



Our Living Ambition Report 2024



We proudly present Our 2024 Living Ambition Report. 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 2024.

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

Check out the full report on **www.alivingambition.com**

Table of contents

Our Journey	3
A letter from our CEO	4
About TAUW	7
Our impact	8
Working towards a vital living environment	9
Accelerating impact	9
Our handprint: impactful solutions in our services	10
Our footprint: driving sustainable operations	11
Committing to a sustainable future	12
Our Clients	13
Trusted relationships, sustainable results	14
A word from our CCO	14
Impactful projects	15
Our partners	17
Business partners	18
Networks	19
Social partners	20
Our people	21
We are TAUW	22
Empowering human potential	24
Living ambitions of our people	25
Collaboration is our core	26
Our financials	28
Financial results	29
A word from our CFO	30





Our Journey

Through our work TAUW helps to shape a vital living environment. We do so with and for our employees, clients and partners. Our Living Ambition Report shows the progress we made in 2024. In this annual report, we present our performance across all key areas, highlighting our journey, impact, projects, clients, partners, people and financials.

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

- A letter from our CEO
- About TAUW



A letter from our CEO

Dear reader,

As the CEO of TAUW, I am very proud to share with you 'Our Living Ambition' report. This annual report goes beyond a financial review of 2024; it is a story of our shared journey, marked by determination and a vision for a future where human activities and nature coexist in harmony.

[📺 Watch the video to discover what TAUW stands for and how we're working towards a sustainable future.](#)

Sustainable growth & lasting impact

Reflecting on the past year, we have once again demonstrated that our purpose-driven strategy not only generates significant environmental and societal impact but also delivers robust financial returns. Despite a complex landscape of geopolitical unrest, political shifts, and a dynamic labour market, we achieved remarkable growth, with revenue rising by nearly 8% to €173 million and EBITDA increasing to €11 million. These achievements underscore our resilience and the growing need for sustainable solutions in today's world.



We have also taken important steps in our growth strategy. The acquisitions of planwerk elbe in Germany and Consultes in Belgium have strengthened our position in key markets and broadened our expertise.

"Our acquisitions of planwerk elbe and Consultes are a strategic leap towards our ambition of becoming a Leading European Environmental Consultancy. It enhances our expertise, broadens our reach, and creates new opportunities for growth and innovation, fostering an inspiring environment for both our clients and employees."

We remain determined in our commitment to our 2028 ambition: to become a Leading European Environmental Consultancy. By focusing on sustainable industry practices and fostering a vital living environment, we not only enhanced our financial performance but also deepened our sustainable and societal impact. After almost a century of existence, we have successfully built a durable foundation, allowing us to make a significant impact well into the future. Sustainability is at the core of our mission. We have made significant strides by refining our ESG principles and processes, achieving gold EcoVadis status in the Netherlands and Italy, and setting net-zero reduction targets. Additionally, we have launched a new Code of Conduct that ensures the well-being of our environment, clients, and employees.



Building for the future

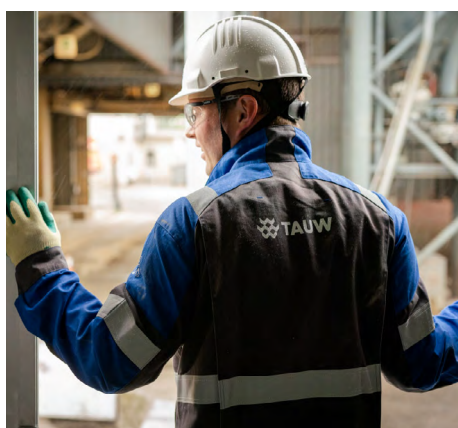
At TAUW, our daily mission is to guide our clients through the transitions ahead. We achieve this by aligning their business and investment strategies with our visionary, expert, and innovative solutions, while adeptly navigating rapid changes. Building a sustainable future is not something we can achieve alone. We collaborate with clients across diverse industries, partner with contractors, architects, and local governments, and actively participate in environmental networks. By combining our expertise with the strengths of others, we amplify our impact and drive meaningful change together.

By taking full advantage of digital progress, we enhance our expertise with automation and data insights, driving innovation and efficiency without compromising our human touch. In 2024, we successfully executed numerous impactful projects within Europe and beyond that perfectly align with our strategic propositions. I am, for example, very proud of our advancements in renewable energy in Spain and the expansion of our ecology teams and activities across most of our operational countries. Our projects not only highlight our expertise but also exemplify our commitment to creating sustainable solutions for complex environmental challenges.



Our most important capital

Our employees are the heart of our success. We have grown to nearly 1,500 professionals and have actively invested in programmes to attract and retain talent. Our unique corporate culture, in which employees are co-owners, contributes to high engagement and motivation. We are committed to becoming a welcoming, diverse, and inclusive company where employees want to stay. Therefore, we adapt to the evolving European labour market trends by offering meaningful work, flexible work arrangements, investing in professional development, and fostering a positive work culture. For example, by the “Human Element” experience program in France.



I am pleased with the advancements we've made together in building a strong and supportive environment for our people.

- We are successfully integrating our Employee Value Proposition across all countries, aiming to enhance our employee experience and strengthen our employer brand.
- We continue to invest in future leaders, fostering visionaries committed to sustainable harmony between people and the environment.
- And we have taken concrete steps to reinforce our employee ownership structure, ensuring that TAUW remains a company owned and driven by its people.



Looking ahead

Despite the uncertain times we face – marked by geopolitical tensions, shifting trade dynamics, evolving political landscapes and social inequality – Europe demonstrates resilience. This creates a window of opportunity for TAUW to address some of the urgent challenges facing society today: climate change, biodiversity loss, pollution, and resource scarcity through our engineering and consultancy services across industrial, rural, and urban landscapes.

TAUW is well-positioned to support the transition toward a sustainable future by combining deep technical expertise with innovative digital tools such as AI and drone technology. Our broad European presence allows us to navigate the challenges of these times, delivering localized and adaptable solutions. While uncertainties remain, TAUW's employee-owned, purpose-driven approach ensures that we remain focused on creating a lasting positive impact, turning resilience into real progress for both people and the environment.



Tanja van Dinteren, Henrike Branderhorst and Chris-Jan Hoogsteen

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

"a living ambition" is more than a slogan; it's the driving force behind everything we do. We strive to create a vital living environment where nature and human activities coexist harmoniously. With some of the best experts in-house, we are in an excellent position to provide innovative solutions for the complex challenges of the future.

"As CEO, I am proud to lead an organization that is not only financially successful but also makes a meaningful contribution to a more sustainable world. It's not just my daily job; it's my living ambition."

Henrike Branderhorst 

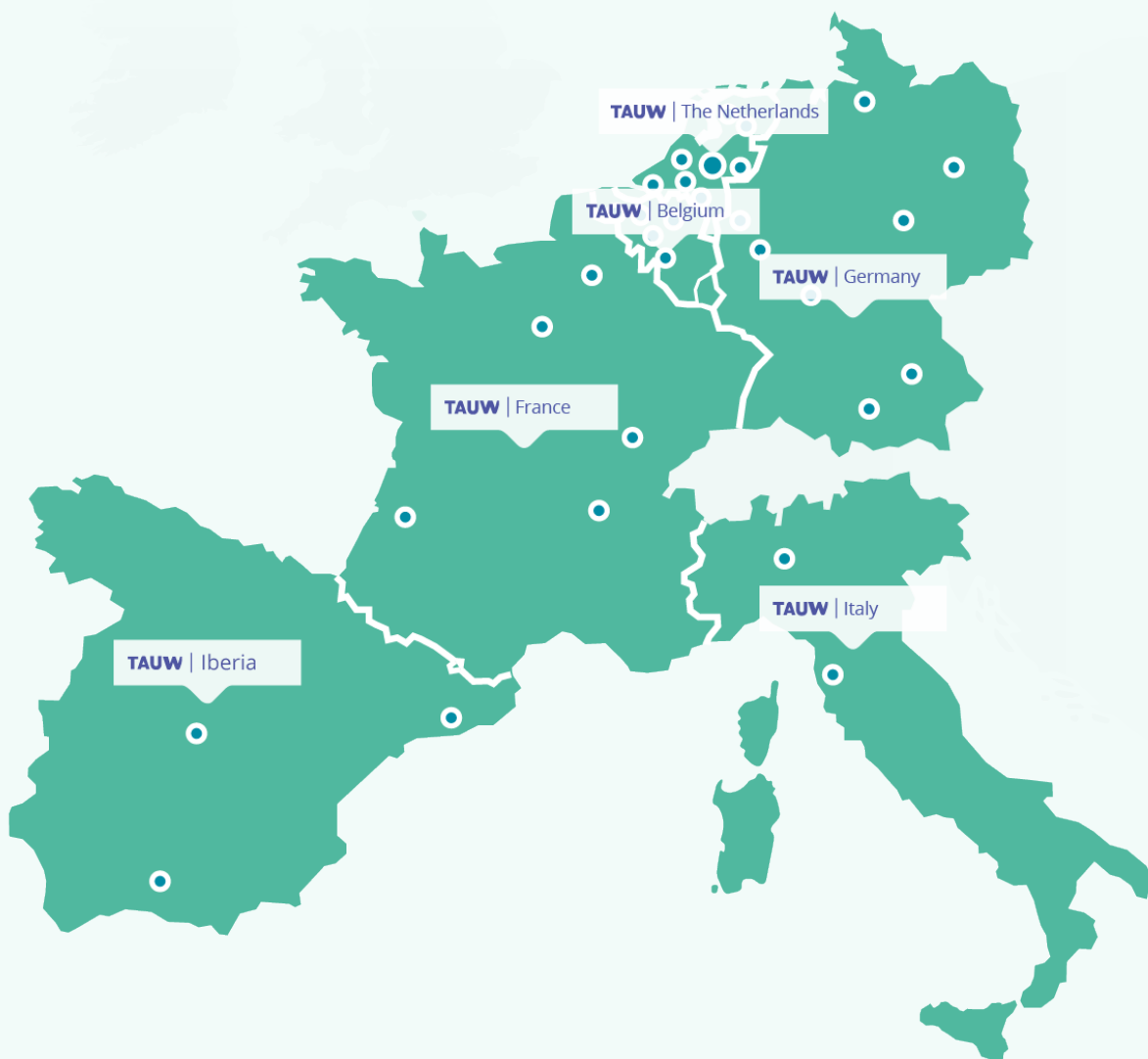




About TAUW

Founded in 1928 as a Dutch company with five employees, TAUW has evolved into an employee-owned company with nearly 1,500 dedicated experts operating in six countries. Initiating change is deeply rooted in our DNA. We are committed to fostering a harmonious coexistence between nature and people. This ambition has driven us for nearly a century and will continue to guide us for generations to come.

TAUW navigates our clients through the transitions ahead, preparing them for the world of 2050 by providing comprehensive support on environmental issues. Our services range from strategic consultancy to environmental monitoring, on-site technical support, transactional services, and a wide range of services in spatial planning and development. We offer tailored solutions to meet the unique needs of each project.





Our Impact

Our mission is to shape a vital living environment. We are committed to sustainability – not just for our employees, clients and partners but because it is crucial to our future. This section highlights the progress we made in 2024 in terms of sustainability and impact. Here we present the challenges we face, our strategic vision for those challenges and our achievements.

- Working towards a vital living environment
- Accelerating impact
- Our handprint: impactful solutions in our services
- Our footprint: driving sustainable operations
- Committing to a sustainable future



Working towards a vital living environment

The sustainability landscape is undergoing a profound transformation. We are faced with climate events such as extreme rainfall, heatwaves and droughts. These increasingly result in floods and wildfires. Geopolitical instability puts a strain on the availability of affordable energy and materials. These challenges are not abstract concepts: these are tangible realities that directly affect businesses. That is why sustainability is no longer a moral consideration. It has evolved into a critical factor to ensure the viability of organizations.



"Our goal as TAUW is appealing yet ambitious: creating a sustainable vital living environment and maximizing our impact as consulting engineers. We are still working towards that goal. We are not there yet, and that is okay. What truly matters is our unwavering commitment to our objectives and our steady progress towards them. As we navigate the sustainability transition, it's crucial to maintain perspective. The urgency is undeniable, but perfection isn't required overnight. We have time, and we must use it wisely to ensure a healthy, fair, and manageable transition. One step at a time."

- Jacolien Eijer, Director Sustainability



Accelerating impact

At TAUW we want to speed up the process of creating a sustainable world. We offer solutions to make sustainability tangible and feasible. We help our clients prepare for the challenges of tomorrow. Our approach is centred on understanding the dilemmas our clients face and by recognizing that every challenge is also an opportunity for sustainable innovation. To achieve that, we need a clear vision. That is why over the past years we have refined our concept of a future-proof, vital living environment.

That vision is built on founding a healthy biosphere, with balance and integration, and adaptability as our guiding principles for incorporating human activities. We firmly believe that the connection between human endeavours and local communities is essential to maintain a thriving living environment.

Our vision drives our actions, and our approach is both comprehensive and practical. With each project we undertake, we integrate sustainable solutions that benefit both the client and the broader ecosystem. By aligning human activities with community needs and environmental imperatives, we can accelerate the creation of resilient, vibrant spaces that will flourish for generations to come.





Netherlands in Transition: Our podcast

In “Nederland Transitieland,” we explore the Netherlands’ transition towards a sustainable future. For centuries, living in the Delta meant adapting to a dynamic environment. Now, we’re facing the limits of our control and must address our impact on climate change, resource depletion, and biodiversity.

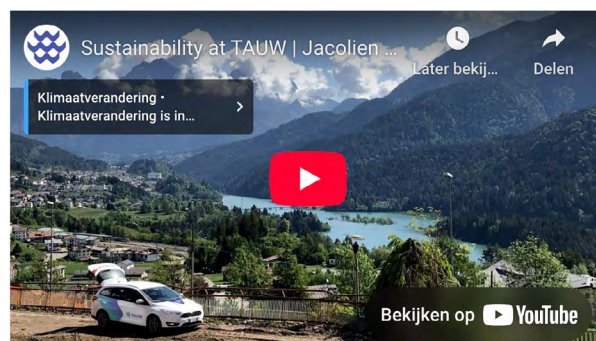
Our host Cor Lont discusses these challenges with experts, focusing on the systemic changes needed to adapt to irreversible effects like rising temperatures and sea levels. The podcast delves into societal challenges and the transitions required for a sustainable future.e.

[🔗 Listen to the podcast here!](#)



Our handprint: impactful solutions in our services

As engineers we are dedicated to minimizing our footprint while maximizing our positive impact: that is our handprint. Through our work, we can make a significant difference to helping our clients reduce their own environmental footprint and adopt more sustainable practices. We are developing an innovative method to measure our handprint. That helps us understand and grow our impact. The approach we take is to assess both the sustainable outcomes of client projects and our efforts to amplify the positive effects. In 2025 we will begin testing this method on larger projects and we aim to reliably quantify our projects by 2028.



By quantifying our handprint, we can provide concrete evidence of how we contribute to sustainability, we can identify opportunities for improvement and innovation, inspire clients to adopt similar practices and set industry standards to measure environmental impact. In short, our method helps us not only to elevate our own sustainability performance but also to inspire broader positive change in the environmental consulting sector and beyond.





Our footprint: sustainable operations

In 2024, we made significant strides to reduce our carbon footprint through targeted initiatives. We expanded our electric vehicle fleet, improved sustainability in our offices and actively encouraged the use of public transport for commuting. We set up our own TAUW ESG Principles and implemented the TAUW Group Code of Conduct and strengthened our governance processes.

Looking ahead, we are preparing for the Corporate Sustainability Reporting Directive (CSRD) for instance by refining our greenhouse gas emission calculations. That will enable us to report in a transparent way and meet the highest standards of accountability reporting.



Carbon Footprint: GHG emissions

The total carbon footprint of the TAUW Group in 2024 is 9109 t CO₂ e. As an environmental engineering consultancy, we are well aware of that 87% falls within our upstream value chain. Our GHG emissions intensity per employee is 0,9 t CO₂ e/ FTE in Scopes 1 and 2; 6,4 t CO₂ e/ FTE in Scope 3; and 7,3 t CO₂ e/ FTE in all scopes. Our GHG emissions intensity per turnover is 53 t CO₂ e/ mio € and per EBITA 828 t CO₂ e/ mio €.

[Read more](#)



Our ESG principles

In 2024, we established our TAUW ESG principles. These principles form the foundation of our commitment to Environmental, Social, and Governance factors, guiding our operations and our interactions with clients, partners, and the communities we serve.

[Read more](#)





Committing to a sustainable future

As a leading European environmental consultancy, TAUW is committed to setting the standard for sustainability. We actively contribute to the United Nations' Sustainable Development Goals (SDGs) and align with the UN Global Compact Network, demonstrating our dedication to adopting and reporting on sustainable and socially responsible policies. We also joined the Science Based Targets initiative (SBTi) NetZero Standard. This commitment underscores our proactive approach, ensuring that our efforts are underpinned by rigorous scientific calculations and measurements.



TAUW Group has set ambitious targets to reduce our greenhouse gas (GHG) emissions:

- 50% absolute reduction in Scope 1 GHG emissions from owned assets by 2029
- 100% transition in Scope 2 GHG emissions to renewable electricity for owned assets by 2029
- 52% CO₂ reduction in Scope 3 GHG emissions per full-time employee by 2029
- By 2025, transition from spend-based analysis to actual emissions for 10% of total procurement
- Achieve net-zero emissions across our entire value chain by 2050

To further enhance our sustainability efforts, TAUW utilizes two key assessment tools:

- EcoVadis: A globally recognized platform that provides a comprehensive evaluation of our sustainability performance across environmental, social, and ethical dimensions.
- CO₂ Performance Ladder (Netherlands): This instrument specifically focuses on CO₂ reduction and climate objectives, complementing our broader sustainability initiatives.

The use of these tools varies across our entities, resulting in different scores per country. This diversity reflects the unique challenges and opportunities in each country, as well as our commitment to continuous improvement across all operations. Our participation in these assessments is crucial because it enhances transparency and accountability, drives continuous improvement in our sustainability practices, aligns our efforts with global standards and best practices, and demonstrates our commitment to stakeholders and clients.



TAUW Netherlands



TAUW Italy



TAUW Germany

** EcoVadis medals are awarded to the top 35% of companies assessed by EcoVadis. Medals are awarded based on the percentile rank of a company which is calculated at the time of scorecard publication. It compares a company's performance with all rated companies in our database over the previous 12 months. The percentile rank is calculated across all companies in all industries, not per industry.*





Our Clients

Over the past year, our clients have proactively navigated evolving sustainability and reporting standards, strengthened their resilience to climate-related risks, and addressed complex environmental challenges such as site remediation, all while ensuring business continuity. With the support of TAUW's sustainable, data-driven solutions, they have been able to go beyond regulatory demands, reduce environmental impact, and future-proof their operations in a way that aligns with their strategic ambitions.

- Trusted relationships, sustainable results
- A word from our CCO
- Impactful projects



Trusted relationships, sustainable results

We have cultivated strong relationships with clients across Europe in the public and private sectors. These partnerships are built on mutual trust, reliability, and transparent communication. Our clients value our technical expertise, flexibility, and customer-focused approach.

This past year was marked by developments that impacted our work: the EU's focus on sustainability and evolving environmental legislation created both challenges and opportunities for our clients. Many of the challenges we face are interconnected – climate change is affecting business operations, the shift to renewables and increasing digitisation both require new infrastructure, which in turn places additional pressure on the environment. These dynamics demand adaptability, and our strength lies in our ability to respond swiftly and expertly to changes in our markets and the evolving needs of our clients. These challenges underscore the need for interdisciplinary solutions that consider environmental, technological, and operational impacts.



A word from our CCO



"We are committed to building strong, relationships with our clients, based on a deep understanding of their needs and a shared vision for a sustainable future."

- Chris-Jan Hoogsteen, Chief Commercial Officer

Through continuous improvement and cross-border collaboration, we exceed our clients' environmental aspirations, creating a positive impact on their operations and the environment. These enduring partnerships—rooted in trust and shared values—are central to TAUW's mission to create a vital living environment for generations to come.

Quote from a client

"The project ran very smoothly with a good result, an excellent example of how a project should run. We appreciate the accessible and pleasant cooperation combined with their substantive knowledge, which makes TAUW attractive."





Our handprint: impactful solutions in our services

The projects in this section highlight our ability to navigate change and turn challenges into opportunities across sites and countries. Our solutions have been invaluable in helping our clients comply with regulations, achieve their sustainability goals, and ensure long-term business continuity. Discover them all!



Transition Strategies for a Future-proof Living Environment

Toolbox: Integrated solutions for urban transitions

Client: The City Deal Netherlands

[Read the full project](#)



Sustainable Business Operations

Research into new technology to treat PFAS-contaminated water and soil

Client: Ministry of Industry Spain

[Read the full project](#)



Future-proof Site (Re)Development & Transformation

Remediation of a 150-year-old Charcoal Plant Site

Client: ADEME

[Read the full project](#)



HSE Compliance & Business Continuity

Navigating permits for a utilities company

Client: Confidential

[Read the full project](#)



Sustainable Business Operations

Climate risk assessment for pharmaceutical plant

Client: Pharmaceutical and healthcare company

[Read the full project](#)



Developing & Conserving a Resilient Living Environment

Beating the heat: Urban Heat Solutions Guide

Client: MijngemeenteDichtbij

[Read the full project](#)





Responsible Investing

Setting up sustainable data centres in Spain

Client: Various large and medium businesses

[Read the full project](#)



Data Intelligence Solutions

Digitalisation of soil & groundwater data

Client: ARKEMA

[Read the full project](#)



Future-proof Site (Re)Development & Transformation

Transforming a legacy site into a future-proof asset

Client: Agrifirm

[Read the full project](#)



Sustainable Business Operations

Construction company driving meaningful change

Client: Hagedorn

[Read the full project](#)



HSE Compliance & Business Continuity

Streamlining compliance for a global dairy leader

Client: Friesland Campina

[Read the full project](#)



Future-proof Site (Re)Development & Transformation

Brownfield to Campus: Sustainable Remediation in São Paulo

Client: Philips USA

[Read the full project](#)



Sustainable Business Operations

Environmental Stewardship in the Automotive Sector

Client: Toyota Parts Centre Europe

[Read the full project](#)



HSE Compliance & Business Continuity

Protecting Waterways with Bio-Barrier Solutions

Client: DOW

[Read the full project](#)





Our partners

Building a sustainable future is not something we can do alone. We work with clients from a range of industries, we partner with contractors, architects and local governments and we join environmental networks to achieve the widest possible effect.

- Business partners
- Networks
- Social partners





Our business partners

In addition to our industry client-base, TAUW also works in strategic partnerships. These partnerships allow us to deliver top-quality service and focus on our area of expertise relevant to that project. Because of our expertise in a range of disciplines, we can be flexible and will identify new partners best suited to serve the client, if required in a specific project. Read about the added value of one of these partnerships below.



Soil Valley

By joining forces, we work together on innovative solutions for challenges such as climate adaptation, biodiversity restoration, drought, carbon storage, clean groundwater and regenerative agriculture. Using sensor technology and TAUW's expertise, partners such as Soil Valley are taking steps towards healthier soil and a resilient water system.



An overview of our business partners:





Our networks

In addition to working with our business partners on direct assignments to offer innovative solutions for clients, we actively participate in networks allows us to further share knowledge and to innovate, helping to solve major societal challenges. These are just some examples of this kind of collaboration:



EU-Horizon2020 collaborations

TAUW participates in several EU-Horizon2020 projects which focus on collaboration, knowledge exchange and knowledge building. Involving academic research institutions such as universities and private sector companies across Europe.

[Read more](#)



An overview of our partner networks:





Our social partnerships

We work with respect for ecological and social systems, and we focus on sustainability and vitality. In our core business and in our partnerships, we look for added value that will continue to contribute to nature and society. Some examples of our broad contribution to various kinds of social partnerships are:



Tuscan-Emilian Apennine National Park

The [Tuscan-Emilian Apennine](#) National Park (TEA Park) consists of a striking stretch of the Apennine Mountains surrounded by forests, in an extraordinary geographical position. This orientation gives the Park two distinct climate zones. In this unique environment you can meet exceptional biodiversity: the Park contains 70% of all the species present in Italy. The Park is a rural area in the heart of Italy, we think it is important to support and sponsor these areas.



TAUW Foundation

The [TAUW Foundation](#) is a valuable partner in sustainable projects that create societal and environmental impact. TAUW Foundation financially supports, and thereby accelerates, innovative and sustainable initiatives that help create a vital and sustainable living environment. One of the dream projects in 2024 was a pathway analysis and guidelines for nature-based remediation of a mercury contaminated ASGM sites in Indonesia: [Read more about this project](#)



An overview of our partner networks:





Our people

TAUW is a proud employee-owned company with almost 1,500 passionate employees across six countries in Europe. We are deeply committed to building a more sustainable future for present and future generations. We actively engage in meaningful projects that contribute to a vital living environment. Within TAUW, our experts have the opportunity to continuously improve themselves and grow both personally and professionally.

Working at TAUW is more than just a daily job, it's... **a living ambition**

- We are TAUW
- Empowering human potential
- Living ambitions of our people
- Collaboration is our core





We are TAUW

We are committed to shaping a vital living environment through impactful solutions and meaningful partnerships. Every day, we empower individuals to make a difference—driven by our shared passion for creating sustainable value. Our talented engineers, technicians, and consultants are the heart of our success.

At TAUW, we continuously invest in improving the quality of our services and the skills of our people because we believe that their expertise and dedication are the key to achieving our ambitions.



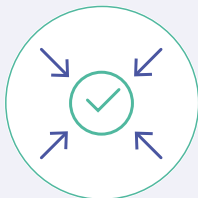
TAUW is a company by, for and of people

At TAUW we stand for independence, defining our own future and keeping profits in the company. Because at TAUW our employees shape our company, our clients and our success, we think it's fair that the employees receive a share of the result. In 2017, we established a new Participation Plan. This Plan allows employees to participate in the company by acquiring certificates for shares in the company's capital. This initiative ensures that profits remain within TAUW, enabling us to invest in our people and maintain our independence.

Anyone with a permanent contract is given five share certificates but can buy additional ones if they want. Indeed, we actually encourage employees to purchase additional certificates and we aim to have a 70% employee-ownership of additional certificates.

2021	2022	2023	2024
64	66	67	67

Working at TAUW means



Accelerate for impact

Working on a wide variety of meaningful projects that prepare both TAUW and our clients for the world of 2050



Unleash your potential

Enjoying plenty of opportunities to learn and grow continuously in a flexible work environment.



Join our strong community

Enriching an open and people-oriented community, where you can be yourself and learn from others.



Setting the standard



Dare to be yourself

We recognize that vital living environments, just like the solutions we design, flourish on a diversity of perspectives. Our passionate teams, with unique backgrounds and expertise, fuel our “diversity of thought” to craft the best solutions.

[Read more](#)



Feeling happy and vital

We believe a healthy work-life balance promotes long-term employability and overall success. Our goal is a happy, healthy and productive workforce that fosters a resilient and thriving organization – after all, happy employees are productive employees!

[Read more](#)



Safe and secure

We’re dedicated to creating a work environment where everyone feels safe and is empowered to speak up, whether encountering a potential hazard in the field, a social concern, or an issue with data security. Together, we can build a culture of safety.

[Read more](#)





Empowering human potential

Our employees develop their expertise through daily on-the-job experiences and collaboration with dedicated colleagues. We cultivate a learning environment that nurtures continuous growth. We foster a flexible work environment, empowering employees to switch between projects and personal development pursuits. To help employees reach their full potential, TAUW provides a range of development opportunities. For instance, TAUW Netherlands welcomed ten talented trainees, to gain experience in multiple TAUW work fields and bring their expertise to the table. We maintain our strong partnership with the Refugee Talent Hub, facilitating meaningful employment for skilled refugees. In France, TAUW is implementing the 'Human Element' experience program.



Talent of the future

TAUW Netherlands opened its doors on 9 April 2024, for the Trainee selection day. This resulted in the appointment of ten talented Trainees, who started in the summer of 2024

[Read more](#)



Refugee Talent Hub

TAUW continues its strong partnership with the Refugee Talent Hub, an organization dedicated to connecting skilled refugees with meaningful employment in the Netherlands. Building on the success of 2023, we hosted another Meet & Greet in 2024.

[Read more](#)



Human element

In France, TAUW is implementing the 'Human Element' experience program. This initiative focuses on developing essential interpersonal skills, fostering a culture of collaboration and support among employees.

[Read more](#)





Living ambitions of our people

REMCO'S **LIVING** AMBITION



Remco Pikaar
Business Developer
Energy Transition
At TAUW since 2002



Where work and adventure come together!

Remco Pikaar, a Business Developer for Energy Transition at TAUW Netherlands, embarked on a 2.5 week road trip through France and Spain, combining business development with personal growth. During this workation, he visited TAUW offices in multiple cities, strengthening international collaboration on energy transition projects, sharing Dutch expertise, and securing proposals for large-scale energy initiatives. The journey not only resulted in business successes but also provided opportunities for personal reflection, strengthening relationships, and engaging in friendly competitions with colleagues, all while covering 4,500 emission-free kilometers.

[Read more](#)

ANIKAS **LIVING** AMBITION



Anika Reetsch
Senior project lead /
Sustainability coordinator
At TAUW since April 2022

"A healthy planet – I owe that to my daughter and we all owe it to future generations.

Once you're with TAUW, it's always TAUW."



JANNA'S **LIVING** AMBITION



Janna Horjus
Project Advisor Ecology
Employed since 2022

"I love that I can share my passion for nature with my colleagues and the feeling that we work together as a team. Every day I think; wow it is so cool that we do this as TAUW and I get to be a part of it"



VINCENT'S **LIVING** AMBITION



Vincent Henrion
Data consultant
At TAUW since 1.5 years

"When I started, the term 'Data Consultant' was still finding its footing in the industry. It's a field that's really blossomed in the last 15 years, and it's been exciting to be a part of that evolution."



JOHANNES **LIVING** AMBITION



Johannes Merkl
Project Manager Site Remediation
Employed in Germany since 2019

"We're cleaning up the mess of previous generations and leave a livable environment for future generations."





Collaboration is our core

Our employees thrive on sharing knowledge and aligning their goals. Collaboration is at the heart of our success. With this strength, we are able to make an impact, whether it's on a local or international scale. We foster an open and people-oriented community where everyone feels empowered to be themselves, learn from mistakes, and contribute their unique talents.



Young TAUW International

The Young TAUW International network connects TAUW employees under the age of 36, the future of TAUW. In 2024, the fifth annual event took place in Rotterdam, Netherlands.

[Read more](#)

TAUW companies

SYNTRAAL

[Syntraal](#) plays a central role within TAUW as a business incubator.

[Read more](#)



We are proud that since November 2024, [planwerk elbe](#) is part of TAUW Germany.

[Read more](#)

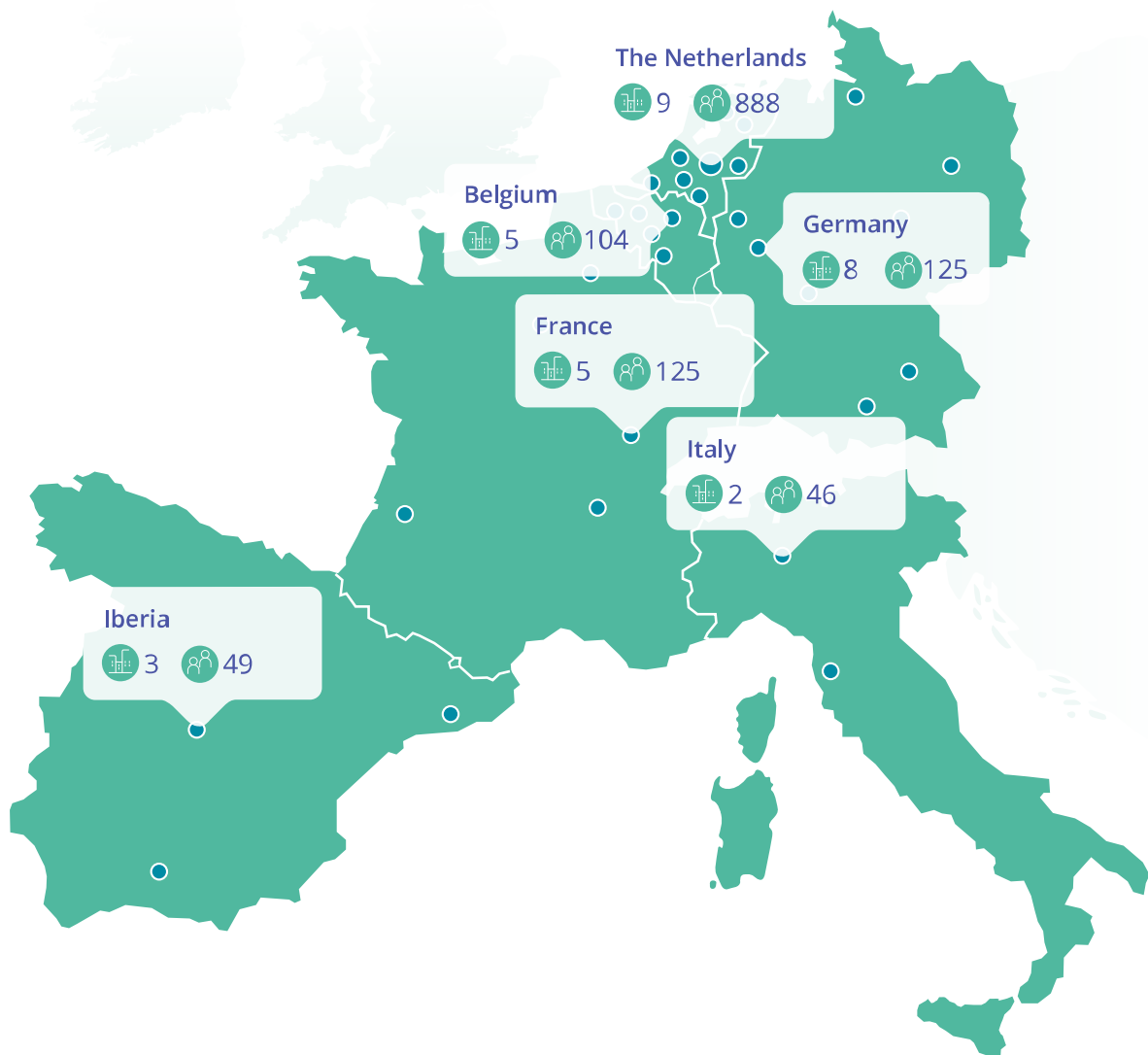


We are proud that since December 2024, Consultes is part of TAUW Belgium.

[Read more](#)



Our European presence



Check our vacancies:





Our Financials

TAUW continues to make significant strides towards achieving its mission. In 2024, we focused on our people, market, and financial strategies, enhancing client propositions, strengthening employee commitment, and driving sustainable growth. Our financial performance demonstrates that sustainability is not only commercially viable but essential for long-term success. We are convinced it is the only path forward.

- Financial results
- A word from our CFO



Financial results

Turnover (in mEUR)	EBITDA (in mEUR)	EBITDA (in % of Turnover)	Solvency (equity ratio in %)	Number of employees
173.0	11.0	6.4	45.1	1,488
2023: 160.4	2023: 9.7	2023: 6%	2023: 46.4%	2023: 1137

While today's economic and geopolitical climate is undeniably turbulent, we do not believe that short-term volatility will distract us. In 2024, Europe has demonstrated resilience, with central banks stabilizing inflation, consumer confidence remaining strong, and labor markets staying robust. Against the backdrop of these developments, TAUW Group continued its growth journey as an employee-owned and mission-driven company. With dedicated employees, clients and partners, we carry out projects that contribute to a positive change for our clients and the living environment.



TAUW achieved robust growth in 2024, with turnover increasing by 7.8% to 173 million (2023: EUR 160 million) and employee numbers rising to 1,488 (2023: 1,337), reflecting our commitment to growth. This expansion was driven both organically and through strategic acquisitions, including Consultes (35 employees) and planwerk elbe (46 employees). Our EBITDA grew to EUR 11.0 million (2023: EUR 9.7 million), resulting in an improved EBITDA margin of 6.4% (2023: 6.0%). Additionally, our solvency level remains strong at 45.1% (2023: 46.4%), underscoring the financial stability that supports our long-term ambitions.





A word from our CFO

We are committed to creating an independent and financially secure TAUW, focusing on sustainable profit and the successful implementation of our growth strategy. Our approach combines financial responsibility with innovative strategies to build a strong foundation that delivers lasting value for both our clients and the future of our company.



"As a CFO, my role extends far beyond mere numbers. I strive to create awareness that we must look at the entire process, not just the financial results. Our figures are the outcome of our activities, and it's crucial to understand what we aim to achieve, how it aligns with our vision, and how our stakeholders perceive it. I believe in fostering an environment where people can develop and flourish, which ultimately drives our success and increases our financial performance. Value isn't solely measured in euros—it's about the fantastic journey we embark on together. By encouraging creativity, challenging the status quo, and embracing diverse perspectives, we can achieve outcomes that surpass our initial expectations. This approach not only enhances our financial performance but also strengthens our organisational culture and our ability to innovate in the environmental engineering sector."

- Tanja van Dinteren, Chief Financial Officer





alivingambition.com