



Our living ambition report 2021 Summary

We proudly present our 2021 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 2021.

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

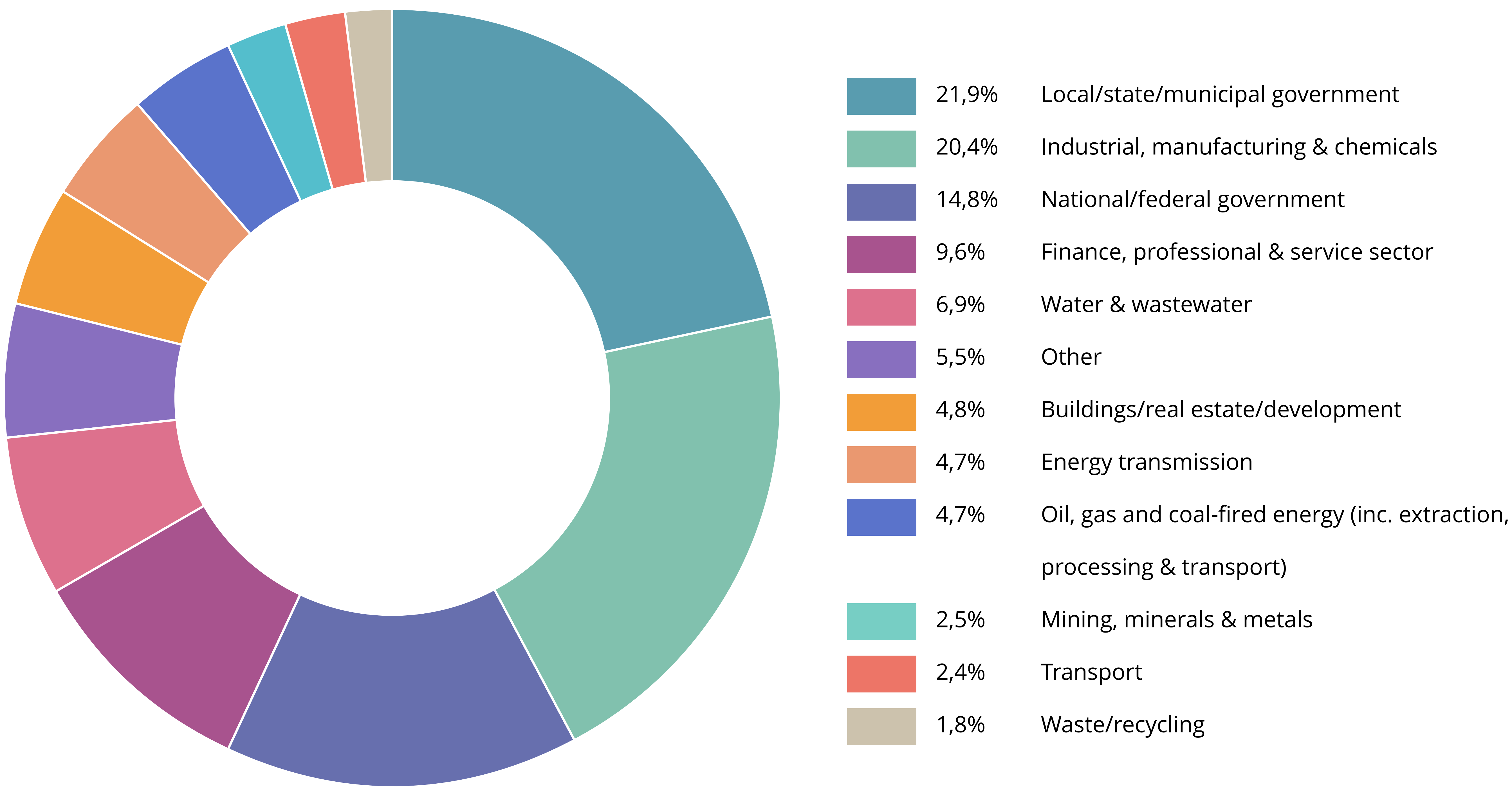
Public and private organisations face a broad range of societal challenges. We offer sustainable solutions through products and services in various working fields. We have [environmental impact in our work](#) on Climate adaptation, Biodiversity, Sustainable spatial development, Transactions and responsible 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 (8.5) and the Netto Promotor Score (46) 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

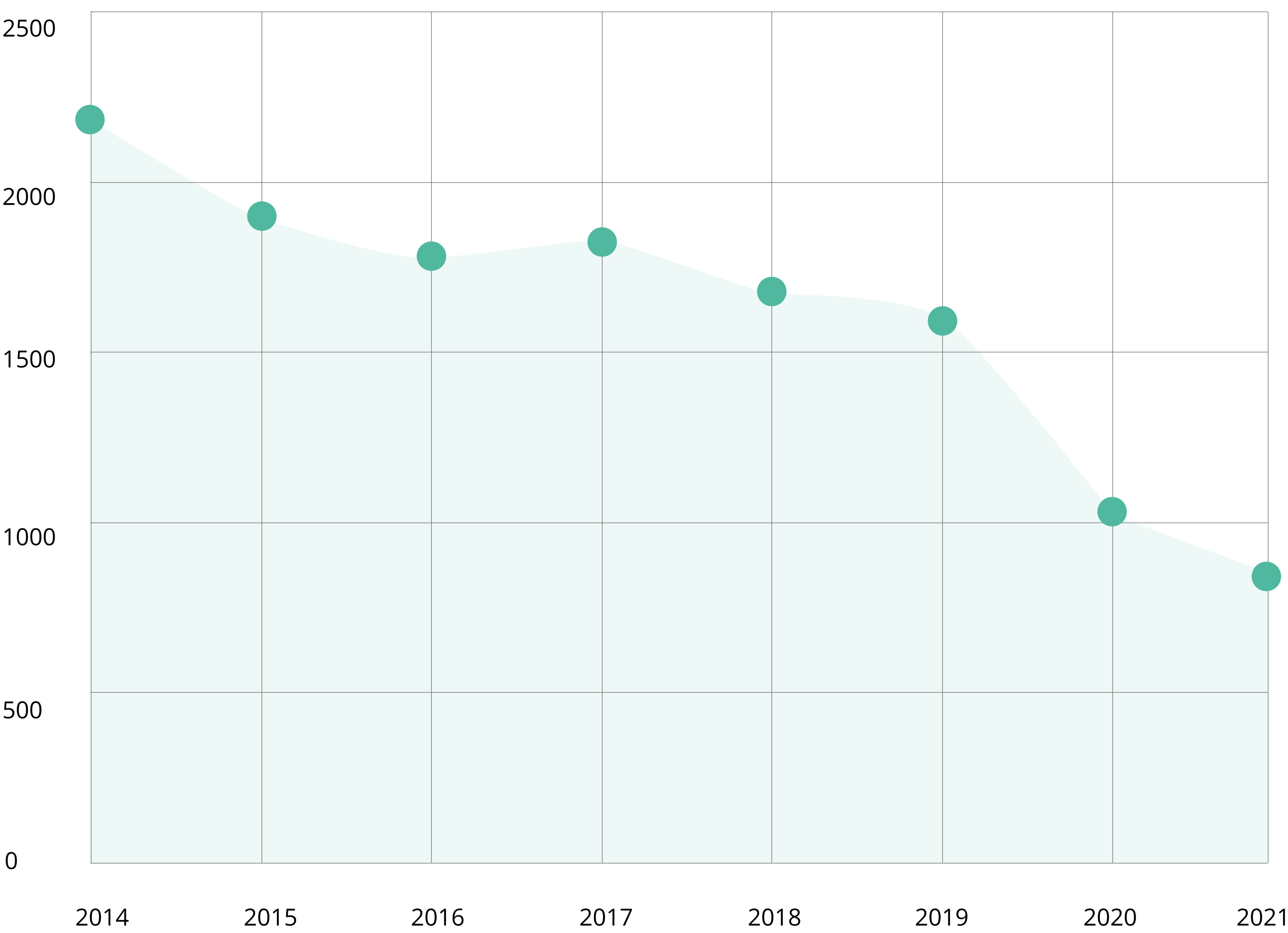


In our operations

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)



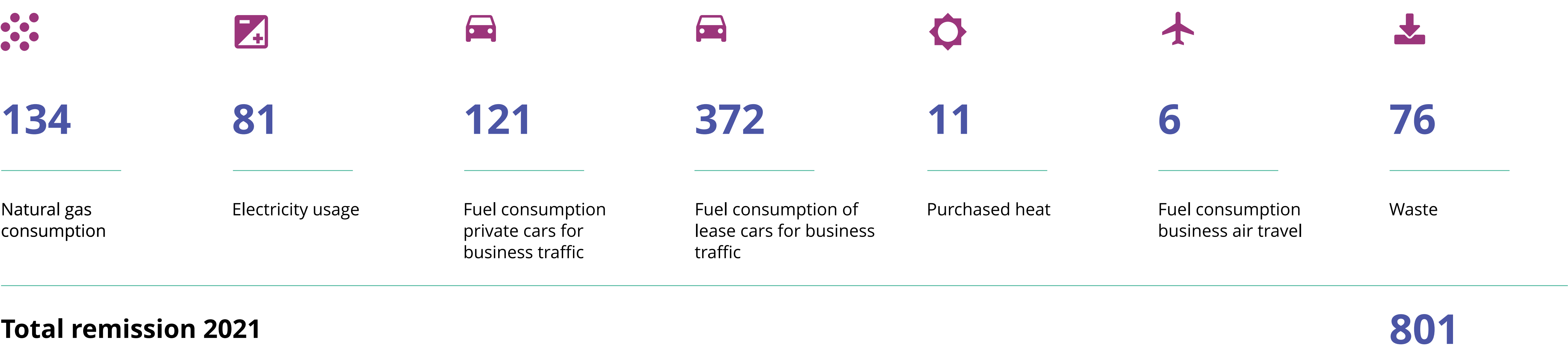
Emissions from business transport and combustion of natural gas in the buildings

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

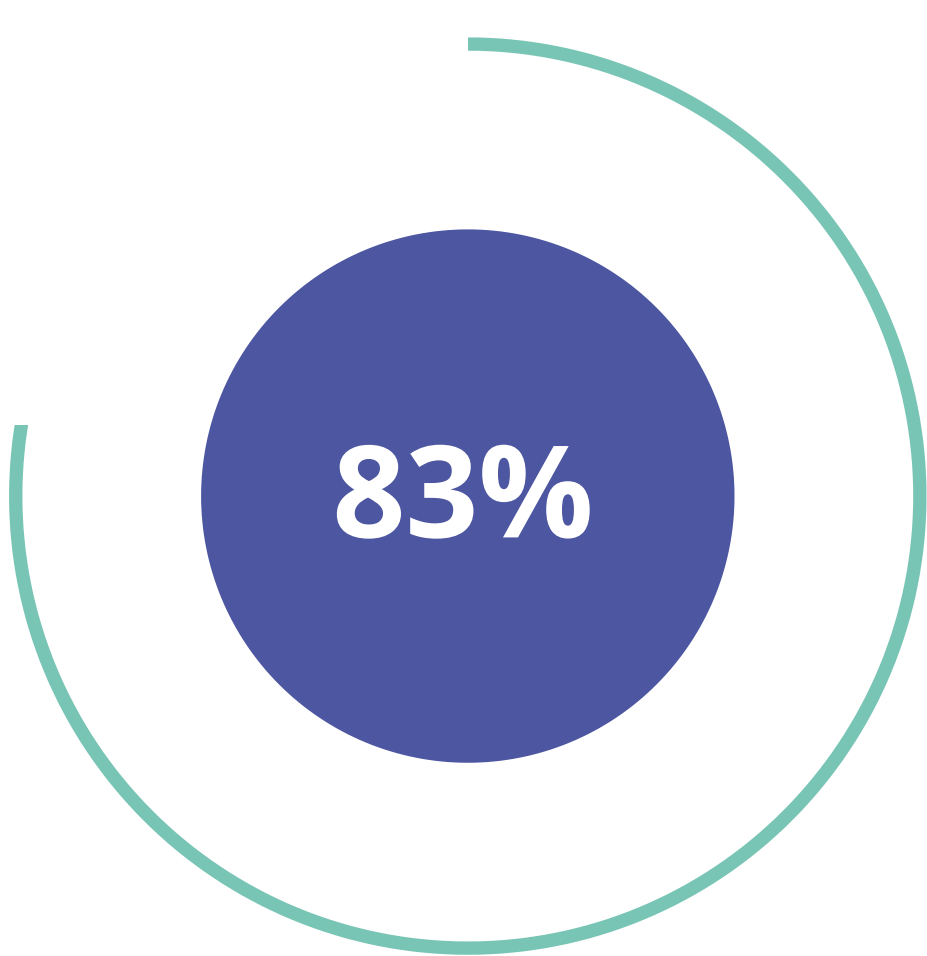
Goal: by 2023 TAUW will emit 15% less CO₂ per FTE compared to 2019.

CO₂ emissions in tons per year

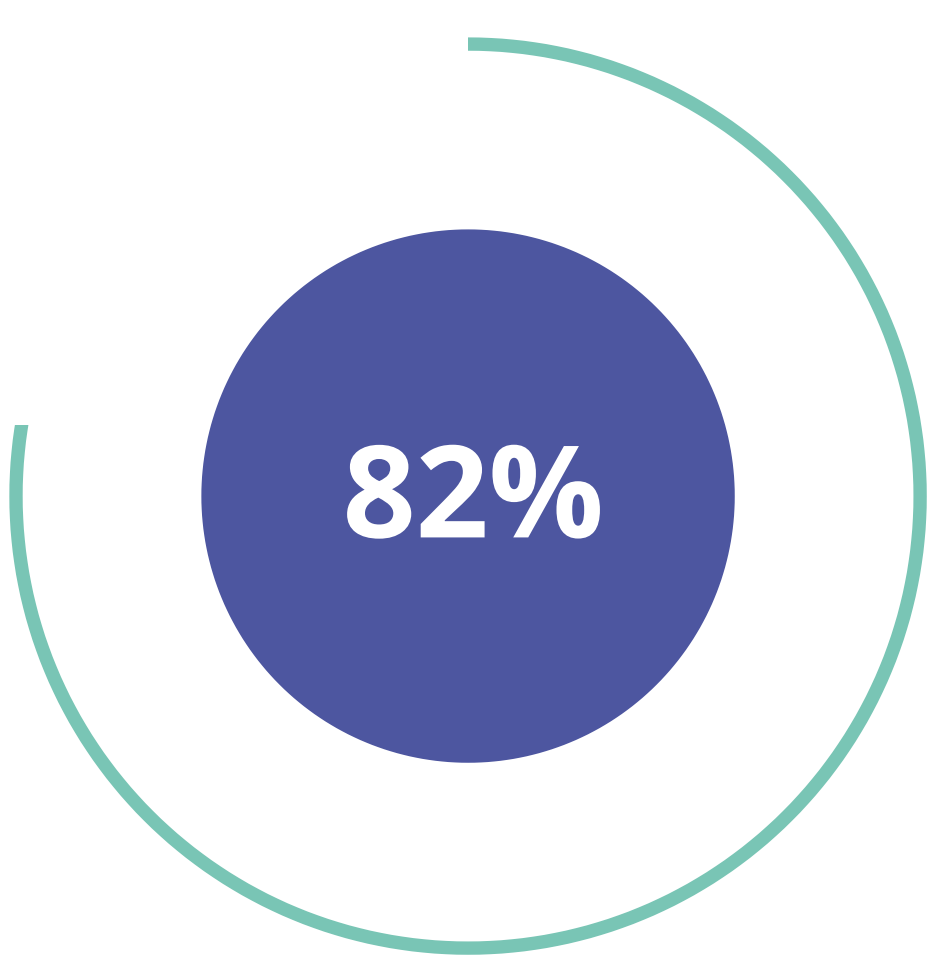


Our human impact

At TAUW, more than 1,200 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.



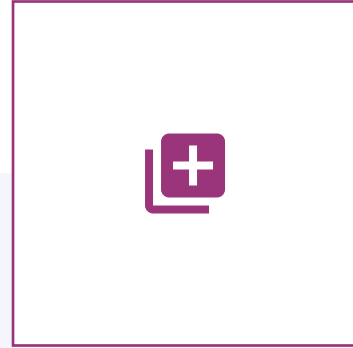
Employee satisfaction
83% is (very) satisfied with his/her work.



Recommendation
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 almost accidents reports	Incident with absence	Medical treatments	Incidents with first aid or material damage
2021348	20214	20213	2021106
2020262	20205	20203	202098
2019368	20196	20195	2019121
2018417	20189	20182	2018102



Our financial results

Making purpose driven choices has paid off for TAUW Group in 2021. On the backdrop of another Corona-infested year, putting both the well-being of our employees first while constantly considering our environmental impact has resulted in sharp decision making. Both turnover and profitability benefitted from this. TAUW Group's turnover grew by 3% from EUR 138.8 million in 2020 to EUR 143.0 million in 2021. EBITDA increased with more than 10% to almost EUR 11 million and the EBITDA margin improved to 7.6% while cash flows have remained strong.

Turnover (in mEUR)	EBITDA (in mEUR)	EBITDA (in % of Turnover)	Solvency (equity ratio in %)	Free cash flow (in mEUR)	Number of employees
143	10.9	7.6	49.9	9.6	1.242
2020: 138.8	2020: 9.9	2020: 7.1%	2020: 51.3%	2020: 10.6	2020: 1.229

Turnover split (%) per field of expertise 2021

