



RE:VISION

2025 IMPACT REPORT





REFLECTING ON OUR IMPACT

Re:Vision is a Philadelphia-based sustainability practice focusing on architecture and consulting. Our practice is dedicated to the design of high-performance buildings, sites, and communities. In our work, we seek to re-vision and restore the balance between natural, built, and social environments.

As a certified B-Corporation since the certification was founded in 2007, and also a Benefit Corporation registered in the Commonwealth of Pennsylvania, Re:Vision is committed to making decisions that positively benefit stakeholders in all aspects of our business practices. Our work is driven by impact.

We can measure the impact of our work in a variety of ways. We could quantitatively measure water saved in bathtubs, natural areas preserved in football fields, and energy or carbon savings in dollars per year. The positive qualitative benefit of our work is harder to measure in the benefits to people. What unit can we apply to happiness, satisfaction, comfort, security, health, dignity? And yet we know this value and result of our work. The benefit to our people, whether they are on our payroll, in our watershed, or up- or downstream of us in the supply chain, is where our work truly matters. In 2025, almost 18,000 occupants benefited directly from our work, with many more stakeholders reaping additional positive impacts in communities where we worked or where our supply chains are based.

In the following pages, we look back on our impact in 2025. One year out of almost twenty-five is like a new moon compared to full; if you squint, you can make out the full shape but only a small portion is illuminated. For astronomers, the new moon, that tiny dim fingernail in the sky, is the ideal opportunity for exploration and understanding. The darkness of the night sky during the new moon allows you to see incredible celestial phenomena otherwise obscured by brightness, and so we look one year at a time, taking advantage of the sliver to show us what might otherwise be obscured by too full a picture.

With these 'moment in time' snapshots, we can see trends emerge year over year, and set targets for meaningful growth of the benefit of our work and the benefits we offer our people.

Against a backdrop of rapidly changing ecological, financial, social, and climatological circumstances, we have evaluated our 2025 performance, and will use the findings here to expand our approach to doing more good in 2026.



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for Socially Just and
Equitable Organizations

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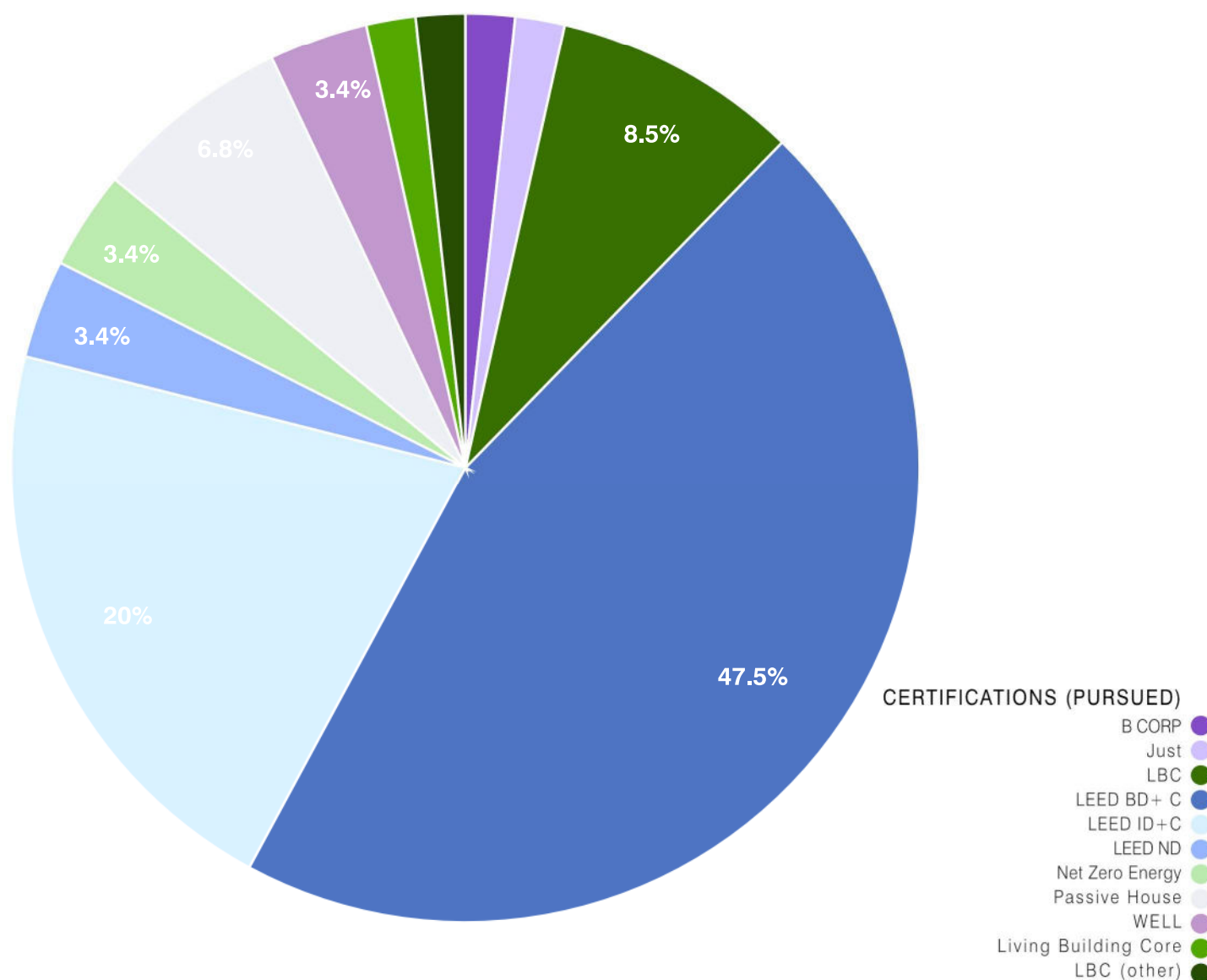
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BY THE BOOK(S)

We love the structure that rating systems give to our work, and 55% of the projects we worked on in 2025 pursued at least one certification. From providing science-based targets for how buildings should protect occupants and resources, to setting standards for how much energy we need to save in our operation and construction, following the process outlined by our rating systems helps us and our clients do better with our work. We do not apply the same rating systems to every project; instead, we facilitate conversations with project teams to decide which system - or systems - may be most appropriate and have the greatest impact for their needs and resources





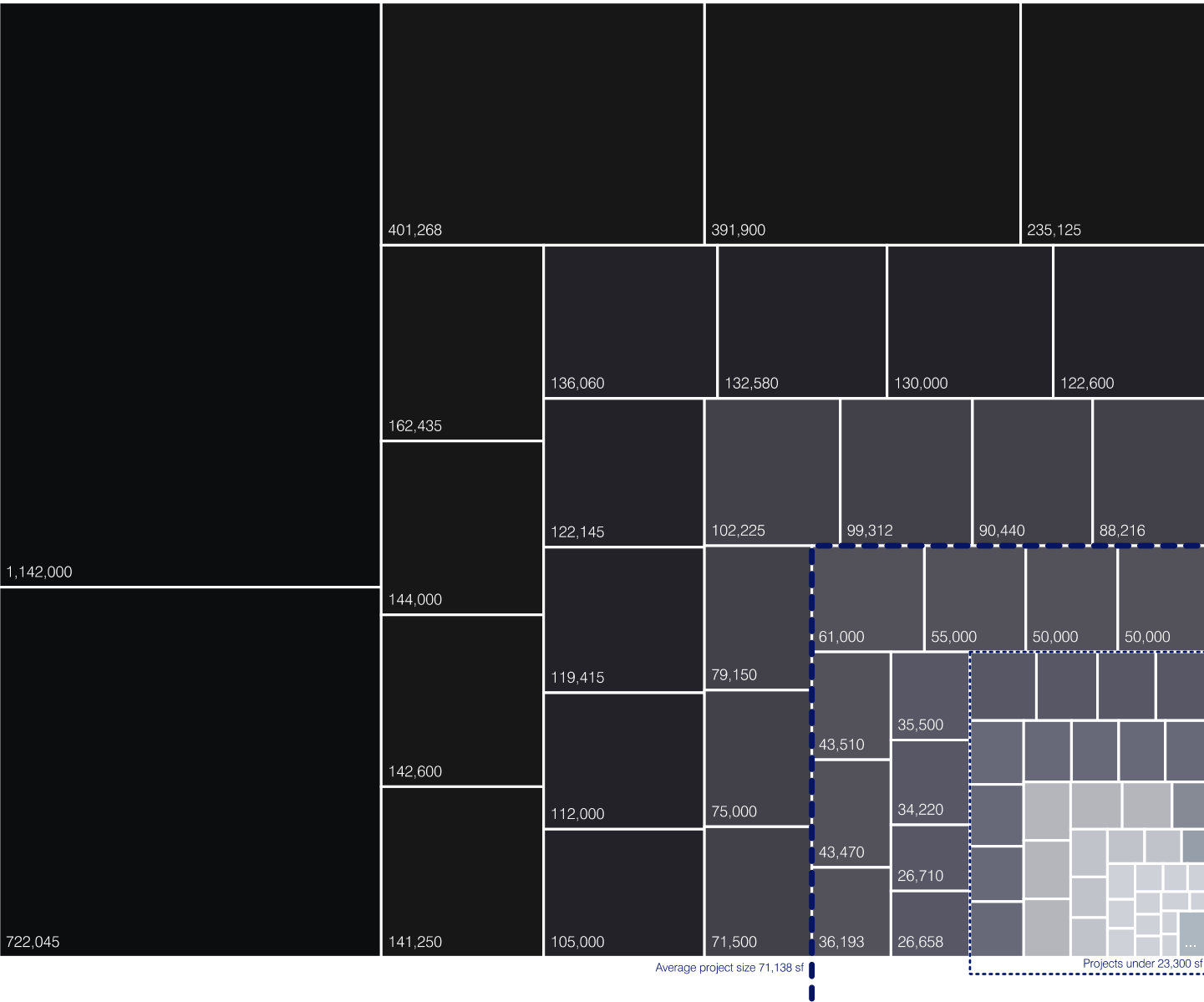
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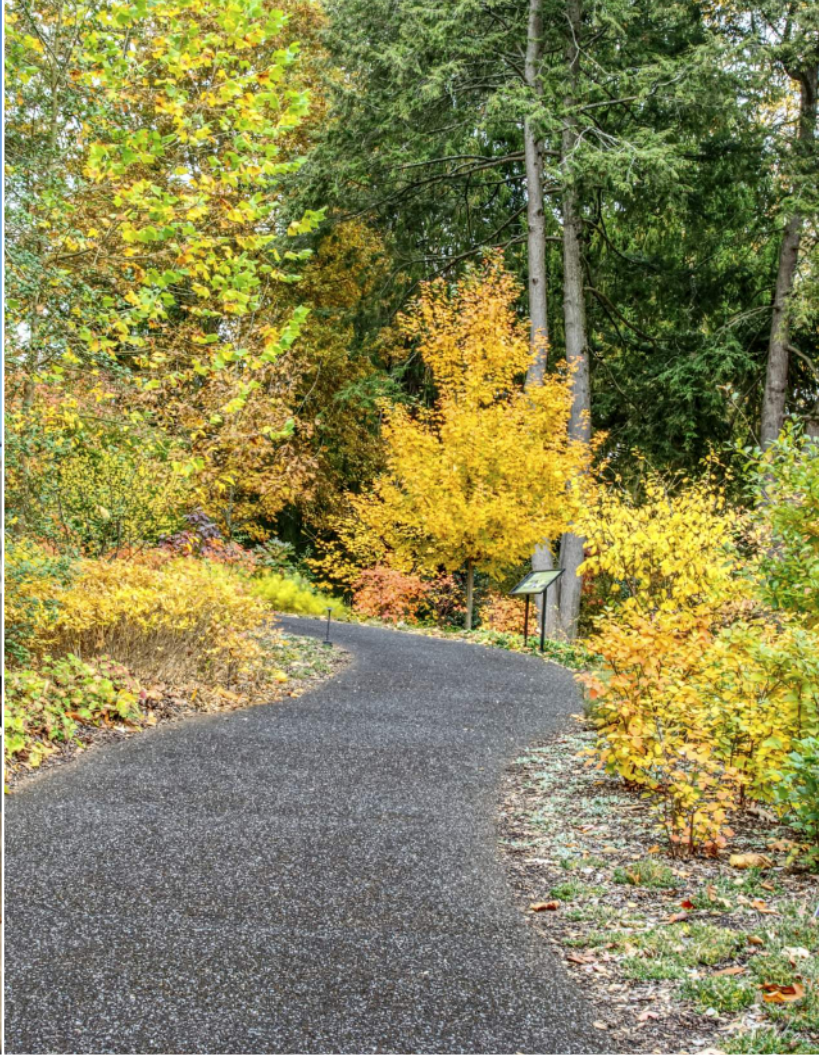


Most of our projects directly address buildings. We built, renovated, or supported design and construction work in over 5.9 million square feet of buildings in 2025.

The average size of a building project across the firm was 71,138 square feet, our smallest project was a modest residential renovation at 380 square feet, and our largest supported the aviation industry at over 1,000,000 square feet of enclosed and conditioned space. In between we worked on barns, offices, homes, environmental centers, restaurants, theaters, historic buildings, museums, hotels, rec centers, and much much more.

2025 building projects by square footage



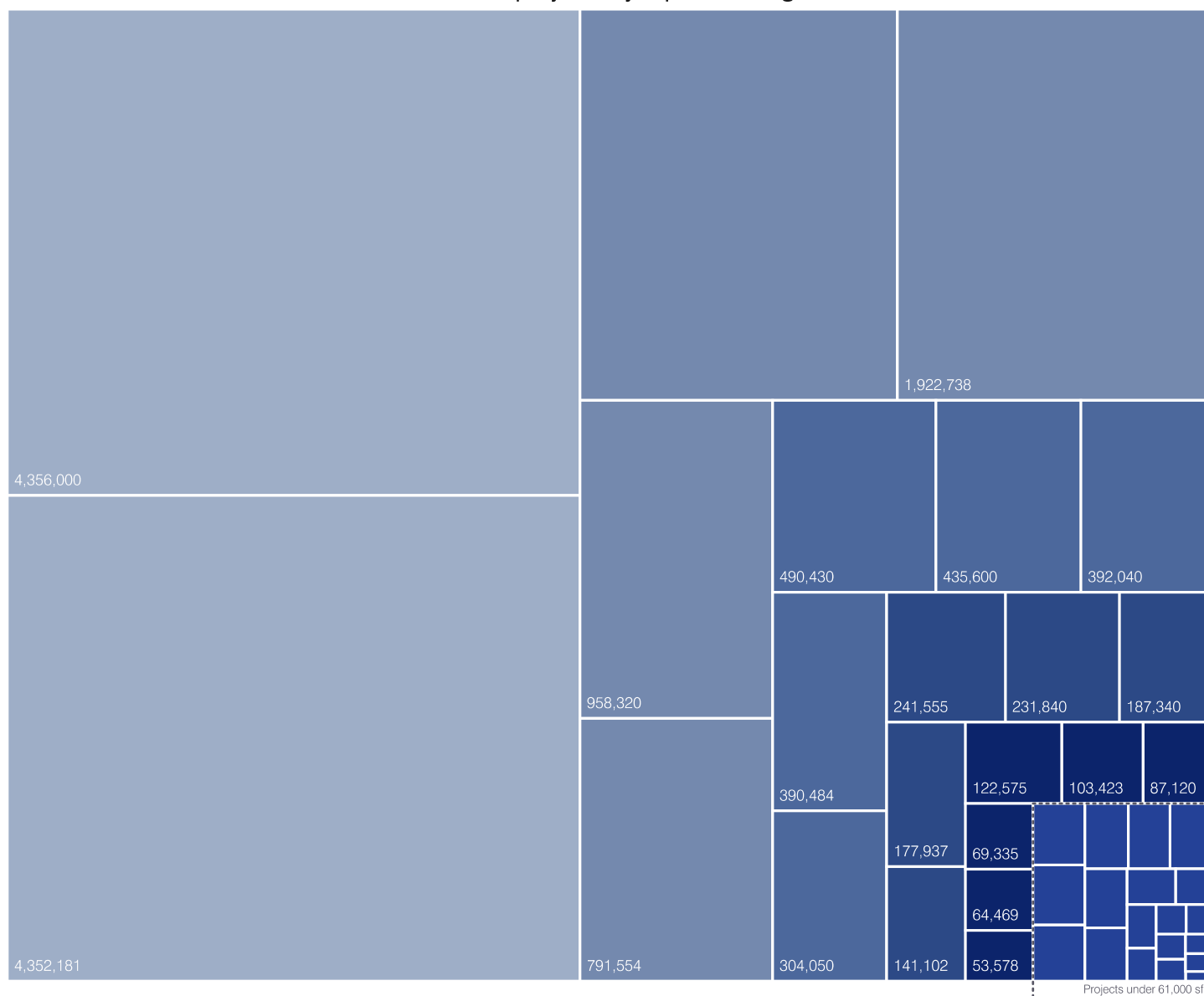




SPREADING OUT

Not all our projects have buildings, and not all our building projects include site work, so we really like it when we get to support our watersheds, the birds and the bees, and the broader community through the site-based interventions we create and support. Just under half our projects in 2025 addressed outdoor spaces, whether at the 100-acre scale of an entire mixed use neighborhood like the Philadelphia Navy Yard, or protecting the existing trees and creating a .01-acre garden for native plants in a single suburban home. In total, our work impacted 18.3M square feet, the equivalent of 318 US football fields - go Birds!

2025 site projects by square footage



WE WORKED IN...



INDIA



PENNSYLVANIA



INDIANA

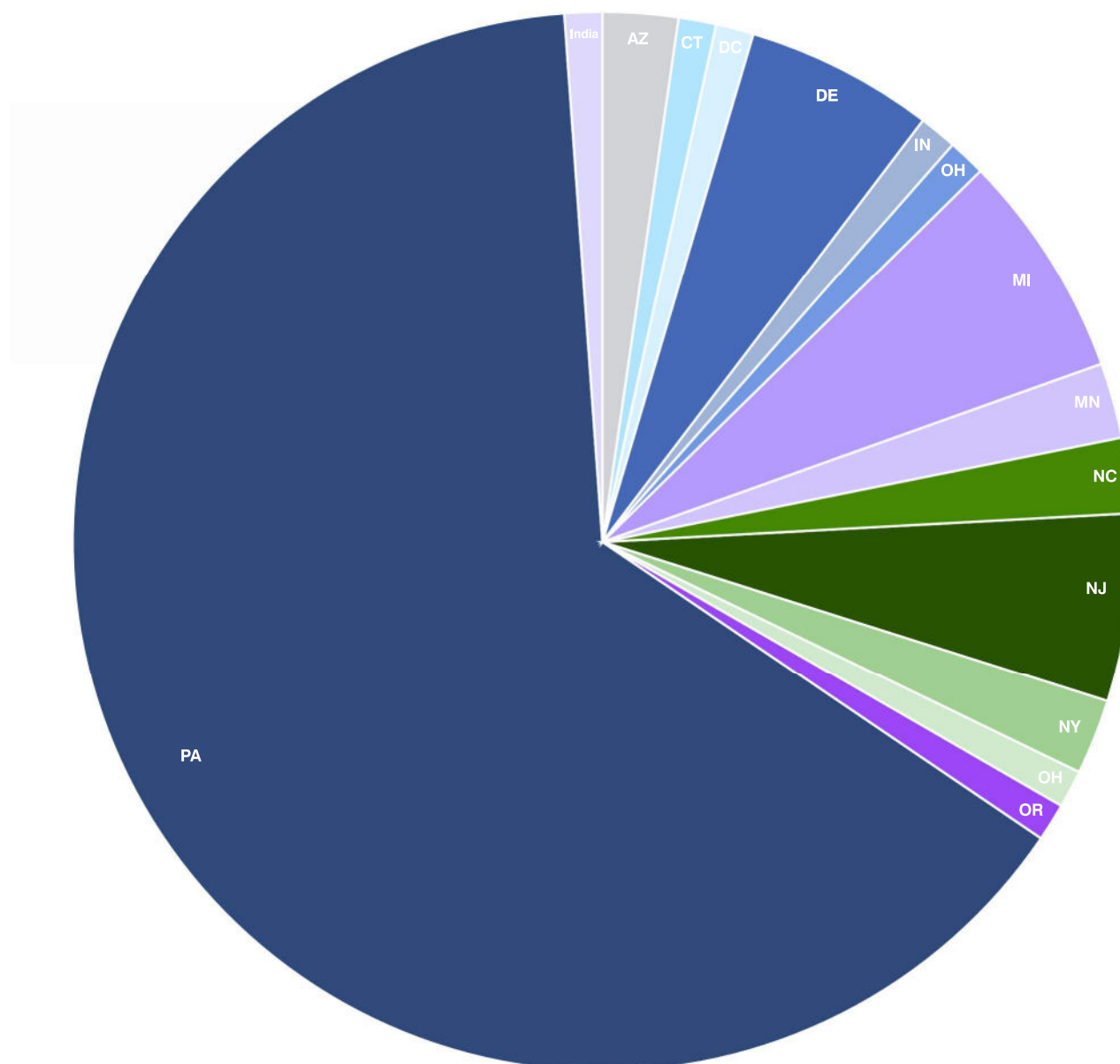


MINNESOTA



WHERE IN THE WORLD

Our work is largely focused in the Mid-Atlantic, where a typical year can include scorching humid summer days, cold and snowy winters, torrential precipitation from hurricanes and Nor'Easters, and comfortable shoulder seasons where the weather calls a truce and agrees to let us exist outside again. Over 65% of our work was in our home state of Pennsylvania, with 13 other states and the nation of India rounding out the rest of our locales. Re:Vision supported medical, educational, and community groups in Michigan; schools, non-profits, and museums in neighboring New Jersey and Delaware; offices in India and North Carolina; organizations and multifamily housing in Minnesota.





SMOOTH OPERATOR



The benefit of the work we do is not just in supporting project teams outside our walls. We filter our business decisions through the lenses of our B Corp certification, Benefit Corporation status, and Just label. By maintaining these and regularly renewing them, we strive for constant improvement to the impact of business decisions on our obligations under these systems. We seek comprehensive and transparent social and environmental performance data in our operations.

INTERNAL CERTIFICATIONS

We seek to practice what we preach, in all senses of the word. By taking our own building and business operations through voluntary certification processes multiple times, we can better guide our team members and clients through the same efforts, understanding both the value of the end result as well as the challenges we're likely to encounter along the way.

In 2025, we maintained

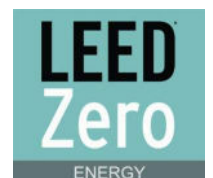
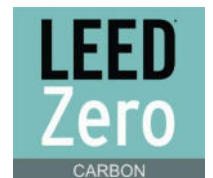
- B Corp certification
- Just label
- LEED O+M Platinum
- LEED Zero Carbon
- LEED Zero Energy

BENEFITS

As part of maintaining our operations-based certifications and labels, we are constantly evaluating our benefits package for staff against the standards set by these systems. As a result, we made several process and procedural changes in 2025. We continued to evaluate and improve our recruitment and hiring process to improve equity and inclusion while minimizing the influence of bias in our decisions. We also looked closely at the negative impacts of our investment choices, and moved our 401k provider to one that offers only carbon- and socially-conscious investment options.

INTERNAL TRAININGS

Re:Vision budgets \$1,000 per employee for ongoing education and professional development. In 2025, 100% of our staff participated in professional development and education.



GIVING + ENGAGING

VOLUNTEER HOURS

Re:Vision supported 11 different educational, civic, and non-profit organizations by paying staff to volunteer in support of social and environmental advocacy and election protection, deliver lectures and presentations to students and community groups, and provide leadership in local organizations.

ORGANIZATIONS SUPPORTED IN YEAR-END GIVING

In 2025, we gave 3.7% of our annual profits to non-profits whose work benefits those in the Philadelphia region as well as across the United States. Our contributions supported nine unique organizations serving up delicious food, advancing human health, investing in art and culture, and protecting our environment and our heritage.

OTHER COMMITMENTS WE HAVE MADE

As a firm, we have signed onto voluntary commitments and provided our support to groups whose work helps our professional community reduce our negative impact through the work we do together. We are signatories of the AIA's 2030 Commitment and Materials Pledge, and are supporters of MEP 2040.

