AJ100 2026 Survey

PART A - Practice data (used to inform the AJ100 ranking and analysis)

Section 1: Practice information

1. Practice name
(This question is compulsory)

2. URL of practice
(This question is compulsory)

3. Who is the person to contact if there are any queries on your survey?

3.1. Full name
(This question is compulsory)

3.2. Email address
(This question is compulsory)

3.3. Telephone number
(This question is compulsory)

4. In which year was your architectural practice established?
(This question is compulsory)

5. Images submitted as part of the AJ100 survey and awards may be published in print and online/social media in The Architects' Journal. Please confirm that we have the right to use them in this way, with the credits provided.
(This question is compulsory)

Yes ☐

Section 2 - Staff numbers

THIS SECTION IS MANDATORY

Please provide the number of qualified architects (both full-time & part-time, ARB registered or equivalent) permanently employed by your

practice/company, according to the following categories. This includes any architects who qualified overseas.

- Answer all questions below as of 31st December 2025
- Please do not include architects on fixed-term contracts, short-term or long-term temporary staff, contractors or freelance staff
- Do include architects who are partners if your practice is a partnership.

6. Total number of all permanently employed qualified architects

6.1. In the UK (ARB registered or equivalent)
(This question is compulsory)

6.2. Outside the UK (ARB registered or equivalent)
(This question is compulsory)

7. Total number of qualified female architects permanently employed by your practice/company

7.1. In the UK (ARB registered or equivalent)
(This question is compulsory)

7.2. Outside the UK (ARB registered or equivalent)
(This question is compulsory)

8. Total number of architects from ethnic minority backgrounds permanently employed by your practice/company

8.1. In the UK (ARB registered or equivalent)

(This question is compulsory)

8.2. Outside the UK (ARB registered or equivalent)

9. Total number of Part 1 architectural assistants (including Part 1 apprentices) you employed in the UK. These do not have to be on permanent contracts.
(This question is compulsory)

10. Total number of Part 2 architectural assistants (including Part 2 apprentices) you employed in the UK. These do not have to be on permanent contracts.
(This question is compulsory)

11. Total number of architectural apprentices you employed in the UK. These do not have to be on permanent contracts.
(This question is compulsory)

12. Total number of permanently-employed architectural staff including qualified architects, architectural technologists, architectural assistants, model makers, visualisers, students etc. (do not include HR staff or support staff)

12.1. In the UK
(This question is compulsory)

12.2. Outside the UK
(This question is compulsory)

13. Total number of people permanently-employed in your company/practice (i.e. everyone in your company, including working partners, qualified architects, architectural staff, engineers and general support staff)

13.1. In the UK
(This question is compulsory)

13.2. Outside the UK
(This question is compulsory)

14. Total number of people in your practice/company who are not permanently employed i.e. fixed-term contract staff and freelancers

14. In the UK
(This question is compulsory)

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Section 3: Architects by UK offices (do not include offices without architects)

Please provide the locations and postcodes of all your UK offices, as well as the number of qualified architects, and the total number of permanent staff employed, including working partners and employees, as of 31st December 2025. Only include those who are permanently employed. The total number of architects in the UK offices should be the same as that stated in Q6.1.

You can skip questions that are not relevant to your practice.

15. Office 1

15.1. Office 1 - Location (town, city)
(This question is compulsory)

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15.2. Office 1 - Postcode
(This question is compulsory)

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15.3. Office 1 - Number of architects
(This question is compulsory)

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15.4. Office 1 - Number of permanent staff
(This question is compulsory)

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15. Office 2

15.5. Office 2 - Location (town, city)

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15.6. Office 2 – Postcode

_____

15.7. Office 2 - Number of architects

_____

15.8. Office 2 - Number of permanent staff

_____

15.9. Office 2 - Opened in 2025?

Yes ☐

No ☐

15. Office 3

15.10. Office 3 - Location (town, city)

_____

15.11. Office 3 – Postcode

_____

15.12. Office 3 - Number of architects

_____

15.13. Office 3 - Number of permanent staff

_____

15.14. Office 3 - Opened in 2025?

Yes ☐

No ☐

15. Office 4

15.15. Office 4 - Location (town, city)

_____

15.16. Office 4 – Postcode

_____

15.17. Office 4 - Number of architects

_____

15.18. Office 4 - Number of permanent staff

_____

15.19. Office 4 - Opened in 2025?

Yes ☐

No ☐

15. Office 5

15.20. Office 5 - Location (town, city)

15.21. Office 5 – Postcode

15.22. Office 5 - Number of architects

15.23. Office 5 - Number of permanent staff

15.24. Office 5 - Opened in 2025?

Yes ☐

No ☐

15. Office 6

15.25. Office 6 - Location (town, city)

15.26. Office 6 – Postcode

15.27. Office 6 - Number of architects

15.28. Office 6 - Number of permanent staff

15.29. Office 6 - Opened in 2025?

Yes ☐

No ☐

15. Office 7

15.30. Office 7 - Location (town, city)

15.31. Office 7 – Postcode

[ ]

15.32. Office 7 - Number of architects

[ ]

15.33. Office 7 - Number of permanent staff

[ ]

15.34. Office 7 - Opened in 2025?

Yes ☐

No ☐

15. Office 8

15.35. Office 8 - Location (town, city)

[ ]

15.36. Office 8 – Postcode

[ ]

15.37. Office 8 - Number of architects

[ ]

15.38. Office 8 - Number of permanent staff

[ ]

15.39. Office 8 - Opened in 2025?

Yes ☐

No ☐

15. Office 9

15.40. Office 9 - Location (town, city)

[ ]

15.41. Office 9 – Postcode

[ ]

15.42. Office 9 - Number of architects

[ ]

15.43. Office 9 - Number of permanent staff

[ ]

15.44. Office 9 - Opened in 2025?

Yes ☐

No ☐

15. Office 10

15.45. Office 10 - Location (town, city)

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15.46. Office 10 – Postcode

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15.47. Office 10 - Number of architects

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15.48. Office 10 - Number of permanent staff

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15.49. Office 10 - Opened in 2025?

Yes ☐

No ☐

15.50. If you have more than 10 UK offices, please enter the locations of your other offices, along with their numbers of architects and permanent staff, below

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16. Have you closed any architectural offices in the UK in 2025?
(This question is compulsory)

Yes ☐

No ☐

17. If you did close an architectural office in the UK in 2025, where was this located?

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18. Do you expect to close any UK architectural offices in 2026?
(This question is compulsory)

Yes ☐

No ☐

19. If you are expecting to close an architectural office in the UK in 2026, where is this located?

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Section 4: Architects by international offices

20. Do you have any international offices?

(This question is compulsory)

Yes ☐

No ☐

21. Please list your international offices below (do not include offices without architects)

Please provide the locations and postcodes of all your international offices, as well as - for each office - the number of qualified architects and the total number employed, including working partners and employees, as of 31st December 2025. Only include those who are permanently employed. The total number of architects in the international offices should be the same as that stated in Q6.2

You can skip questions that are not relevant to your practice.

21. Office 1

21.1. Office 1 - Location (town, city)

(This question is compulsory)

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21.2. Office 1 - Postcode

(This question is compulsory)

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21.3. Office 1 - Number of architects

(This question is compulsory)

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21.4. Office 1 - Number of permanent staff

(This question is compulsory)

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┌─────────────────────────────────────────────────────────┐
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│                                                           │
└─────────────────────────────────────────────────────────┘
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21.5. Office 1 - Opened in 2025?

(This question is compulsory)

Yes ☐

No ☐

21. Office 2

21.6. Office 2 - Location (town, city)

[blank field]

21.7. Office 2 – Postcode

[blank field]

21.8. Office 2 - Number of architects

[blank field]

21.9. Office 2 - Number of permanent staff

[blank field]

21.10. Office 2 - Opened in 2025?

Yes ☐

No ☐

21. Office 3

21.11. Office 3 - Location (town, city)

[blank field]

21.12. Office 3 – Postcode

[blank field]

21.13. Office 3 - Number of architects

[blank field]

21.14. Office 3 - Number of permanent staff

[blank field]

21.15. Office 3 - Opened in 2025?

Yes ☐

No ☐

21. Office 4

21.16. Office 4 - Location (town, city)

[blank field]

21.17. Office 4 – Postcode

[blank field]

21.18. Office 4 - Number of architects

21.19. Office 4 - Number of permanent staff

21.20. Office 4 - Opened in 2025?

Yes ☐

No ☐

21. Office 5

21.21. Office 5 - Location (town, city)

21.22. Office 5 – Postcode

21.23. Office 5 - Number of architects

21.24. Office 5 - Number of permanent staff

21.25. Office 5 - Opened in 2025?

Yes ☐

No ☐

21. Office 6

21.26. Office 6 - Location (town, city)

21.27. Office 6 – Postcode

21.28. Office 6 - Number of architects

21.29. Office 6 - Number of permanent staff

21.30. Office 6 - Opened in 2025?

Yes ☐

No ☐

21. Office 7

21.31. Office 7 - Location (town, city)

21.32. Office 7 – Postcode

21.33. Office 7 - Number of architects

21.34. Office 7 - Number of permanent staff

21.35. Office 7 - Opened in 2025?

Yes ☐

No ☐

21. Office 8

21.36. Office 8 - Location (town, city)

21.37. Office 8 – Postcode

21.38. Office 8 - Number of architects

21.39. Office 8 - Number of permanent staff

21.40. Office 8 - Opened in 2025?

Yes ☐

No ☐

21. Office 9

21.41. Office 9 - Location (town, city)

21.42. Office 9 – Postcode

21.43. Office 9 - Number of architects

21.44. Office 9 - Number of permanent staff

21.45. Office 9 - Opened in 2025?

Yes ☐

No ☐

21. Office 10

21.46. Office 10 - Location (town, city)

21.47. Office 10 – Postcode

21.48. Office 10 - Number of architects

21.49. Office 10 - Number of permanent staff

21.50. Office 10 - Opened in 2025?

Yes ☐

No ☐

21.51. If you have more than 10 international offices, please enter the locations of your other offices, along with their number of architects and permanent staff, below

22. Did you close any international offices in 2025?

(This question is compulsory)

Yes ☐

No ☐

23. If you did close an international office in 2025, where was this located?

24. Do you expect to close any international offices in 2026?

Yes ☐

No ☐

25. Where are these international offices?

Section 5: Hybrid working

26. Do you require staff to come in to the office for a minimum number of days each week?

(This question is compulsory)

Yes ☐

No ☐

27. How many days (minimum) a week are staff required to be in the office?

One ☐

Two ☐

Three ☐

Four ☐

Five ☐

27.1. Please explain your answer[0/100]

Section 6: Rewards and economic response

CONFIDENTIAL: Your practice will not be linked to publication of the following data.

28. Please indicate the average annual, full-time salary (excluding benefits/bonuses/commission) for the following roles within your practice as of the 31st December 2025. Please answer without £, e.g. 10000

28.1. Partner/Director

(This question is compulsory)

28.2. Associate

(This question is compulsory)

28.3. Architect

(This question is compulsory)

28.4. Part III student

(This question is compulsory)

28.5. Year out student
(This question is compulsory)

[   ]

28.6. On a scale between very pessimistic and very optimistic, what are your expectations for your business in 2026?
(This question is compulsory)

Very pessimistic ☐

Pessimistic ☐

Neutral ☐

Optimistic ☐

Very optimistic ☐

Section 7: Contract values
29. For both new build and refurbishment projects, and for a variety of contract values, please indicate the fees that you would typically charge on a project under both a traditional architectural contract and under a design and build contract.

We appreciate that this is very sensitive information and any information you provide will be treated as STRICTLY CONFIDENTIAL. Only average AJ100 rates will be published for benchmarking purposes.

Please enter N/A to fee categories that aren't relevant to your practice.

29.1. New build: Traditional contract
29.2. Total contract value £500,000 - Traditional contract fee rate (%)
(This question is compulsory)

[   ]

29.3. Total contract value £1 million - Traditional contract fee rate (%)
(This question is compulsory)

[   ]

29.4. Total contract value £2.5 million - Traditional contract fee rate (%)
(This question is compulsory)

[   ]

29.5. Total contract value £5 million - Traditional contract fee rate (%)
(This question is compulsory)

[   ]

29.6. Total contract value £10 million - Traditional contract fee rate (%)
(This question is compulsory)

29.7. Total contract value £25 million - Traditional contract fee rate (%)
(This question is compulsory)

29.8. Total contract value £50 million - Traditional contract fee rate (%)
(This question is compulsory)

29.9. Total contract value £100 million - Traditional contract fee rate (%)
(This question is compulsory)

29.10. Total contract value £250 million - Traditional contract fee rate (%)
(This question is compulsory)

29.11. New build: Design and Build

29.12. Total contract value £500,000 - Design & Build contract fee rate (%)
(This question is compulsory)

29.13. Total contract value £1m - Design & Build contract fee rate (%)
(This question is compulsory)

29.14. Total contract value £2.5m - Design & Build contract fee rate (%)
(This question is compulsory)

29.15. Total contract value £5m - Design & Build contract fee rate (%)
(This question is compulsory)

29.16. Total contract value £10m - Design & Build contract fee rate (%)
(This question is compulsory)

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29.17. Total contract value £25m - Design & Build contract fee rate (%)
(This question is compulsory)

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```

29.18. Total contract value £50m - Design & Build contract fee rate (%)
(This question is compulsory)

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29.19. Total contract value £100m - Design & Build contract fee rate (%)
(This question is compulsory)

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29.20. Total contract value £250m - Design & Build contract fee rate (%)
(This question is compulsory)

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29.21. Refurbishment: Traditional contract

29.22. Total contract value £500,000 - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

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```

29.23 Total contract value £1m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

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```

29.24 Total contract value £2.5m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

```

```

29.25 Total contract value £5m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

```

```

29.26. Total contract value £10m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

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```

29.27. Total contract value £25m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

[ ]

29.28. Total contract value £50m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

[ ]

29.29. Total contract value £100m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

[ ]

29.30. Total contract value £250m - Refurbishment: Traditional contract fee rate (%)
(This question is compulsory)

[ ]

29.31. Refurbishment: Design and Build

29.32. Total contract value £500,000 - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

[ ]

29.33. Total contract value £1m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

[ ]

29.34. Total contract value £2.5m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

[ ]

29.35. Total contract value £5m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

[ ]

29.36. Total contract value £10m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

[ ]

29.37. Total contract value £25m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

[ ]

29.38. Total contract value £50m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

29.39. Total contract value £100m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

29.40. Total contract value £250m - Refurbishment: Design and Build contract fee rate (%)
(This question is compulsory)

Section 8.1: Architectural fee income in the UK and overseas

THIS SECTION IS MANDATORY With reference to your company/practice's architectural fees only (i.e. excluding fees earned for engineering, surveying, planning etc.), and for the year to 31 December 2025, please provide the income to your UK offices and to your overseas offices. Please provide this in UK Pound Sterling & answer without the £ symbol e.g. 10000.

30. For work managed and delivered out of your UK offices
30.A. Architectural fee income for buildings and other projects located in the UK (£)
(This question is compulsory)

30.B. Architectural fee income for buildings and other projects located overseas (£)
(This question is compulsory)

30.C. Total architectural fee income paid to your UK offices £ (should be sum of A+B)
(This question is compulsory)

31. For work managed and delivered out of your overseas offices
31.A. Architectural fee income for buildings and other projects located in the UK (£)
(This question is compulsory)

31.B. Architectural fee income for buildings and other projects located overseas (£)
(This question is compulsory)

[ ]

31.C. Total architectural fee income paid to your overseas offices (should be sum of A+B)
(This question is compulsory)

[ ]

32. Grand total for architectural fee income to UK and overseas offices (£)
(This question is compulsory)

[ ]

Section 8.2: Total fee income in the UK and overseas

THIS SECTION IS MANDATORY With reference to your company /practice's total fee income (including architectural fees and fees earned for engineering, surveying, planning, etc.), and for the year to 31 December 2025, please provide the income to your UK offices and to your overseas offices. Please provide this in UK Pound Sterling & answer without the £ symbol e.g. 10000.

33. For work managed and delivered out of your UK offices

33.A. Total fee income for buildings and other projects located in the UK (£)
(This question is compulsory)

[ ]

33.B. Total fee income for buildings and other projects located overseas (£)
(This question is compulsory)

[ ]

33.C. Total fee income paid to your UK offices £ (total sum of A+B)
(This question is compulsory)

[ ]

34. For work managed and delivered out of your overseas offices

34.A. Total fee income for buildings and other projects located in the UK (£)
(This question is compulsory)

[ ]

34.B. Total fee income for buildings and other projects located overseas (£)
(This question is compulsory)

34.C. Total fee income paid to your overseas offices £ (total sum of A+B)
(This question is compulsory)

35. Grand total for total fee income to UK and overseas offices (£)
(This question is compulsory)

Section 9: Working and seeking work abroad

36. Did your practice proactively seek work outside the UK in 2025?
(This question is compulsory)
('No' indicates that any overseas work is due to clients finding and selecting your practice)

Yes ☐

No ☐

37. Did your practice work on projects located outside the UK in 2025?
(This question is compulsory)

Yes ☐

No ☐

38. In which of the following overseas markets are you currently working in?

38.1. Republic of Ireland
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.2. Other western states of the European Union (including Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Netherlands, Portugal, Spain and Sweden).
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.3. The eastern states of the European Union (including Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia and Slovenia)
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.4. Switzerland, Norway, Iceland
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.5. Russia
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.6. Other Eastern Europe (includes the former Yugoslavia [Serbia, Bosnia, Macedonia etc.] Belarus, Ukraine, etc.)
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.7. Northern Africa
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.8. Western Africa
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.9. Central Africa
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.10. Eastern Africa
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.11. Southern Africa
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.12. United Arab Emirates (UAE including Abu Dhabi and Dubai)
(This question is compulsory)

Yes - currently working in ☐
No - currently not working in ☐

38.13. Qatar
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.14. Saudi Arabia
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.15. Iraq
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.16. Other Middle East countries
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.17. Central Asia including Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.18. India
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.19. China & Hong Kong
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.20. Japan
(This question is compulsory)
Yes - currently working in ☐
No - currently not working in ☐

38.21. Singapore
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.22. Other Asian countries
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.23. North America (i.e. US and Canada)
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.24. South America
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.25. Central America (including Mexico)
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.26. Australia and New Zealand
(This question is compulsory)

Yes - currently working in ☐

No - currently not working in ☐

38.27. Other countries (please specify)

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Section 10: Sources and types of work both won and anticipated
39. Does your practice/company engage in any of the following activities
39.1. Masterplanning
(This question is compulsory)

Yes ☐

No ☐

39.2. Project management
(This question is compulsory)

Yes ☐

No ☐

39.3. New buildings
(This question is compulsory)

Yes ☐

No ☐

39.4. Retrofit
(This question is compulsory)

Yes ☐

No ☐

39.5. Structural engineering activities
(This question is compulsory)

Yes ☐

No ☐

39.6. Interior design
(This question is compulsory)

Yes ☐

No ☐

39.7. Exhibition design
(This question is compulsory)

Yes ☐

No ☐

39.8. Product or industrial design
(This question is compulsory)

Yes ☐

No ☐

39.9. Landscape design or architecture
(This question is compulsory)

Yes ☐

No ☐

39.10. Other (please specify)

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Section 11: Design technologies in use
40. We are interested in the extent to which various traditional design tools and software packages are being used in architectural practices. To what

extent does your company/practice in the UK use the following technologies for design (choose one per technology)

40.1. Hand sketching
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.2. Model-making by hand
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.3. 3D printing
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.4. Carpentry/furniture making
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.5. Laser cutting
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.6. BIM (eg Archicad; Autodesk BIM; MicroStation BIM; Revit; Vectorworks and others)
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.7. 2D CAD software (eg Archicad; AutoCAD; BricsCAD; MicroStation; Vectorworks and others)
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.8. 3D computer modeling software (eg Autodesk 3ds Max; Maxon Cinema 4D Rhino; SketchUp; Solidworks and others)
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.9. Rendering software/plug-ins (eg Maxwell; V-Ray and others)
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.10. Environmental analysis tools (eg EcoDomus; SketchUp Sefaira and others)
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.11. Site surveying/mapping techniques (eg 3D point cloud-scans: Digimap; drones, Ordnance Surveys and others)
(This question is compulsory)

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.12. Animations

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.13. Augmented Reality technology

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.14. Filmmaking

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.15. Virtual Reality technology

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.16. Artificial intelligence/machine learning

Not used ☐

Limited use ☐

Moderate use ☐

Extensive use ☐

40.17. If another design technology is widely used in your company/practice please specify it here

41. If you are using artificial intelligence/machine learning, are you using it for the following

41.1. Project work
Not used ☐
Limited use ☐
Moderate use ☐
Extensive use ☐

41.2. Practice operations
Not used ☐
Limited use ☐
Moderate use ☐
Extensive use ☐

41.3. Text-based tasks
Not used ☐
Limited use ☐
Moderate use ☐
Extensive use ☐

41.4. Image-based tasks
Not used ☐
Limited use ☐
Moderate use ☐
Extensive use ☐

Section 12: Design for a changing climate

42. Does your practice have a director of sustainability or equivalent? Please indicate their level of seniority in the comment box
(This question is compulsory)

Yes - full time ☐
Yes - part-time ☐
Other - please specify role ☐
No - if so, please explain below ☐

42.1. Additional comments

---

43. Do you have a sustainability team?
(This question is compulsory)

Yes ☐

No ☐

44. How large is your sustainability team
(This question is compulsory)

---

45. How often does your sustainability team carry out the following tasks

45.1. Design review
(This question is compulsory)

Extensively ☐

Occasionally ☐

Infrequently ☐

Not at all ☐

45.2. Advocacy (with clients within practice, with consultants)
(This question is compulsory)

Extensively ☐

Occasionally ☐

Infrequently ☐

Not at all ☐

45.3. BREEAM assessments
(This question is compulsory)

Extensively ☐

Occasionally ☐

Infrequently ☐

Not at all ☐

45.4. Energy modeling
(This question is compulsory)

Extensively ☐

Occasionally ☐

Infrequently ☐

Not at all ☐

45.5. Daylight modeling
(This question is compulsory)

Extensively ☐
Occasionally ☐
Infrequently ☐
Not at all ☐

45.6. Circularity strategy
(This question is compulsory)

Extensively ☐
Occasionally ☐
Infrequently ☐
Not at all ☐

45.7. Landscape and biodiversity strategy
(This question is compulsory)

Extensively ☐
Occasionally ☐
Infrequently ☐
Not at all ☐

46. Do you have a specific approach to delivering sustainability that is used on all (or most) of your built projects?
(This question is compulsory)

Yes
No ☐

46.1. If you would like, please explain your answer in the below box[0/50]

47. In 2025, did you advocate retrofit to your clients over demolition?
(This question is compulsory)

Yes, frequently ☐
Yes, occasionally ☐
No ☐
None of the above ☐

48. If yes, please give an example of where your advocacy has resulted in a retrofit rather than a demolition and new build

49. What percentage of your buildings completed in 2025 were designed to perform beyond Part L minimum obligations at the time they were designed?
(This question is compulsory)

0-19% ☐
20-39% ☐
40-59% ☐
60-79% ☐
80-100% ☐
N/A ☐

50. What percentage of your current projects include circularity targets?
0-19% ☐
20-39% ☐
40-59% ☐
60-79% ☐
80-100% ☐
N/A ☐

51. What percentage of your current projects actively promote and enhance biodiversity?
(This question is compulsory)

0-19% ☐
20-39% ☐
40-59% ☐
60-79% ☐
80-100% ☐
N/A ☐

52. Does your practice measure Scope 1 and 2 emissions for its own business operations?
(This question is compulsory)

Yes ☐
No ☐

53. Does your practice measure Scope 3 emissions for your own projects?
(This question is compulsory)

Always ☐
Frequently ☐

Occasionally ☐

Never ☐

54. Does your practice measure the operational emissions of its projects?
(This question is compulsory)

Always ☐

Frequently ☐

Occasionally ☐

Never ☐

55. Does your practice measure the embodied carbon of its projects?
(This question is compulsory)

Always ☐

Frequently ☐

Occasionally ☐

Never ☐

56. Does your practice carry out post-occupancy performance evaluation?
(This question is compulsory)

Always ☐

Frequently ☐

Occasionally ☐

Never ☐

57. Does your practice assess the human and environmental impact of materials (toxicity, health, re-use/recyclability, etc)?
(This question is compulsory)

Always ☐

Frequently ☐

Occasionally ☐

Never ☐

58. Does your practice scrutinise material choices by investigating supply chains (for example, questionnaires for suppliers, low carbon materials library, systematic use of EPDs, etc) ?
(This question is compulsory)

Always ☐

Frequently ☐

Occasionally ☐

Never ☐

59. Does your practice incorporate material innovation on projects (for example, greater use of bio or geo-based materials, low carbon materials, material reuse, etc)?
(This question is compulsory)

Always ☐

Frequently ☐

Occasionally ☐

Never ☐

60. Has your practice worked on any UK Net Zero Carbon Buildings Standard projects in 2025:
(This question is compulsory)

Yes ☐

No ☐

61. If yes, please name the project/s

_____

62. Does your practice employ LEED accredited professionals in-house:
(This question is compulsory)

Yes ☐

No ☐

63. Does your practice employ BREEAM accredited professionals in-house:
(This question is compulsory)

Yes ☐

No ☐

64. Does your practice employ Passivhaus-trained designers in-house:
(This question is compulsory)

Yes ☐

No ☐

64.1 If yes, how many Passivhaus trained designers do you employ in-house?

_____

65. Does your practice employ Well-accredited professionals in-house:
(This question is compulsory)

Yes ☐

No ☐

66. Has your practice offered staff any sustainability training in 2025 (excluding CPD)?
Yes ☐

No ☐

67. Has your practice explored/researched any aspects of regenerative/net-positive design in 2025?

Yes ☐

No ☐

67.1. If you would like, please explain your answer in the box below[0/100]

┌───┐
│   │
│   │
│   │
└───┘

68. In terms of designing for climate change, is your practice incorporating any aspects of adaptation and resilience in your projects?
(This question is compulsory)

Yes ☐

No ☐

68.1. If you would like, please explain your answer in the box below[0/100]

┌───┐
│   │
│   │
│   │
└───┘

69. Are you a member/signatory of the following?
(This question is compulsory)

Architects Declare ☐

London Energy Transformation Initiative (LETI) ☐

Race to Zero ☐

RIBA 2030 Climate Challenge ☐

The Green Register ☐

UK Green Building Council ☐

None of the above ☐

70. Is your practice B Corp certified? ☐
(This question is compulsory)

Yes ☐

Currently embarked on the B Corp certification process ☐

No ☐

Section 13: 2025 Highlights

Please note: Responses in this section will inform your practice profile in the AJ100 issue.

71. Please identify up to three of your most significant projects completed in the UK in 2025. These may be noteworthy in terms of design flair and quality, whole-life carbon or circular economy thinking, prestige, etc.
71.1 Project 1
71.2. Name of building/project

(This question is compulsory)

71.3. Location (UK town/city)

(This question is compulsory)

71.4. Client

(This question is compulsory)

71.5. Significance, for example, approach to sustainability, community impact, place-making, design flair (maximum 100 words)

(This question is compulsory) [0/100]

71.6. Project 2
71.7. Name of building/project

71.8. Location (UK town/city)

71.9. Client

71.10. Significance, for example, approach to sustainability, community impact, place-making, design flair (maximum 100 words)

[0/100]

71.11. Project 3
71.12. Name of building/project

71.13. Location (UK town/city)

71.14. Client

71.15. Significance, for example, approach to sustainability, community impact, place-making, design flair (maximum 100 words)
[0/100]

72. Upload up to three high-res JPEG images (up to 10MB each) of these projects, including the project name and any photographer credits.
72.1. Image 1
(This question is compulsory)

Upload a file

72.2. Image 1 - photo credit

(This question is compulsory)

72.3. Image 2

Upload a file

72.4. Image 2 - photo credit

72.5. Image 3

Upload a file

72.6. Image 3 - photo credit

73. Did you complete any projects outside the UK in 2025?
(This question is compulsory)

Yes ☐

No ☐

74. Please identify up to three of your most significant projects completed outside the UK in 2025. These may be noteworthy in terms of design flair and quality, whole-life carbon or circular economy thinking, prestige, etc.

74.1. Project 1

74.2. Name of building/project
(This question is compulsory)

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74.3. Location (town/city, country)
(This question is compulsory)

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74.4. Client
(This question is compulsory)

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74.5. Significance, for example, approach to sustainability, community impact, place-making, design flair (maximum 100 words)
(This question is compulsory)

[0/100]

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74.6. Project 2

74.7. Name of building/project

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74.8. Location (town/city, country)

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74.9. Client

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74.10. Significance, for example, approach to sustainability, community impact, place-making, design flair (maximum 100 words) [0/100]

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74.11. Project 3

74.12. Name of building/project

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74.13. Location (town/city, country)

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74.14. Client

74.15. Significance, for example, approach to sustainability, community impact, place-making, design flair (maximum 100 words)[0/100]

75. Upload three high-res JPEG images (up to 10MB each) of these projects, including the project name and any photographer credits.

75.1. Image 1
(This question is compulsory)

Upload a file

75.2. Image 1 - Photo credit

(This question is compulsory)

75.3. Image 2

Upload a file

75.4. Image 2 - photo credit

75.5. Image 3

Upload a file

75.6. Image 3 - Photo credit

76. Name up to three of your key clients in 2025
(This question is compulsory)

77. What do you regard as your greatest achievement as a practice in 2025? (maximum 30 words)
(This question is compulsory) [0/30]

Part B – Awards

The winners of the 2026 AJ100 Awards will be announced at the gala lunch on June 19, 2026.

Section 14: AJ100 Champions

A cohort of AJ100 Champion practices will be chosen from across the AJ100 ranking by the AJ team. This award celebrates those who are driving positive change, either through their own projects and ways of working, or within the wider profession and beyond.

Practices must have demonstrated one or more of the below in 2025:

- Commitment to driving greater design quality and sustainability
- Exceptional business success
- Contribution to positive reform of the profession
- Contribution to reforms of the wider building industry
- An innovation that has transformed how the practice works, or the success of a particular project
- Participation in research that will have a positive impact on working practices
- An exceptional collaboration that has driven the success of a project or initiative
- Commitment to exemplary employment conditions for staff
- Commitment to a high standard of social and environment performance
- Outstanding strategic thinking
- Any other examples of how the practice is delivering positive change

All Champions will be invited on stage to recognise their achievements at the AJ100 event. A panel of industry judges will choose the AJ100 **Practice of the Year** from this cohort.

All practices are automatically entered for consideration for the AJ100 Champions cohort through completion of the AJ100 survey.

78. Would you like to submit a supporting statement for the AJ100 Champions award?
(This question is compulsory)

Yes ☐
No ☐

78.1. If yes, please do so in the box below (maximum 500 words).[0/500]

Section 15: AJ100 Client of the Year

Nominees of shortlisted clients will be asked for additional information prior to judging.

79. Would you like to nominate a Client of the Year?
(This question is compulsory)

Yes ☐

No ☐

80. Name the best client you have worked with in 2025:
(This question is compulsory)

[   ]

81. Why are they the best client you have worked with in 2025? (maximum 300 words)
(This question is compulsory)

[0/300]

[   ]

82. Client contact name
(This question is compulsory)

[   ]

83. Client contact email (please get the consent of your client to submit this
information).
(This question is compulsory)

[   ]

84. Client contact phone number (please get the consent of your client to submit this
information).
(This question is compulsory)

[   ]

Section 16: AJ100 Communication Initiative of the Year

This award will be given to a practice for an exemplary piece of external or
internal communication in 2025. This may be through the use of video,
photography, podcast, writing, social media, website or any other form of
communication to achieve a specific purpose. This award category will be
decided by a presentation to a panel of judges.

85. Would you like to enter the AJ100 Communication Initiative of the Year category?
(This question is compulsory)

Yes ☐

No ☐

86. Please provide a summary of no more than 300 words describing your entry. Please
include details of the objectives of the communication, its content, and the impact of the
initiative.

(This question is compulsory)

[0/300]

87. Please upload 3 high-res JPEG images (up to 10MB each) of the initiative

87.1. Image 1
(This question is compulsory)

Upload a file

87.2. Image 1 - Photo credit
(This question is compulsory)

87.3. Image 2
(This question is compulsory)

Upload a file

87.4. Image 2 - Photo credit
(This question is compulsory)

87.5. Image 3
(This question is compulsory)

Upload a file

87.6. Image 3 - Photo credit
(This question is compulsory)

Section 17: AJ100 Community Impact of the Year

This is awarded to a project that demonstrates both a deep engagement with the local community and an exceptional outcome for all stakeholders. The project must have been delivered in 2025.

Judges will be looking for evidence of how your practice has added community value by maximising the positive impact of the project. For example, this may be through a committed, far reaching and evidence-based approach to user engagement and co-design, or through your ability to translate community needs and desires into form.

Please note: if you are shortlisted for this award, you might be contacted to arrange a visit for the judging panel, who would be particularly keen to hear from community stakeholders about the impact of the project.

88. Would you like to enter the AJ100 Community Impact of the Year category?
(This question is compulsory)

Yes ☐

No ☐

89. What project from 2025 are you entering?
(This question is compulsory)

[Text box]

90. Please outline in a maximum of 300 words why this project should win.
(This question is compulsory)

[0/300]

[Text box]

91. Upload three high-res JPEG images (up to 10MB each) to support your entry and include any image credits.

91.1. Image 1
(This question is compulsory)

Upload a file

91.2. Image 1 - Photo credit
(This question is compulsory)

[Text box]

91.3. Image 2
(This question is compulsory)

Upload a file

91.4. Image 2 - Photo credit
(This question is compulsory)

[Text box]

91.5. Image 3
(This question is compulsory)

Upload a file

91.6. Image 3 - Photo credit
(This question is compulsory)

[Text box]

Section 18: AJ100 Contribution to the Profession Award

92. Please nominate a living individual, and the company they work for, who you feel has contributed something of outstanding importance to the industry - previous winners include Peter Barber, Yvonne Farrell and Shelley McNamara, Kate Macintosh, Pooja Agrawal and David Levitt.

Section 19: AJ100 Employer of the Year Award

This award recognises the best practice for employees, judged on HR issues including staff satisfaction, workplace culture, benefits and staff turnover in 2025. We are particularly interested in how practices responded to the challenges of managing hybrid working, and the impact of the cost of living crisis on staff wellbeing.

Please note: Entrants to this award are expected to participate in the Enhanced Industry Survey distributed to all successful entrants to the AJ100.

93. Would you like to enter the AJ100 Employer of the Year Award?
(This question is compulsory)

Yes ☐

No ☐

94. Why do you think your practice should be considered for this award (600 words maximum)?
(This question is compulsory)

You might want to include:

- Your training and career development strategy in 2025
- How your practice encourages and supports diversity in 2025
- Your practice's approach to hybrid working in 2025
- Your practice's approach to employee well-being in 2025
- Salary reviews and bonuses in 2025
- Your practice's approach to overtime in 2025
- Your practice's approach to maternal and paternal leave in 2025
- What makes your practice a great place to work.

[0/600]

Section 20: AJ100 Mentor of the Year Award

95. Would you like to nominate a member of staff for the AJ100 Mentor of the Year Award?
(This question is compulsory)

Yes ☐

No ☐

96. Who would you like to nominate for the AJ100 Mentor of the Year Award?
(This question is compulsory)

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97. Please provide a summary of no more than 300 words explaining your nomination.
(This question is compulsory)

[0/300]

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98. Upload a high-res JPEG photo (up to 10MB) of the nominee
(This question is compulsory)

<div style="background-color:#1cb5d0; color:white; text-align:center;">Upload a file</div>

98.1. Photo credit
(This question is compulsory)

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Section 21: AJ100 New Talent Award

This award celebrates emerging talent in AJ100 practices. There are three categories, with one nomination per practice allowed in each of the following:

- Part 1 architectural assistant
- Part 2 architectural assistant
- New architect (qualified for no more than two years on 31 December 2025)

Nominees should be individuals who have made an exceptional contribution to the success of a particular project; to the culture of the practice in general; or to the wider profession.

Shortlisted entrants will be interviewed by a panel of judges.

99. Do you want to nominate a Part 1 architectural assistant?
(This question is compulsory)

Yes ☐

No ☐

100. Who would you like to nominate for Part 1 architectural assistant category of the AJ100 New Talent Award?
(This question is compulsory)

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101. Please provide a citation of up to 300 words explaining why the nominee should be considered for the AJ100 New Talent Award.
(This question is compulsory)

[0/300]

102. We would like to hear from the nominee about themselves and their work. Please submit either a written statement (200 words max) or a link to a short video (2mins max) from the nominee.
(This is compulsory)

[0/200]

103. Upload a JPEG photo (up to 10MB) of the nominee
(This question is compulsory)

Upload a file

103.1. Photo credit
(This question is compulsory)

104. Upload three JPEG images to support the nomination.
104.1. Image 1
(This question is compulsory)

Upload a file

104.2. Image 1 - Photo credit
(This question is compulsory)

104.3. Image 2
(This question is compulsory)

Upload a file

104.4. Image 2 - Photo credit
(This question is compulsory)

104.5. Image 3
(This question is compulsory)

Upload a file

104.6. Image 3 - Photo credit
(This question is compulsory)

105. Do you want to nominate a Part 2 architectural assistant?
(This question is compulsory)

Yes ☐
No ☐

106. Who would you like to nominate for Part 2 architectural assistant category of the AJ100 New Talent Award?
(This question is compulsory)

107. Please provide a citation of up to 300 words explaining why the nominee should be considered for the AJ100 New Talent Award.
(This question is compulsory)

[0/300]

108. We would like to hear from the nominee about their work. Please submit either a written statement (200 words max) or a link to a short video (2mins max) from the nominee.
(This is compulsory)

[0/200]

109. Please upload a JPEG photo (up to 10MB) of the nominee.
(This question is compulsory)

Upload a file

109.1. Photo credit
(This question is compulsory)

110. Please upload three JPEG images to support the nomination.
(This question is compulsory)

110.1. Image 1
(This question is compulsory)

Upload a file

110.2. Image 1 - Photo credit
(This question is compulsory)

110.3. Image 2

Upload a file

110.4. Image 2 - Photo credit
(This question is compulsory)

[ ]

110.5. Image 3
(This question is compulsory)

110.6. Image 3 - Photo credit
(This question is compulsory)

[ ]

111. Do you want to nominate a new architect (qualified for no more than two years by 31st December 2025)?
(This question is compulsory)

Yes ☐

No ☐

112. Who would you like to nominate for the new architect category of the AJ100 New Talent Award?
(This question is compulsory)

[ ]

113. Please provide a citation of up to 300 words explaining why the nominee should be considered for the AJ100 New Talent Award.
(This question is compulsory)

[0/300]

[ ]

114. We would like to hear from the nominee about their work. Please submit either a written statement (200 words max) or a link to a short video (2mins max) from the nominee.
(This is compulsory)

[0/200]

[ ]

115. Please upload a JPEG photo (up to 10MB) of the nominee.
(This question is compulsory)

115.1 Photo credit
(This question is compulsory)

[ ]

116. Please upload three JPEG images to support the nomination.

116.1. Image 1
(This question is compulsory)

Upload a file

116.2. Image 1 - Photo credit
(This question is compulsory)

116.3. Image 2
(This question is compulsory)

Upload a file

116.4. Image 2 - Photo credit
(This question is compulsory)

116.5. Image 3
(This question is compulsory)

Upload a file

116.6. Image 3 - Photo credit
(This question is compulsory)

Section 22: AJ100 Climate Initiative of the Year Award

To be considered for the AJ100 Climate Initiative of the Year Award, firms will need to submit an initiative that demonstrates the practice's exemplary/innovative approach to sustainability and climate-positive design. This must have been delivered in the calendar year of 2025. For example, the initiative could be a specific project that demonstrates an exemplary aspect of sustainability or climate-positive design, or a piece of research or pro bono work that showcases sustainability or furthers sustainable practice. It could also be a significant change in the way the practice is run that promotes sustainability (such as embedding sustainability in project delivery or staff training). This award category will be decided by a presentation to a panel of judges and announced at the AJ100 awards.

117. Do you want to enter the AJ100 Climate Initiative of the Year Award?
(This question is compulsory)

Yes ☐

No ☐

118. Your climate initiative

118.1. Name
(This question is compulsory)

118.2. Completion date (MM/YY)
(This question is compulsory)

118.3. Location (if applicable)

119. Please complete a 300-word (maximum) summary explaining the initiative's climate achievements.
(This question is compulsory)

[0/300]

120. Upload three high-res JPEG images (up to 10MB) to support your entry. Please include any photographer credits and make sure each image is clearly named with the title of the project.

120.1. Image 1
(This question is compulsory)

Upload a file

120.2. Image 1 Photo credit
(This question is compulsory)

120.3. Image 2
(This question is compulsory)

Upload a file

120.4. Image 2 Photo credit
(This question is compulsory)

120.5. Image 3
(This question is compulsory)

Upload a file

120.6. Image 3 Photo credit
(This question is compulsory)

Section 23: AJ100 Sustainability Leader of the Year Award

The AJ100 Sustainability Leader of the Year Award will be given for an outstanding contribution to addressing the climate crisis in the calendar year of 2025. This may be for leadership on a particular initiative, or for leading on sustainability within their practice or within the wider built environment. Nominations can be made for either an individual or a joint entry. This award category will be decided by a presentation to a panel of judges and announced at the AJ100 awards.

121. Would you like to nominate a Sustainability Leader?
(This question is compulsory)

Yes ☐
No ☐

122. Who would you like to nominate for the AJ100 Sustainability Leader of the Year Award?
(This question is compulsory)

123. Please provide a summary of no more than 300 words describing your nominee(s) contribution.
(This question is compulsory)

[0/300]

124. Upload a high-res JPEG headshot (up to 10MB) of the nominee
124.1. Image
(This question is compulsory)

Upload a file

124.2. Photo credit
(This question is compulsory)

Section 24: Senior partner or director approval
125. Please provide the contact name of a senior partner or director who has approved the information submitted to AJ100 and authorised its publication
(This question is compulsory)

126. If your practice does make this year's AJ100, your practice will have the chance for a senior member of the company to attend one of the AJ100 Club events that happen across the year. Are you the best person to coordinate who would attend?

Yes ☐
No ☐

126.1. If it is not you, please supply the full name and email address for the person we should liaise with. [0/300]