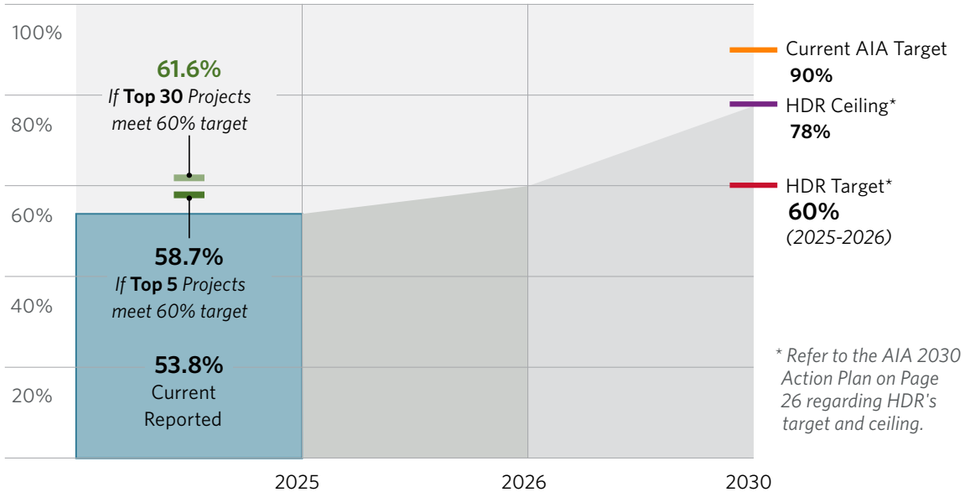
Energy Modeling:
Improved Compliance



Modeling compliance saw a remarkable increase from 68.6% to 96.1% within the past two years, including the highest ever modeling percentage in 2025. HDR's updated Design Excellence Engagement, outlining energy modeling guidelines, is provided in HDR's AIA 2030 Action Plan.

EUI Reductions:
Large projects drive HDR's 2030 performance





HDR reported a 53.8% reduction in 2025. This is short of the 60% target we established for ourselves and the 90% target established by the AIA. **Our five largest projects, all over 1 Million GSF, total 1/3 of our entire portfolio.** HDR reported 30 projects over 250,000 GSF, which totaled 75% of our work.

Why this matters

Because 75% of HDR's reported project area is concentrated in 29 large projects, targeted Design Excellence Engagement on these projects has the **greatest impact** on our AIA 2030 performance.

- If each of our **five largest projects** had met HDR's 60% reduction target, our savings would have increased to **58.7%**.
- If all of our **projects over 250,000 GSF** met HDR's target, then our savings would have been **61.6%**.

2025 HIGHLIGHTS

ELEVATING SUSTAINABLE DESIGN

HDR has incorporated AIA 2030 and AIA's Framework for Design Excellence metrics into our annual Opacity design award process.



16.3%

of square footage met HDR's 60% reduction target

1.1%

AIA-compliant projects fell from 6.8% to 1.1% with the target increasing from 80% to 90%

28.1%

Our fully electric square footage stayed relatively consistent, from 30.6% in 2024 to 28.8% in 2025.

32.1%

Our modeling of embodied carbon fell in 2025, from a high of 49% in 2024.

96.1%

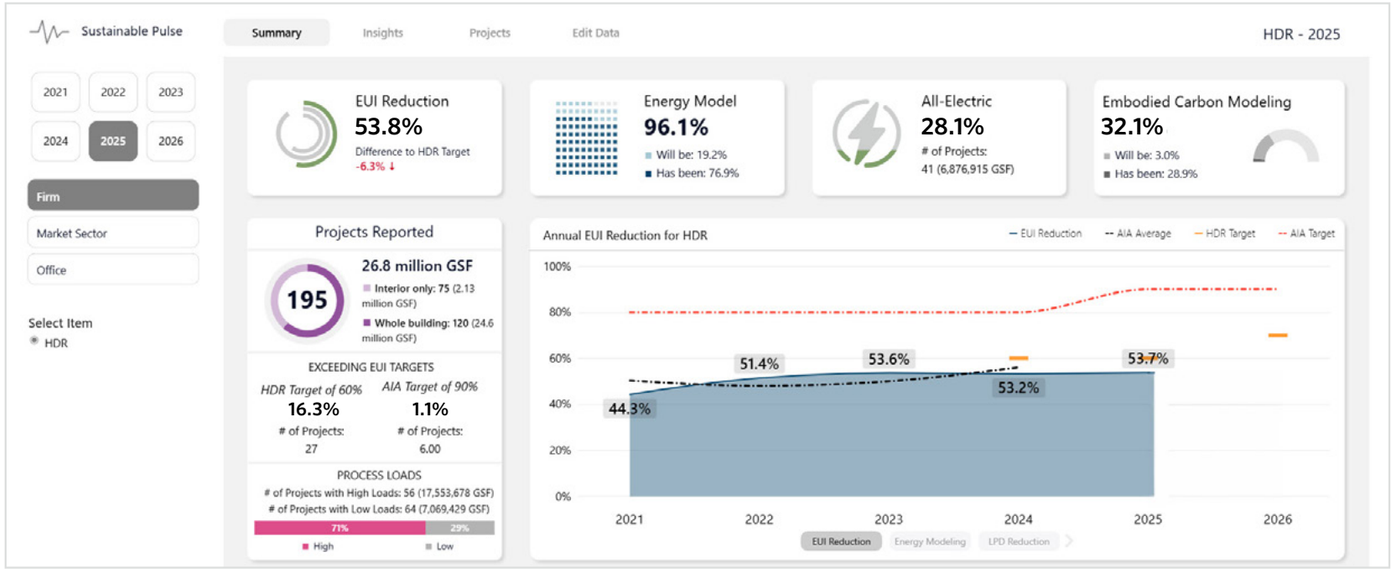
We modeled and plan to model 96.1% of our projects, our highest total ever reported to the AIA.

32

No. of office champions gathering project data and offering design support for performance improvement.

Portfolio showcases successful improvements in achieving carbon neutrality despite high process load challenges.

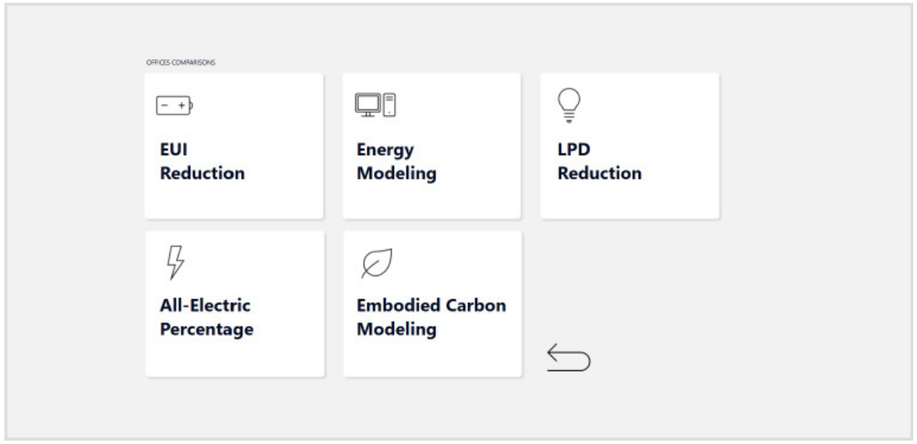
SUSTAINABLE PULSE



Dive into Sustainable Pulse

HDR's proprietary BI dashboard called **Sustainable Pulse** allows every office and every project to track performance and compliance with AIA 2030 in real time. Monthly check-ins with office managing principals, design principals, and AIA 2030 champions ensure that performance targets are identified and measured.

Take time to discover how Sustainable Pulse is here for you, with interactive features and customizable filters to meet your specific needs. We are continuously enhancing the dashboard, so keep an eye out and visit often for exciting updates.



TOP 10 PERFORMING PROJECTS: CROSS SECTOR



1 **109.7%**

Puente Hills Regional Park and Hilda L. Solis Environmental Justice Center, *Los Angeles, California, United States*



2 **109.5%**

Otay Mesa East Port of Entry, Commercial Vehicle Enforcement Facility and Intelligent Transportation System, *San Diego, California, United States*



3 **105.6%**

City of Lincoln, Multimodal Transportation Center, *Lincoln, Nebraska, United States*



4 **97.5%**

Southeast Gateway Line (SGL) Transit Corridor Advanced Engineering, Maintenance of Way Building, *Los Angeles, California, United States*



5 **94.5%**

Southeast Gateway Line (SGL) Transit Corridor Advanced Engineering, Maintenance and Storage Facility, *Los Angeles, California, United States*



6 **88.7%**

Girraween Public School, *Girraween, New South Wales, Australia*



7 **85.7%**

Humboldt Public Health Laboratory Replacement Project, *Eureka, California, United States*



8 **82.6%**

Rouse Hill Hospital, *Rouse Hill, New South Wales, Australia*



9 **80.8%**

NAVFAC Mid-Atlantic, New F-35 Sustainment Facility Preliminary Design Authority, MCAS, *Cherry Point, North Carolina, United States*



10 **76.8%**

Prince Edward County Memorial Hospital, *Picton, Ontario, Canada*

PREDICTED EUI REDUCTION: FIRMWIDE

EUI REDUCTION

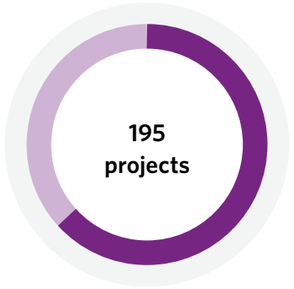
53.8%

"

Our overall reduction increased to 53.8%, but the percentage of projects meeting HDR's target of 60% dropped from 25% to 16%. This indicates that we saw a reduction in the number of high performance projects, but we also saw an improvement in our floor, so we have fewer low performing projects that in previous years.

We doubled the square footage that met the AIA target of 80% reduction.

16% of our projects met our internal goal reduction of 60%.



Projects in Pulse

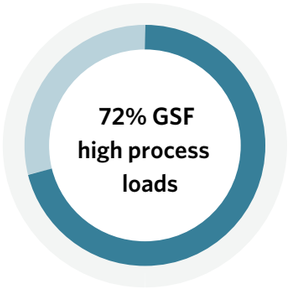
(26.8 million GSF)

- Interior only: **75 projects** (2.13 million GSF)
- Whole building: **120 projects** (24.6 million GSF)



Projects Exceeding Targets

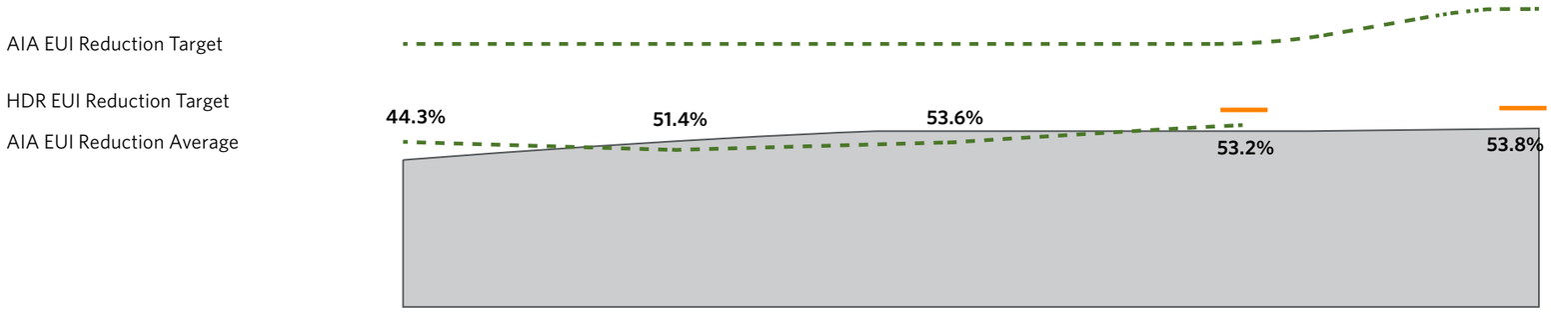
- Exceeding HDR's Target—60% : **27 projects**
- Exceeding AIA's Target—90% : **6 projects**



Process Loads

- Low Loads: **7 million GSF** (64 projects)
- High Loads: **17.5 million GSF** (56 projects)

Firm EUI Reduction Metrics Over 5 Years



Reporting Year	2021	2022	2023	2024	2025
Difference to AIA Average	-6.0%	3.4%	3.6%	-2.8%	
Difference to AIA Target	-35.7%	-28.6%	-26.4%	-26.8%	

ENERGY MODELING: FIRMWIDE

ENERGY MODELING

96.1%

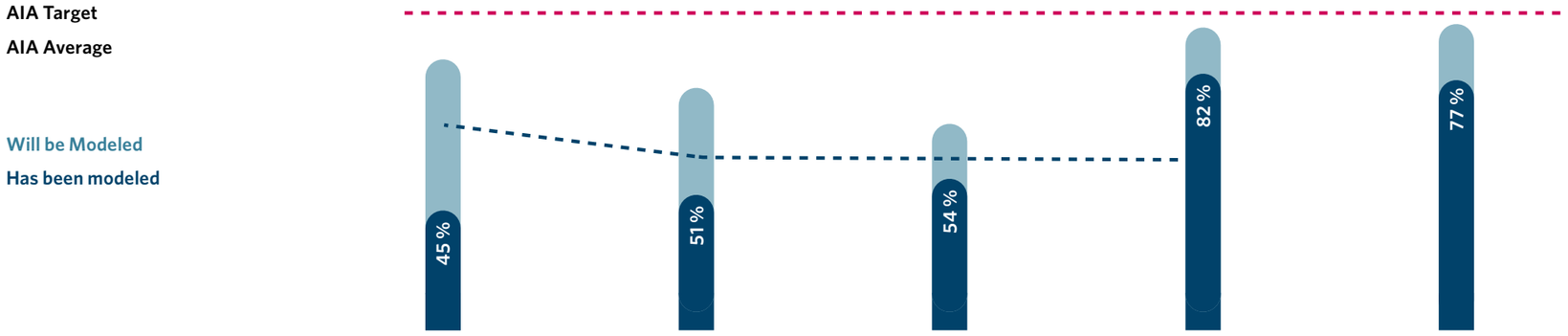
Will be: **18.8%** Has been: **77.3%**

"

Our impressive increase in energy modeling underscores the success of our modeling initiatives and our commitment to data-driven design.

HDR well exceeds the most recent AIA average of 60%.

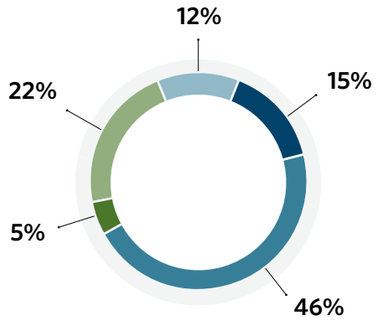
Firm Energy Modeling Metrics Over 5 Years



Reporting year	2021	2022	2023	2024	2025
Total Energy Modeling	**83.6%**	**77.9%**	**68.6%**	**93.9%**	**96.1%**
Difference to AIA Average	**16.6%**	**15.9%**	**7.6%**	**33.9%**	**N|A**

Responsible Party for Energy Modeling

- Modeling Consultant—HDR **15%** (25)
- Modeling Consultant—External **46%** (30)
- Not Reported **5%** (14)
- Design Engineer **22%** (18)
- Architecture Team **12%** (20)



% Of square footage (# of projects)

LIGHTING POWER DENSITY REDUCTION: FIRMWIDE

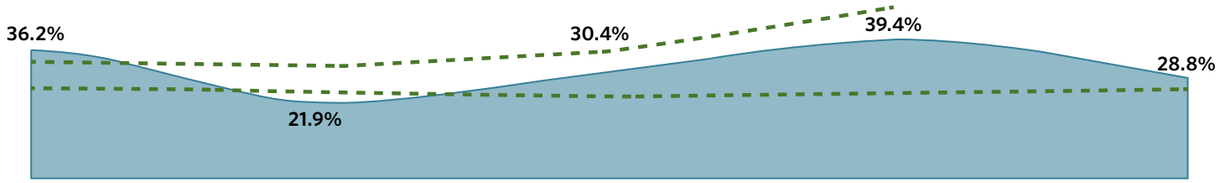
LPD REDUCTION

28.8%

Lighting Power Density (LPD) reductions continue to be inconsistent year over year.

However, HDR is annually above the AIA target.

Firmwide LPD Metrics Over 5 Years



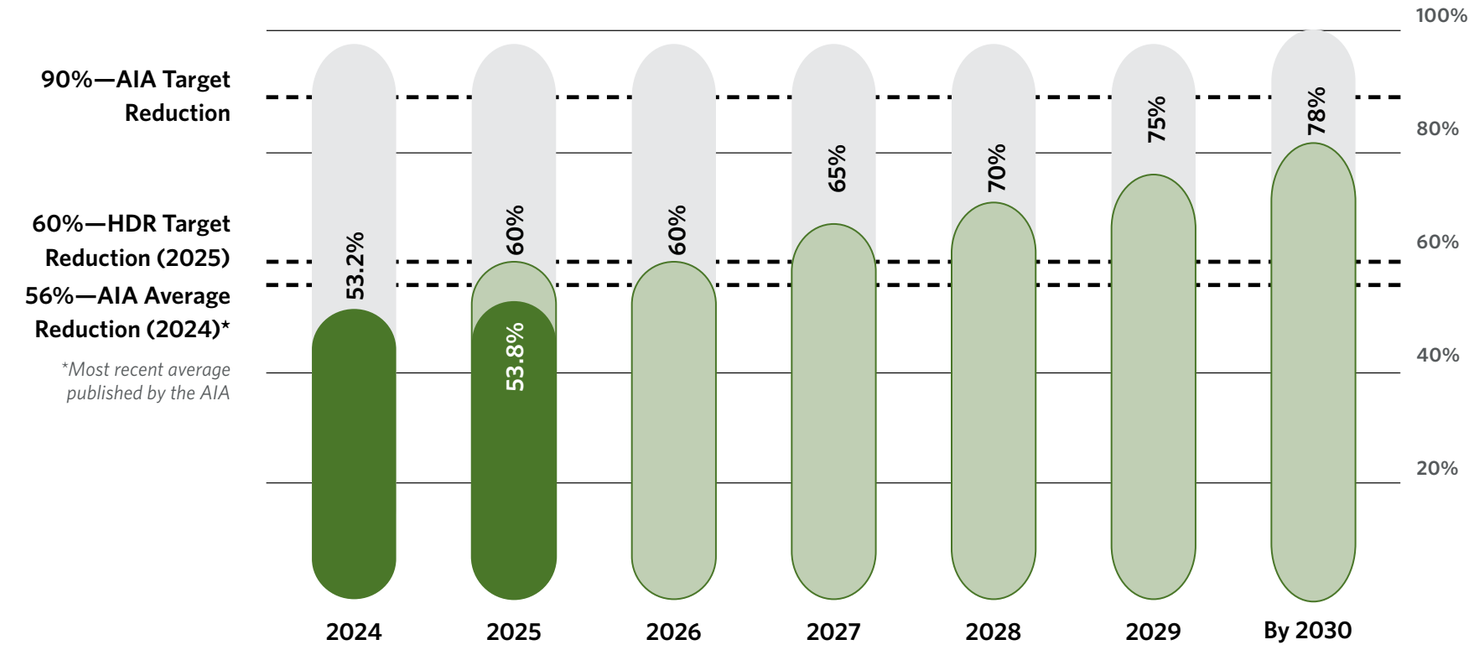
Reporting Year	2021	2022	2023	2024	2025
Difference to AIA Average	3.2%	-10.1%	-5.6%	-6.6%	N/A
Difference to AIA Target	11.2%	-3.1%	5.4%	14.4%	3.8%

AIA 2030 ACTION PLAN

SET AMBITIOUS YET REALISTIC TARGETS.

SCENARIO PLANNING FOR THE FUTURE

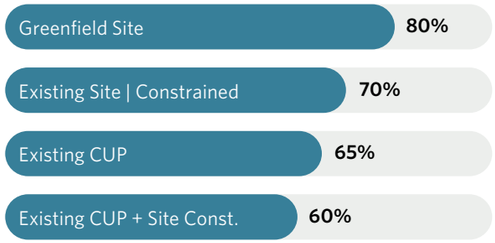
We estimate that a **75% to 78% reduction** is likely the highest level of savings that we can achieve by fulfilling "our end of the design bargain." Additional reductions will require our clients to install new central utilities and explore larger scale on-site renewable energy systems which are beyond the scope of our design projects.



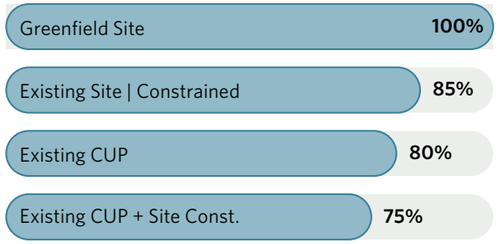
The fact is: Energy use reduction potential is not created equal for all project typologies.

For the past 2 years, 72% of HDR projects—labs, hospitals, data centers and industrial/maintenance facilities—have high internal process loads and high baseline EUIs. We also have design projects that are site-constrained and utilize an existing Central Utility Plant (CUP). These conditions require us to set unique EUI reduction targets for projects facing these realities. These future EUI reduction targets can be found below.

High Energy | Process Load Buildings:



Low Energy | Process Load Buildings:



Each project team will identify site and CUP conditions in Pulse to establish an HDR project reduction target. This target will be defined in Pulse and reviewed with each office during its monthly sustainability review.

AIA MATERIALS ACTION PLAN

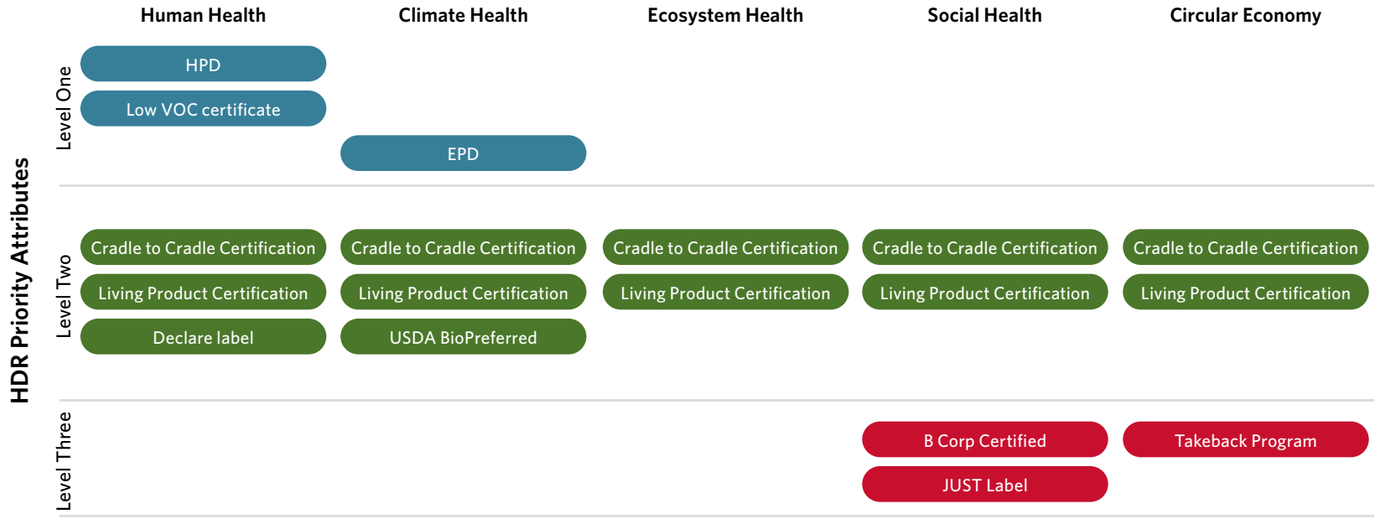
1 Track priority attributes and product categories

The Common Materials Framework includes dozens of attributes that AIA counts toward the Materials Pledge annual reporting. At HDR the Healthy Material Focus Group, a working group made up of Architecture, Interiors, and Sustainability + Resiliency team members, identified 8 attributes that best support the goals of our designers and clients. The working group focused on attributes that are easily confirmed by a certificate or label issued by a trusted industry organization specializing in material transparency and optimizations. Additionally, it was important that the list touched all of the Common Material Framework's impact categories.

Current **Priority Attributes** are:

- Level One (Transparency): Low VOC, HPDs, EPDs
- Level Two (Optimization): Declare labels, Cradle to Cradle certificates, Living Product certificate, USDA BioPreferred
- Level Three (Organization): Products with a validated Takeback Program (per LEED v5), JUST or B Corp label

Common Materials Framework Impact Categories



2 Incorporate priority attributes in finish legends

We launched a revised Revit template for HDR finish legends that include columns for each of the Priority Attributes. The new legend includes columns for each attribute, with a built-in dropdown menu for specific answers relevant to the level of detail needed to fill out the AIA annual report. All interior products on the finish legend should have data entered in each of the attribute columns. The columns are intended to be printed for awareness of the complete design intent.

3 Share education and resources

The Healthy Materials Focus Group team regularly hosts internal webinars and project-based training sessions to spread awareness of the tracking requirements within the Finish Legend. These are focused on the Interiors Practice Group at this time, but will expand across the Architecture Business Group as needed. We have developed multiple internal resources to help connect designers with products pre-researched for **Priority Attributes**, links to primary or reliable sources for the attributes of new products, and BIM experts to optimize the flow of data from initial exploration through final product selection and annual AIA reporting.

AIA MATERIALS ACTION PLAN

4 Set aggressive reporting goals

HDR intends to report more and more eligible projects every year, measured by gross area to reflect our commitment to make positive impacts across our very large portfolio of design work. Eligible projects are those that issued the 100% CD set, including the final finish legend, during the reporting year. Each year we intend to increase the percentage of gross floor area reported from 40% in RY25 to over 90% in RY30. Already we have exceeded our goal for RY25, reporting over 61% of eligible gross area.

5 Look to the future

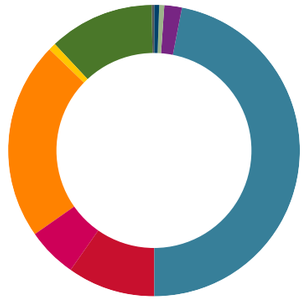
HDR recognizes that the steps we have taken to date represent a consolidated foundation to inform even better material selection practice.

Future developments include:

- Refinement of our internal definition for biobased products beyond the USDA BioPreferred certificate
- Tracking of attributes for products outside the Finish Legend, i.e. exterior products
- Expansion of priority attributes

HDR will also be rolling out required design engagement for materials to underpin our best practice and **AIA Design Excellence** alignment. Similar to the engagement framework for the 2030 Challenge, we will define the minimum level of performance for materials based on three tiers of project size based on net fee.

Reported Project Area by Use Type (RY25)



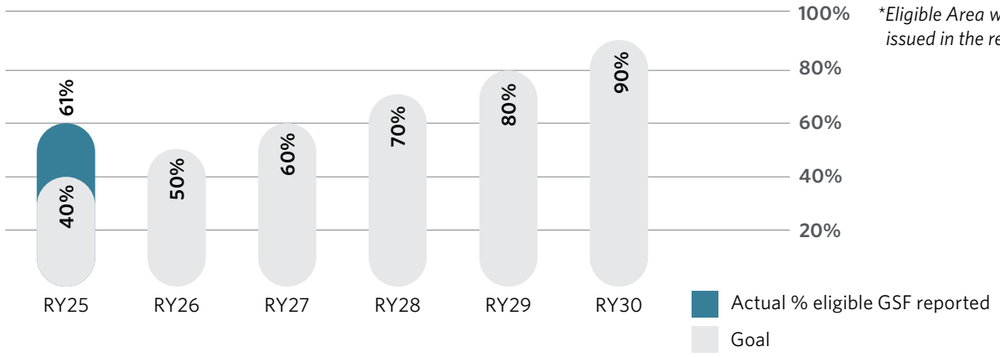
- **Health: Inpatient |** 47% | 1,891,364 sf
- **Laboratory |** 22% | 880,838 sf
- **Office |** 12% | 464,766 sf
- **Health: Clinic |** 10% | 399,507 sf
- **Health: Outpatient |** 5% | 220,000 sf
- **Education |** 2% | 80,000 sf
- **Public Assembly |** 2% | 40,672 sf
- **Retail |** 1% | 28,800 sf
- **Public Safety |** 0.5% | 18,200 sf
- **Courthouse |** 0.2% | 8,600 sf

269
PRODUCTS REPORTED (RY25)

24
PROJECTS REPORTED (RY25)

4,032,747
GSF OF PROJECTS REPORTED (RY25)

Projects Reported by Eligible Area*



Eligible Area was part of a 100% CD set issued in the reporting year

Average Products Reported per Project

