



Our living ambition report 2022

Summary

We proudly present our 2022 living ambition. With our employees, clients and partners, TAUW makes a positive impact on the vital living environment. In Our living ambition report we provide an updated overview of our achievements in 2022.

It's not just a daily job, it's... **a living ambition.**

Check out the full report on www.alivingambition.com

Our environmental impact

In our work

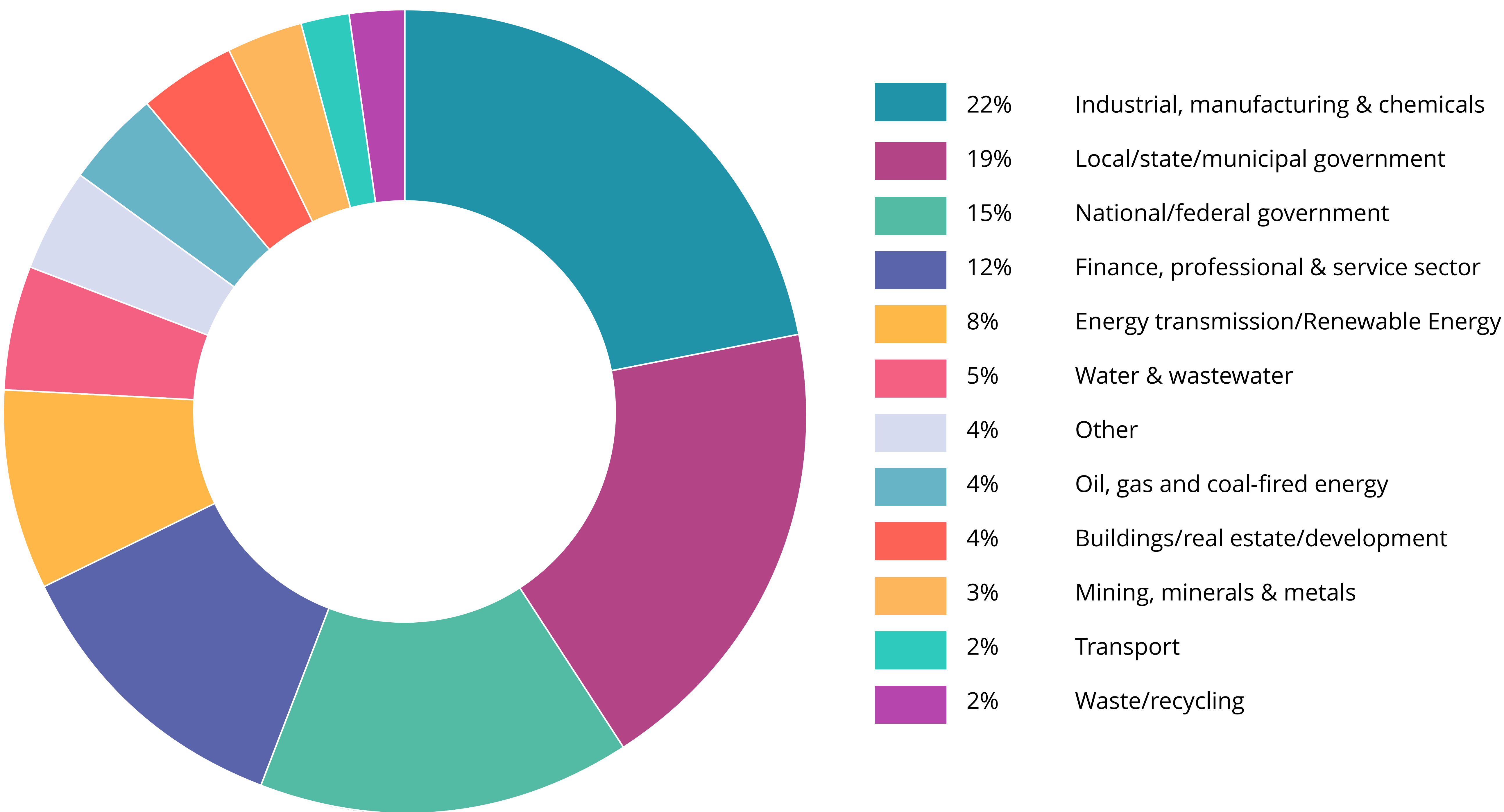
Public and private organisations face a broad range of societal challenges. We offer sustainable solutions through products and services in various working fields. We have [environmental impact in our work](#) on Climate adaptation, Biodiversity, Sustainable spatial development, Transactions and responsible investments, Quality, Environment, Health and Safety Compliance, Water, Energy Transition, Site (re)development, Sustainable remediation and New Business Models.

Our clients appreciate us and our work. Both the average satisfaction score (8.3) and the Netto Promotor Score (37) have been stable high for years. Our clients particularly complimented our collaboration, customer service and expertise.

Intentions of working with TAUW in the future



Turnover split (%) per client group

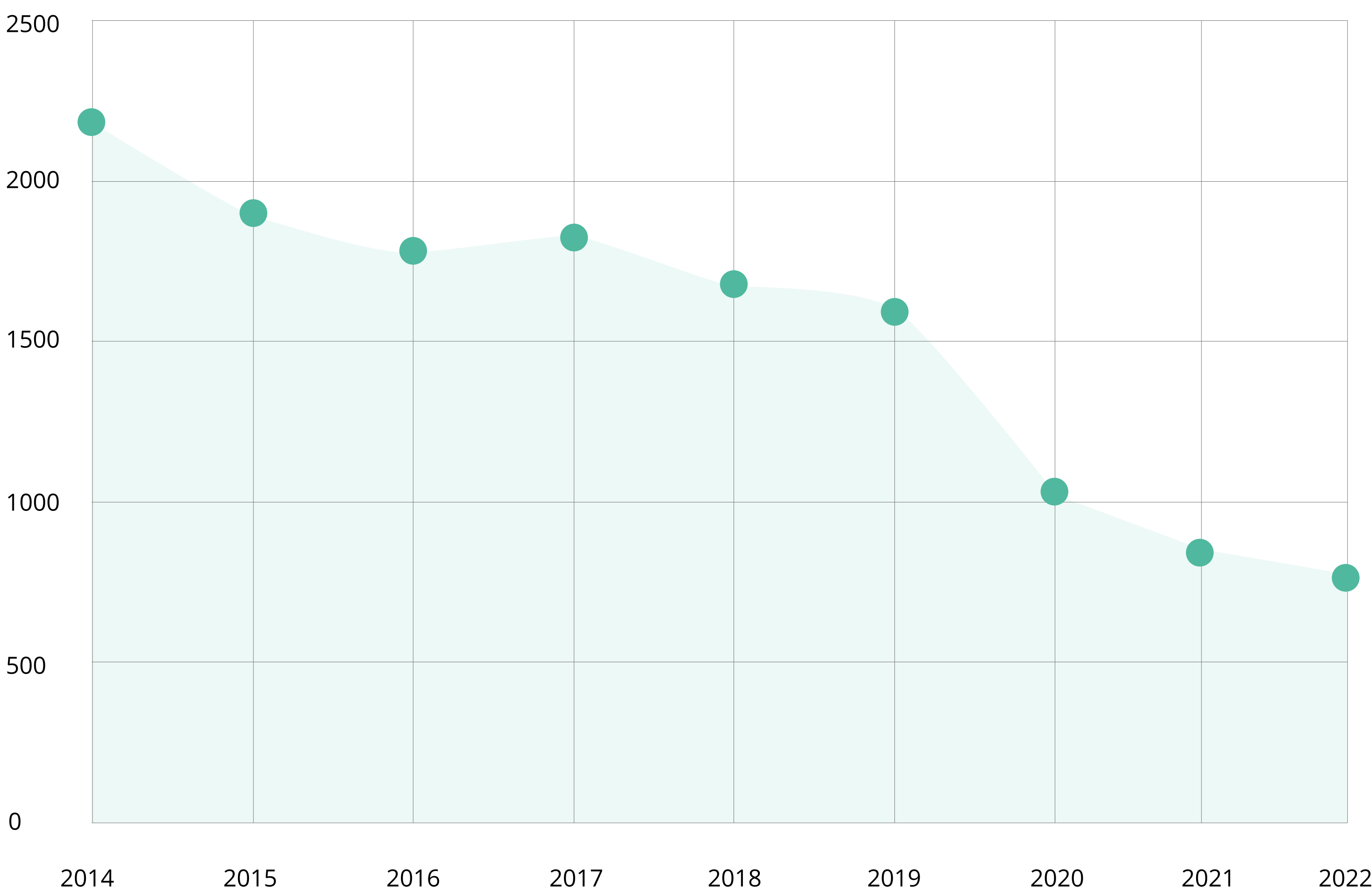


In our operations

Sustainability is a top priority in our operations and we try to reduce out CO2 footprint and waste as much as possible and ensure a positive impact on environment and climate.

CO₂ emissions TAUW in tons per year

(data and targets only for TAUW NL)



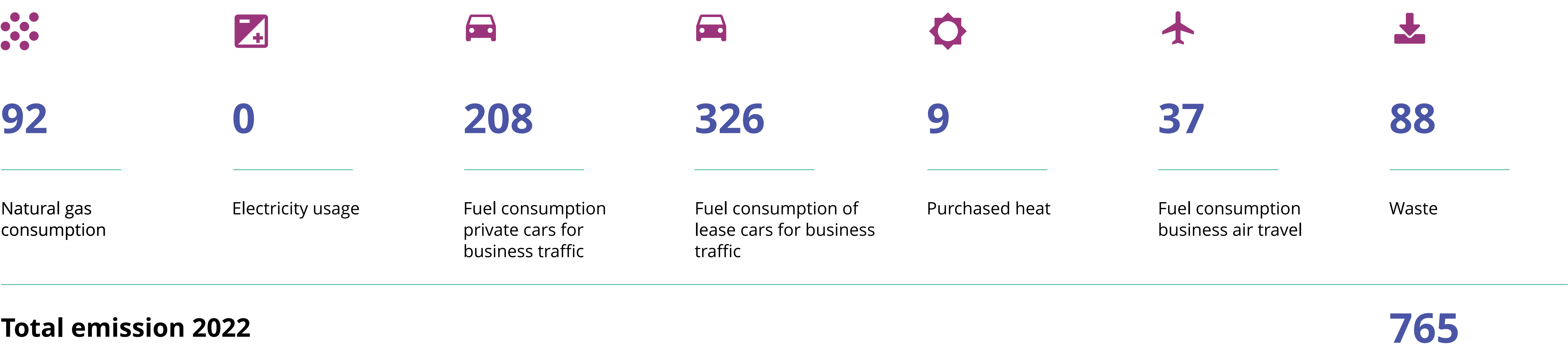
Emissions from business transport and combustion of natural gas in the buildings

Goal: by 2023 TAUW will emit 50% less CO₂ per FTE compared to 2019; by 2030, the CO₂ reduction will be 100% (with the exception of the “buy” inevitable) and we will be climate neutral.

Emissions from electricity consumption, transport by private vehicles and air traffic

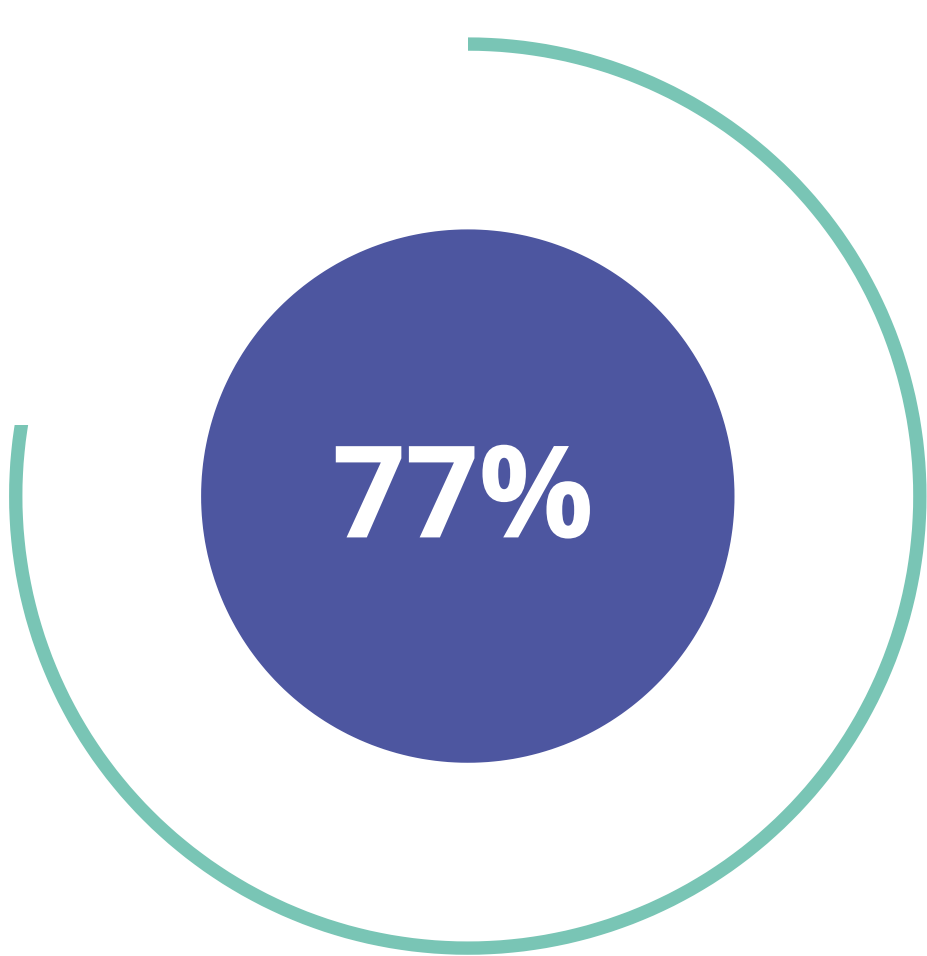
Goal: by 2023 TAUW will emit 15% less CO₂ per FTE compared to 2019.

CO₂ emissions in tons per year

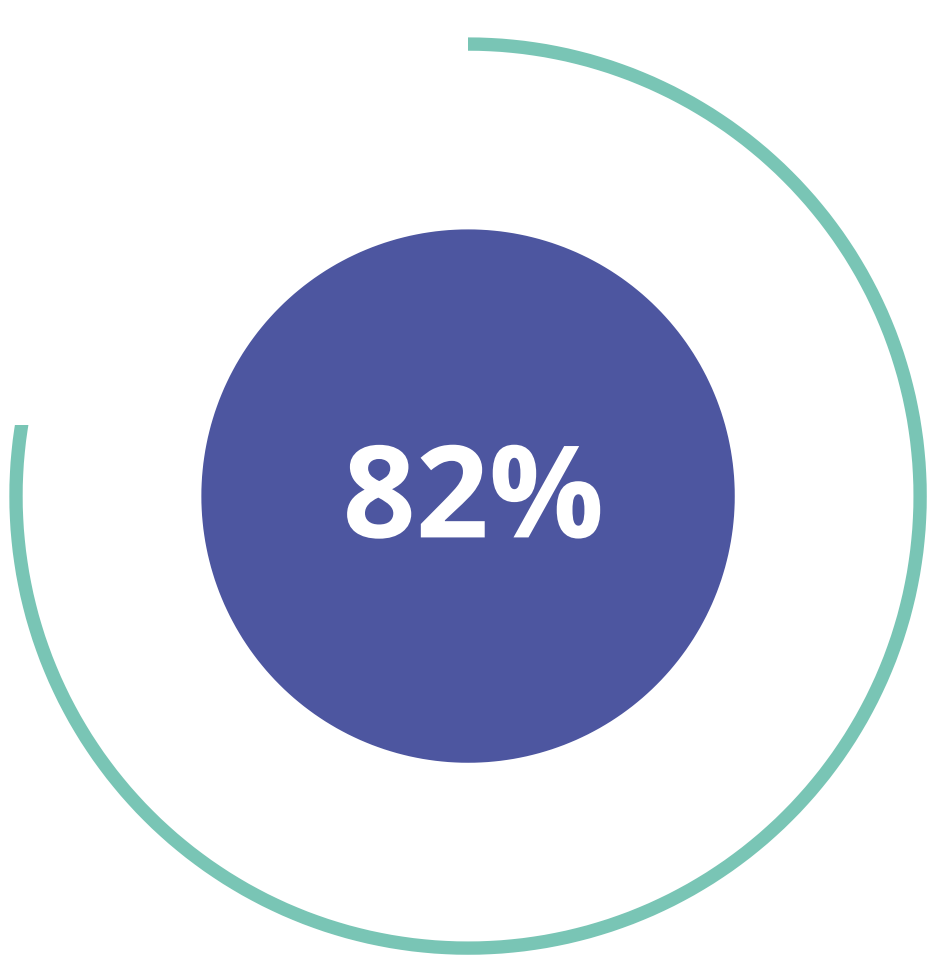


Our human impact

At TAUW, almost 1,300 proud professionals in the Netherlands, Belgium, Germany, France, Spain and Italy work towards a clean, safe and sustainable living environment. In general, employees are (very) satisfied with their work. The vast majority of employees would also recommend TAUW to friends and acquaintances.



Employee satisfaction (NL)
77% is (very) satisfied with his/her work.



Recommendation (NL)
82% intend to recommend TAUW to friends and acquaintances.

Safety

TAUW is committed to safe working conditions. Our people carefully comply with the TAUW safety rules and regulations and instructions concerning workplace safety to ensure that their work is carried out safely. Our occupational safety focus areas are traffic, exposure to dangerous substances and slipping and tripping as in previous years.

			
Unsafe situations and near misses reports	Incident with absence	Medical treatments	Incidents with first aid or material damage
2022314	20221	20224	2022108
2021348	20214	20213	2021106
2020262	20205	20203	202098
2019368	20196	20195	2019121
2018417	20189	20182	2018102



Our financial results

2022 was a challenging year with economic uncertainty, market volatility, geopolitical tension and construction work postponements and cancellations due to governmental regulations in our largest market, the Netherlands. Against the backdrop of these developments, TAUW Group has continued its journey as an employee-owned, purpose-driven company. Turnover levels grew by 3% to EUR 146.6 million. During the year, TAUW Group invested significantly in the future-proofness of the company despite the short-term impacts on profitability.

Turnover (in mEUR)	EBITDA (in mEUR)	EBITDA (in % of Turnover)	Solvency (equity ratio in %)	Number of employees
146.6	8.5	5.8	46.9	1.273
2021: 143	2021: 10.9	2021: 7.6%	2021: 44.2%	2021: 1.242

Turnover split (%) per field of expertise 2022

