

An aerial photograph of a city skyline, featuring several tall skyscrapers and a dense urban landscape. A large teal-colored rectangular overlay covers the right half of the image, serving as a background for the company name and report title.

CALLISON

AN ARCADIS COMPANY

SUSTAINABILITY
REPORT (2011-2014)
APRIL 2015

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FOREWORD



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This is an exciting time for design at ARCADIS.

This year, Callison and RTKL aligned as a single company under ARCADIS the leading global natural and built asset company. The breadth and depth of our collective intelligence, talent and resources promise to bring our clients tangible, far-reaching benefits. While we had an impact as individual practices, as a unified organization, we now have an unprecedented scale and reach to address new challenges and opportunities facing the communities we serve.

Sustainability is one of ARCADIS' four core values, and we are developing a robust plan to improve our activities and initiatives across the entire company. The design of the built environment remains an essential arena in which to promote greater environmental, social and economic value. As one of a handful of the world's largest design companies, we have an even greater responsibility and opportunity to ensure that our work has a positive impact.

With that in mind, we offer this year's sustainability reports—plural. Cousins this year, as we unify our organizations, but a promise for a single, unified and comprehensive report for 2015. By sharing our knowledge and being open about our progress, we hope to encourage greater transparency among other companies, inside and outside our sphere of influence.

We invite you to review our plans and progress and give us feedback. Help us make the most of our unique leadership position.

Thank you.

Sincerely,

Lance Josal FAIA
CEO
Callison RTKL

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CORPORATE SOCIAL RESPONSIBILITY

Being socially and environmentally responsible is deeply rooted in Callison's culture and values. Our approach to succeeding, internally as well as externally, informs our social responsibility agenda and keeps us focused on achieving a sustainable future in accordance with our company values.

We know that social responsibility goes beyond our offices and projects, it also includes the local communities in which we live and serve. This implores us to make a positive impact everywhere we work and with every client and occupant.



DPR HEADQUARTERS

SAN DIEGO

LEED
PLATINUM

42%

energy-use reduction
and an ENERGY STAR
score of 97 out of 100

50%

reduction in potable
landscape water use

Net
zero
Energy



WHO WE ARE

In the last 40 years, Callison has grown from a small office in Seattle to a global design firm with over 1100 employees in 11 offices and 3 continents. Throughout our rich history, we have always been a client-focused practice that sees design as a business strategy. While our methodologies have changed over time, we still hold true to making our designs adaptable and timeless. We are proud of our Vision, Mission and Company Values that represent Callison as a firm, and where we are headed in the future.

Our Vision

We are a leader of change, expanding the traditional boundaries of design to embrace strategic thinking that fosters innovation.

Our Mission

“We create value for our clients by maximizing the potential of each project with business insight and creative collaboration to develop destinations that work for people and their communities environments that inspire, motivate and enhance the lifestyle of the user.”

WHY NOW?

We see more and more clients asking us about sustainable design. While Callison has championed sustainable design for several decades, we are now formalizing our efforts in the firm's first ever Sustainability Report. This report covers 2011- 2014 for our non-China offices. Moving forward, a full Corporate Social Responsibility Report will be generated by our parent company ARCADIS, of which Callison's work will be a part of.

One might ask: why now? Our answer is if not now, when? By 2030, over 60% of the global buildings that are currently in service will be renovated, demolished or reconstructed. Callison is poised to have a significant impact on the built environment by employing sustainable solutions on our projects to create greener designs resulting in better performing projects.

1100

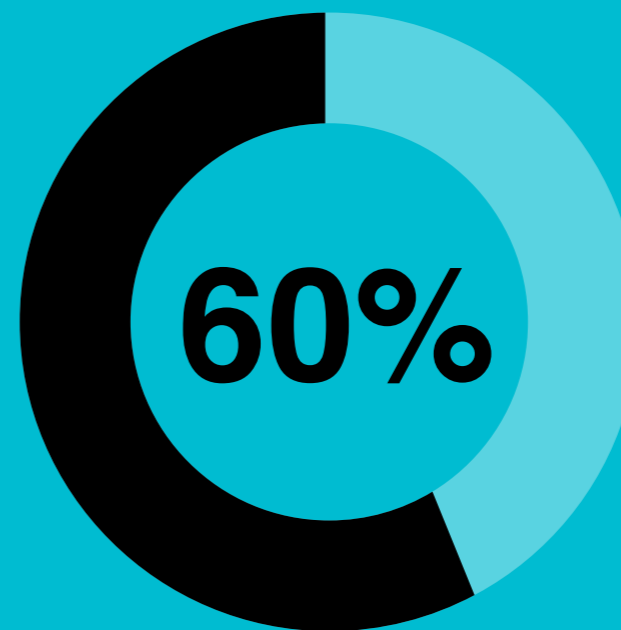
Total Callison
Employees

11

Offices Around
The Globe

40

Solid Years &
Counting



▶ 60% of buildings that are currently in service will be demolished, reconstructed, renovated or built anew by 2030



LEGEND
● Projects worldwide
⊙ Offices

36
Countries featuring
Callison projects

*Antarctica is the only continent
without a Callison project

CLIENT-COMMITTED AND DATA-DRIVEN

Callison's goal is to energy model every project and ensure our projects are in line with the Architecture 2030 energy consumption targets. Our clients look to us to guide them in selecting sustainable design measures that make sense for their business. What works for them can work for our business as well. Callison implements many sustainable practices in our day-to-day operations and we continue to seek additional opportunities.



20+
years of membership
with the U.S. Green
Building Council

50+
Projects LEED
Certified

28
LEED Projects
in Progress

110
Accredited professionals
and green associates
from Callison to offer
direct client
support

OUR APPROACH

JOIN US & CHANGE THE COURSE OF THE PLANET'S FUTURE

Callison is committed to creating environments, buildings and communities that are environmentally resourceful, sustainably developed and enhance quality of life. We believe we must alter our profession's practices and encourage our clients and the entire design and construction industry to participate in green strategies and make sensible decisions toward sustainability. Our responsibilities as architects and designers push us to new levels in informing our clients about sustainable design. Our process is guided by key principles to gauge functionality, visual aesthetics, energy efficiency, economic feasibility and defining the look of high-performance efficiency.

Drivers & Resources

The Matrix©	Client-Committed and Data-Driven
The Matrix for Retail	Guidance and Investigation
Callison Commitment to AIA 2030	Callison LEED® Project Administration
Energy Modeling	Services

Callison's 2030 District Services

Sustainable design strategy exploration & design simulation services

Seattle
Los Angeles

Callison's Five Points of Sustainable Design

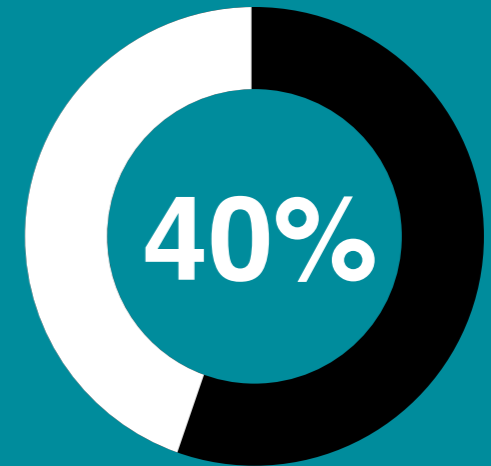
- 1. Does it work?** (meets all functional, programmatic, environmental and cultural requirements)
- 2. Does it look attractive?** (meets qualities of a visual aesthetic and conveys the underlying idea in an artistic sense)
- 3. Is it resource-efficient?** (tested in energy models, meets the spirit of the AIA 2030 challenge toward energy-efficient design)
- 4. Does it look efficient?** (the design language shows and reads "high-performance")
- 5. Is it economically feasible and marketable?** (meets the client's goals and excels in the market)



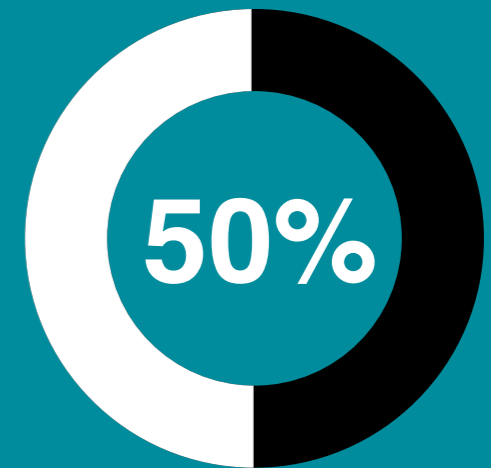
HUARUN TOWER

CHENGDU, CHINA

**LEED
GOLD**



reduction in indoor
water use

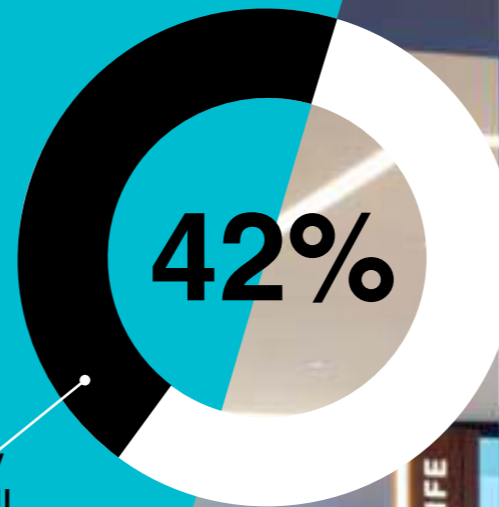


reduction in potable
landscape water use

EARLY ENERGY MODELING

AND THE AIA 2030 COMMITMENT

Callison signed the AIA 2030 Commitment in 2009 and has been reporting each year since. In 2014, we were able to reduce the predicted energy use intensity (pEUI), from the AIA 2030 baseline, of our reported projects by an average of 25%. This number reflects projects that were energy modeled as well as projects that were not energy modeled. We believe the policy discussed in our Next Steps section will help us decrease the energy consumption number significantly as projects that were energy modeled in 2014 showed a savings of 42% on average.



On average, Early Energy Modeling saves 42% pEUI

28
energy-modeled
projects thru 2014

An icon of three white smokestacks with black smoke rising from them, set against a teal circular background.

**ALL PROJECTS
ENERGY MODELED
STARTING IN
2015**

Matrix by Callison was initially developed as an internal website to help Callison assess which green strategies were most relevant for a given project. This information has been used on numerous projects and garnered much support from our clients. So much that in March 2014, Callison launched Matrix by Callison (www.matrix.callison.com) for the public use.

This online tool houses 84 sustainable strategies that can be used across all project types and has had **over 7,100 visitors** from over **20 countries**. The site has over **29,400 page views** and the average visitor views **3.83 pages per visit**. Almost **350 hours** have been spent on the site learning and sharing sustainable strategies and Callison is proud to provide this information at no cost.



BY THE NUMBERS

5600
Unique Visitors

7100
Visitors from more than
20 countries

350
hours of free education

CALLISON UNIVERSITY

Callison prides itself on delivering design as a business strategy through Callison University (Cal U). Each semester, courses are offered that deepen the knowledge of everyone in the firm, from support staff all the way up to the C-Suite. We have seen architects and designers **participation increase from 32% to 51%** and support staff **participation rise from 22% to 29%**

In 2015, we now offer one class per month on sustainable topics to deepen the knowledge of the firm about green building practices. The more our people are able to speak the language of sustainable design, the easier it will be for us to walk with our clients on the journey towards true sustainability.

In many of our offices we offer weekly AIA, IIDA and GBCI approved courses, as well as continuing education through third parties to help professional staff maintain their licenses.

In 2014 alone

628

**employees partook in
almost 80 different
courses**

110

**total hours of
education offered
in 2014**

**Over half of
our employees have
participated in Cal U
sessions the past three
years and we have
increased that
percentage every year.
(2011-2014)**

CALLISON CARES

Being socially and environmentally responsible means nurturing and supporting our communities. We take our commitment to social responsibility seriously.

Throughout the year, Callison contributes to organizations, such as American Heart Association, Junior Achievement, United Way, U.S. Green Building Council, and others where our employees feel we can make the biggest difference.

Callison Cares encompasses two ways of giving back to the community. Not only does Callison realize the value of donating money to those in need, but we give back by volunteering our time as well.

Charity Hours



Donations

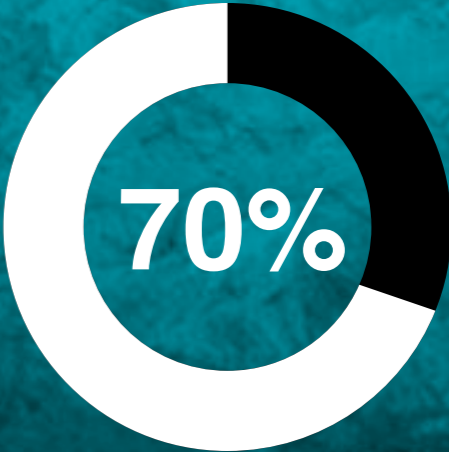


More than 47 charities have received donations from Callison employees in 2012-2014, in amounts ranging from tens of dollars to tens of thousands of dollars.

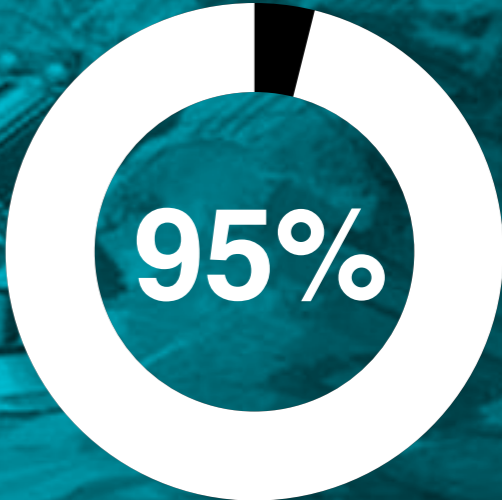


THE RED SEA ASTRARIUM

AQABA, JORDAN



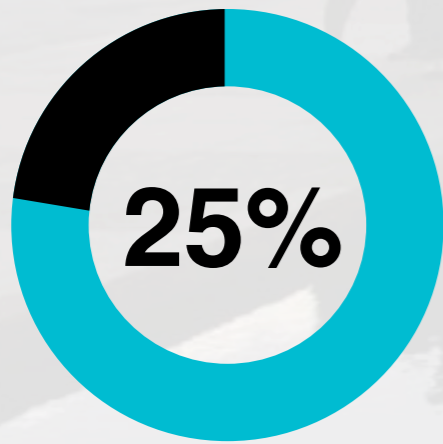
of the energy generated on-site (solar, wind, biomass)



of organic waste converted into compost on-site

OUR PROJECT IMPACT

We are a global firm that has an international outlook on the future. As a large firm, we have the ability to make a big impact be it by reducing energy or water consumption of our buildings specifying better materials from responsible sources. From 2011-2014, Callison has worked on nearly 1900 different green projects with 58% comprising commercial projects and 42% from retail projects. In 2014 we generated 38% of our revenue from green projects and since 2011 we have generated more than \$90M dollars in revenue from green projects. Our percentage of green retail projects has increased by 20% from 2013 to 2014 alone.



Nearly 25% of our work from 2011-2014 has been for sustainable projects

38M

In 2014 Callison designed over \$38M in green projects

1900

nearly completed green projects from 2011-2014

TOTAL GREEN GROSS REVENUE*

2011-2014



*Gross green revenue includes projects that were designed by a domestic office and were: certified or registered with a third party certification system, have participated in Early Design Energy Modeling, had an internal sustainability review, and/or were designed in a state or local jurisdiction with a green building code.



almost
1900
Green projects, ranging from a few thousand sqft to several million sqft

MARKET SECTOR

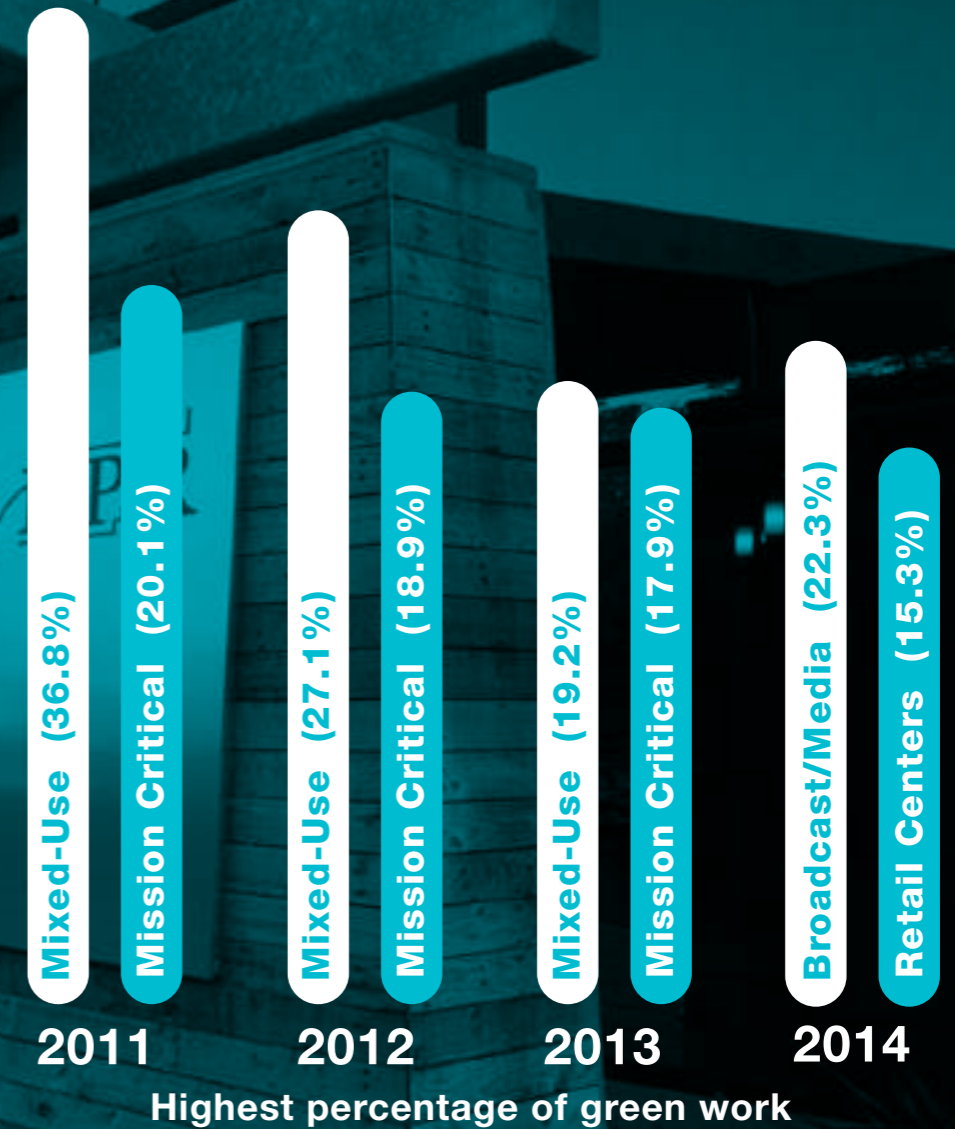


Of total revenue is generated by

59% of green revenue is from Commercial practice

41% of green revenue is from Retail practice

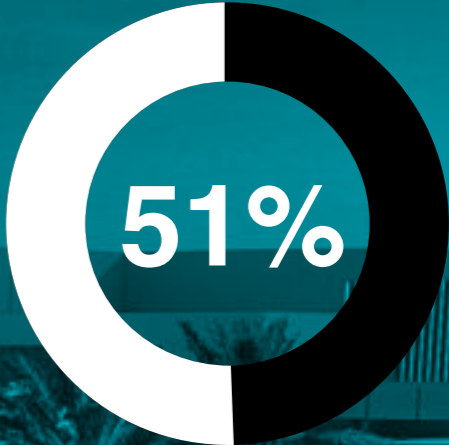
For the past four years, Callison's green projects have accounted for **almost 25% of total revenue**. We are taking significant steps to increase this percentage. Globally, each project that uses energy modeling has a significantly higher percentage of energy saved. Callison is happy to announce that all projects will undergo Early Design Energy Modeling moving forward and we expect to see revenue from green projects increase significantly due to this new policy.



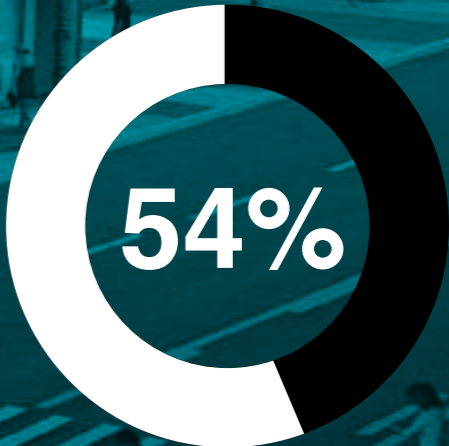
VILLA MARINA MARKETPLACE

LOS ANGELES

**LEED
GOLD**



cost savings due to upgraded exterior enclosure



energy savings due to upgraded exterior enclosure

CALLISON LEED PROJECTS

Callison has been a member of the U.S. Green Building Council (USGBC) since 2000 and uses the Leadership in Energy and Environmental Design (LEED) rating system on numerous projects. On average, LEED projects use 25% less energy than code equivalent buildings and reduce operating costs by 19%. “Roughly 90 percent of LEED projects use source materials that are harvested and manufactured within a 500 mile radius. By using materials from nearby, project teams are supporting local and regional economies while saving on the economic and environmental costs of product transportation.” (www.usgbc.org/articles/leed-facts)

Callison has over 100 LEED Accredited Professionals on staff and we continue to educate our employees on the latest sustainable design trends and systems.



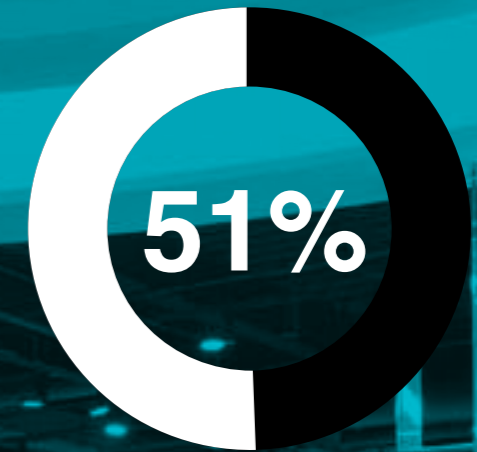
LEED
Certified
Projects

39
COMMERCIAL
PROJECTS

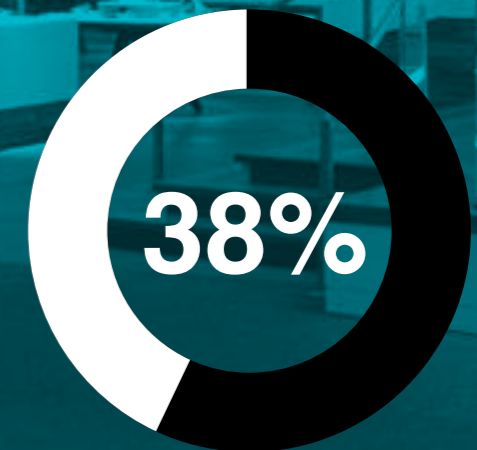
10.1
MILLION
TOTAL PROJECT
SQUARE FOOTAGE

12
RETAIL
PROJECTS

LEED
PLATINUM



of the store's electricity
comes from renewable
sources



water use reductions

▶ AT&T Michigan Avenue is not simply a new store that saves energy, water and resources, but a reinvention of how retail projects are designed and built. The design offers a variety of places for face-to-face connections and maximizes the health and well-being of employees and customers.

NEXT STEPS

After presenting our findings, Callison is proud of everything that we have accomplished to date. However, there is more work to be completed and areas in which we can make a bigger impact. We have identified the following three goals as our Next Steps to continue driving our commitment to sustainability. We believe that sustainable design is good business. It isn't just about saving the planet anymore, it's about saving money and we will continue to make that case.

Commitment to Energy Modeling

Callison is committed to early design energy modeling all of our projects starting in 2015. We believe this will greatly decrease the amount of energy our projects consume as project teams will have the data upfront for earlier integration. We believe that sustainable design is good business and that saving the planet and dollars are desirable goals for all of our projects.

Internal Engagement

Callison is offering Cal U classes that raise the level of parlance about sustainability across our offices. A minimum of one class per month will focus on sustainability to increase the vocabulary and knowledge of all employees about green design. By educating our employees, we increase the ability to speak with clients about their sustainability goals, how to reduce the impact of the built environment and which design strategies will help them save the most money.

External Engagement

Callison is working to increase the viewership and usage of Matrix by Callison as a way to increase general public knowledge. We are planning speaking engagements to promote at a variety of conferences and forums to further spread the word and instigate market transformation.

Closing

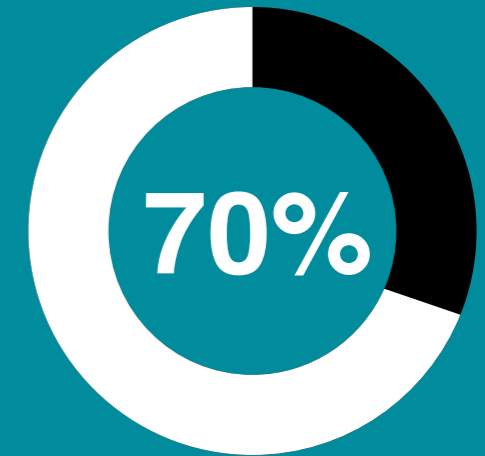
Callison is committed to sustainable design and reducing energy, water and material consumption and costs across all of our projects. We will continue to monitor, measure and improve our successes each year. We look forward to sharing updates in our future reports with ARCADIS and RTKL.

For questions regarding the Sustainability Report, contact Amber Richane at amber.richane@callison.com or (310) 394-8460.



LOTTE CENTER HANOI

HANOI, VIETNAM



electrical lighting
use reductions
compared to tower
without atria



Multistory full building-
depth sky gardens provide
access to daylight and
views



On-site waste water
treatment via membrane
bioreactors

ABOUT US

ABOUT CALLISON

Founded in 1975, Callison is a global architecture firm and a part of the ARCADIS global network, specializing in the retail, mixed-use, corporate, hospitality, healthcare, multifamily residential, mission critical and high-rise markets worldwide. With more than 1000 employees and eleven offices on three continents - Beijing, Dallas, Dubai, Guangzhou, London, Los Angeles, Mexico City, New York, Scottsdale, Seattle, Shanghai - Callison is one of the largest design firms based in the United States. In 2014 the company was ranked #15 out of 300 top firms by *Architectural Record* and #1 in retail by *Building Design + Construction*. Callison offers a comprehensive sustainable design tool for commercial and retail projects, [Matrix by Callison](#), which is now free to the public. Please visit www.callison.com

CALLISON
AN ARCADIS COMPANY



AN ARCADIS COMPANY

ABOUT RTKL

RTKL is a worldwide architecture, engineering, planning and creative services organization. Part of the ARCADIS global network since 2007, RTKL has over 1,000 employees in 14 offices around the globe and specializes in providing its multi-disciplinary services across the full development cycle. Our commitment to creating a better, more sustainable world is evident in our Performance-Driven Design (www.rtkl.com/about/sustainability-and-performance-driven-design) strategy which aims to improve the economic, social and environmental value of the built environment. RTKL works with commercial, workplace, public and healthcare clients to create places of distinction and designs of lasting value. Please visit www.rtkl.com

ABOUT ARCADIS

ARCADIS is the leading **global natural and built asset design & consultancy firm** working in partnership with our clients to deliver **exceptional and sustainable outcomes** through the application of design, consultancy, engineering, project and management services. ARCADIS differentiates through its talented and passionate people and its unique combination of capabilities covering the whole asset life cycle, its deep market sector insights and its ability to integrate health & safety and sustainability into the design and delivery of solutions across the globe. We are 28,000 people that generate more than €3 billion in revenues. We support UN-Habitat with knowledge and expertise to improve the quality of life in rapidly growing cities around the world. Please visit: www.arcadis.com

The ARCADIS logo, featuring a stylized orange and yellow elephant head icon to the left of the word 'ARCADIS' in a bold, white, sans-serif font. Below the name, the tagline 'Infrastructure · Water · Environment · Buildings' is written in a smaller, italicized white font.
ARCADIS
Infrastructure · Water · Environment · Buildings

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