


**It's not  
about us.  
It's about  
you.**







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**Together,  
we shape a  
sustainable  
and liveable  
world**

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# Imagine the future. What do you envision?

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Our success is measured  
by the value we add to  
your projects.



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# It's not just numbers. It's a promise.

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Sustainability is at the core of our values.  
That is why we have set specific targets to  
define our sustainability promise.

## 2022

Deselect all new  
projects exploring  
fossil energy.

## 70%

reduction of our carbon  
footprint by 2030  
(compared to 2008).

## 2050

Fully carbon-  
neutral.

## 100%

of our revenue must come  
from projects that drive  
sustainability before 2027.



# None of us is as smart as all of us

Our 8,000 colleagues co-create on projects in our home markets: Denmark, Norway, Sweden, North America and the UK.

And we follow our key customers to markets in the rest of the world.

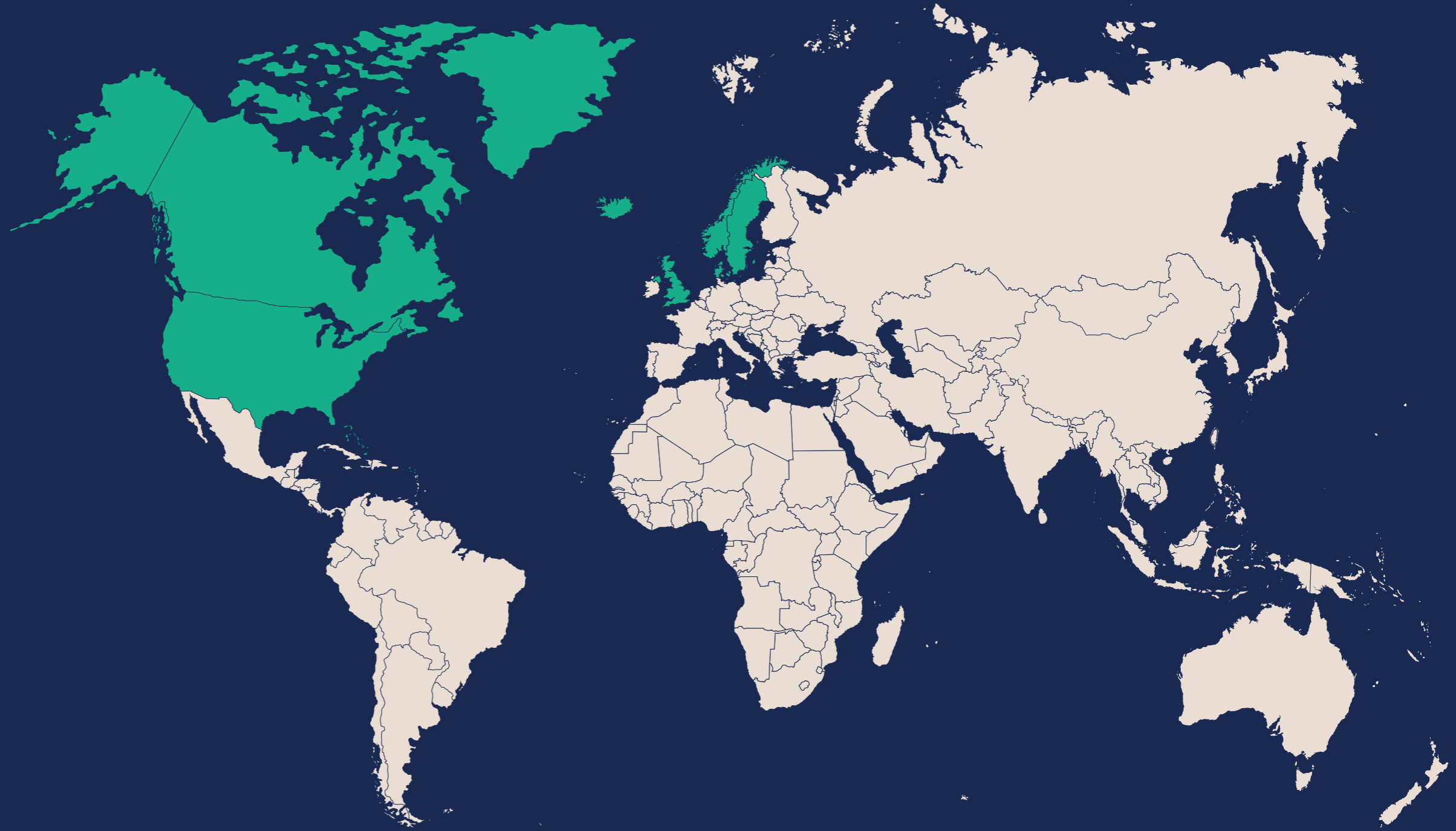
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# 5



home  
markets

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# Our bottom line is made of more than money

What gets measured, gets done. That is why we report on financial and non-financial targets that drive value – not only for our business but also for the people and the planet we all depend on.

## -5%

**CO<sub>2</sub> emissions** in 2023 (-8% tCO<sub>2</sub>e/HC). 2050 target: Net zero across all scopes.



## 7.6

**Carbon footprint** tCO<sub>2</sub>e/DKK 1,000 net turnover. Science-based targets approved in Feb 2024.

## 26%

In 2023, we achieved a 26% share of females in senior career levels. 2030 target: 40%.

## 7,858

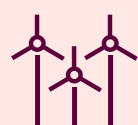
The 2023 revenue in DKK million, equaling EUR 1,054 million.

## 343

The 2023 EBIT in DKK million, equaling EUR 46 million.

# Your focus is our focus

We have selected four market segments that are attractive, that fit our vision and competencies, and that hold the potential for us to be leaders given our sustainable solutions.



## Sustainable energy

Accelerating direct electrification and green fuel production.



## Large infrastructure

Connecting people through digitalisation and automation.



## Large buildings

Buildings fit for the future, for people and for the planet.



## Climate adaptation and water

Protecting our coasts and cities in a smarter way.

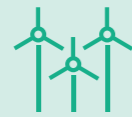




**It's about the  
projects too**



# HØST



## Challenge

Shipping and agriculture cannot be directly electrified. Therefore, alternative means must be explored if we are to accelerate the green transition for these industries.

## Solution

Copenhagen Infrastructure Partners have teamed up with COWI to build Europe's largest ammonia plant (HØST). The plant will deploy industrial use of electrolysis technology and rely on 10 GW renewable energy to produce some 600,000 tonnes of green ammonia. Heat from the production will supply district heating to 15,000 households.

## Value

HØST is an important step towards a net-zero society, stronger sector coupling, and the decarbonisation of hard-to-abate sectors.

**Client:** Copenhagen Infrastructure Partners

**Period:** 2021-2023

**COWI services:** Spatial planning; Risk analysis; Safety and environmental assessments; Early project maturation

# A greener future for agriculture and shipping



# Challenging the laws of physics

## Aula Medica



### Challenge

Renowned medical university Karolinska Institutet was in dire need of professional meeting hall facilities, which were not part of the original 1940s campus.

### Solution

Working with a limited footprint, the building design boasts an impressive outwards sloping façade where each floor is larger than the one below. The award-winning result is indeed a jaw-dropping sight.

### Value

Seating 1,000 persons, Aula Medica offers unique settings for Nobel lectures, academic ceremonies and conferences with participants from around the world.

**Client:** Akademiska Hus Stockholm

**Period:** 2010-2012

**COWI services:** Compiled schematic design, construction drawings, detailed design workshop, drawings for the steel structures

# Enabling sustainable urban growth

## Fornebu Metro Line



### Challenge

The Oslo region is one of the fastest-growing capitals in Europe, and enabling more sustainable travel is key. One area experiencing rapid growth is Fornebu, just outside Oslo. In recent years, the peninsula workforce has grown from a few people to 25,000, exhausting the capacity of the local bus system. The need for new infrastructure was evident.

### Solution

The Fornebu Metro Line is a new metro tunnel connecting Fornebu with the existing metro in Oslo. Together with Multiconsult, COWI has designed the eight-kilometre tunnel extension complete with six new stations. The line will be able to transport 8,000 people fast under the ground every hour, reducing the need for both buses and private cars immensely.

### Value


When finalised, the project will enable sustainable urban growth in Oslo and the surrounding areas.

**Client:** Norge AS; Multiconsult

**Period:** 2017-2018

**COWI services:** Design and engineering

Teach me and I remember.  
Involve me and I learn.

**KUA**

**Challenge**

As Copenhagen University's student count increases, the old southern campus needed an upgrade to house more faculties, but without adding extra square metres.

**Solution**

Together with the Danish Building and Property Agency, the project is scoped to boast sustainable architecture on all levels: socially, economically and resource-wise. It provides research environments that promote interaction and invite people to get involved, and it reuses existing concrete structures.

**Value**

The upgraded campus, KUA, can host the influx of students by rethinking the layout. It further provides optimum learning and teaching environments in open and inviting natural settings.

**Client:** The Danish Building and Property Agency  
**Period:** 2010-2017  
**COWI services:** Separate landscaping project - Karen Blixens Plads COBE

# Thames Tideway Tunnel



## Challenge

London's sewers date back to the Victorian ages. This has led to struggles with flooding and a heavily polluted Thames. With increasing rainfall, the problem will only increase.

## Solution

COWI is designing two 45-metre deep vertical shafts, involving piled, segmental and sprayed concrete lining methods, and 14 connecting tunnels with segmental or sprayed concrete linings at depths ranging from 15 to 60 metres below ground.

## Value

The increased sewer system capacity will not only keep the Thames cleaner. It will have a significant impact on the water quality, making it a much healthier environment for wildlife to survive and flourish.

**Client:** Tideway

**Period:** 2015-ongoing

**COWI services:** Detailed design of vertical shafts and connecting tunnels involving piled, segmental and sprayed concrete lining methods

# Keeping rivers clean



# Bridging the gap between east and west

## 1915 Çanakkale Bridge



### Challenge

Travelling by ferry between the European and Anatolian sides of Çanakkale takes 30 minutes or more. There was a need to reduce travel times and ease ferry traffic between Europe and Asia by adding an alternative route for transportation.

### Solution

Together with the client, we have designed a suspension bridge spanning 2,023 metres. To ensure aerodynamic stability, a twin-box girder was adopted.

### Value

The bridge has reduced travel time to six minutes, leaving more time for other matters. It has further enhanced national road network integration and boosted economic activity.

**Client:** IHI Infrastructure System CO, Yapi Merkezi, Intertoll Turkey Operation and Maintenance

**Period:** 2016-2025

**COWI services:** Main span design; erection engineering; ship impact assessment; structural health monitoring system design; corrosion protection plan preparation; operations; maintenance planning and design

# Sustainability in every drop

## Fuglevik Wastewater Treatment Facility



### Challenge

The Norwegian government has increasingly upped the environmental requirements for treated wastewater. Finding a balance between clean enough water, reduced use of chemicals and increased resource recovery is demanding.

### Solution

A life-cycle analysis evaluated 15 different technologies for treatment methods at the plant, which will serve 85,000 inhabitants. This provided deep insights into which methods carried the lowest footprint on an economic, societal and environmental level.

### Value

The wastewater treatment plant will be a state-of-the-art facility, ensuring longevity by staying ahead of today's environmental requirements. It will also be Norway's first BREEAM-certified wastewater treatment plant

**Client:** Movar IKS

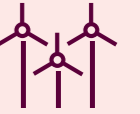
**Period:** 2021

**COWI services:** Analysis, investigation and evaluation



# New power for New York

## Empire Wind



### Challenge

New York has set mandated targets for decarbonising the state's electricity, calling for 70 per cent renewable energy by 2030 and 100 per cent zero-emission energy by 2040. Today, renewables only account for 27 per cent of energy generated state-wide.

### Solution

For a joint venture between Equinor and bp, COWI will deliver a turnkey design for the wind turbine foundations in two offshore wind projects (Empire Wind 1 and 2) off the coast of Long Island. The Empire Wind development has an anticipated generation capacity of more than 2 GW of renewable energy.

### Value

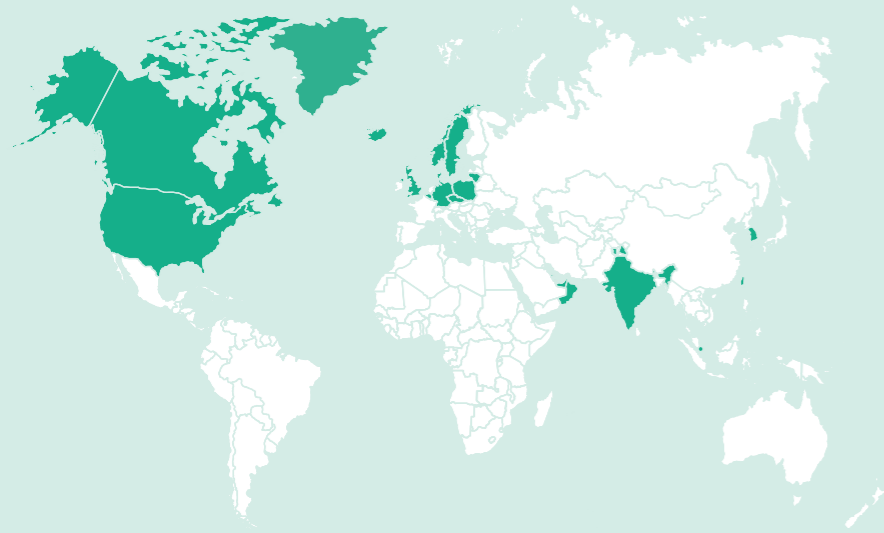
Powering one million New York homes, the project will have great social benefits. It will furthermore help New York achieve its renewable energy goals.

**Client:** Empire Offshore Wind LLC, Kværner AS

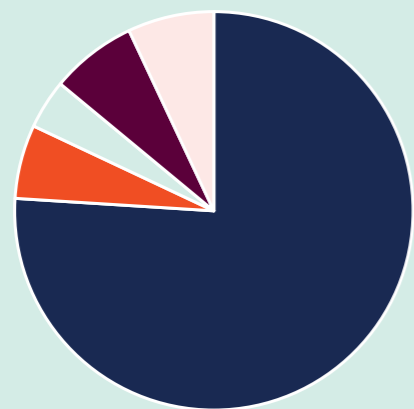
**Period:** 2021-2023

**COWI services:** Design, analysis and engineering

# We are COWI



While our home markets are Scandinavia, the UK and North America, we co-create at locations across the globe.



- Scandinavia
- The UK
- North America
- Other countries
- India

**85%** 

This is how many employees would recommend us to people they know as a great place to work (2023).

**34%** 

In 2023, our share of female employees is 34%. Our share of female leaders is at 26%.

**8,000**

We are 8,000 colleagues working in services related to engineering, architecture, energy and environment.

**#2** 

In Universum's ranking of attractive employers\*, we are ranked #2 among peers in Denmark, #6 in Norway, and #6 in Sweden.

\*Universum 2023 ranking – Engineering and Natural Science Professionals



“

**As a specialist, I solve structural design challenges and collaborate with different disciplines to move forward the best common vision with our clients.**

**Rugeia Raysan Rashid**  
Structural Engineer  
Buildings  
Denmark



“

**As a specialist, I am able to contribute to challenging assignments and at the same time have an opportunity to independently manage some aspects of project delivery.**

**Meenakshi Gaur**  
BIM Specialist  
Highways and Airports  
India

“

**As a business developer, I strive to improve a customer-centric mindset in COWI and trust-based relationships with partners and customers.**

**Knud Erik Christensen**  
Group Business Development Director  
Business Development  
Denmark



“

**As a specialist, I can guide teams and ensure the projects are designed and delivered with the expected quality standards.**

**Rahul Tyagi**  
Principal Engineer  
Tunnels and Underground Structure  
India



“

**As a specialist, the site visits are definitely my favourite part. It's amazing to see the scale of the project, after you've seen it as just lines and circles on a page for months.**

**Matt Green**  
Principal Engineer  
Tunnels  
The UK



“

**As a line manager, I see it as my duty to show employees that it is possible to combine your dream job with family life and hobbies.**

**Anne Johanne Lind Nørbech**  
Head of Section  
Railways  
Norway

# Co-creating history



## 1930

A young engineer, Christen Ostenfeld, establishes a business in Denmark. His first major assignment is to design the largest night club in Scandinavia, Scala in Copenhagen.

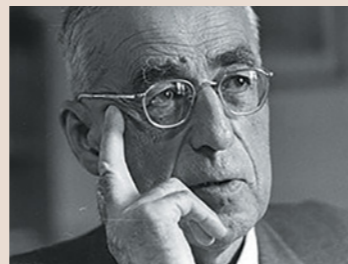
## 1955

Our first international office opens in Paris. Three years later, our office in Ghana opens – our first outside Europe



## 1970

When designing the New Little Belt Bridge, COWI adapts international knowledge and experience to Danish conditions. The bridge sets new standards for design of suspension bridges, introducing ship collision analysis, aerodynamic steel box girders and corrosion protection.



## 1972

When Christen Ostenfeld retires, his company becomes foundation-owned and is named COWI – an abbreviation of the two senior partners' names: Christen Ostenfeld and Wriborg Jønson, who joined in 1946.

## 1980

Our profile has gradually changed, expanding to environmental consultancy and energy planning. We build expertise in water treatment and become a trusted consultant for public authorities.



## 1998

With the planning of the Great Belt Bridge, we are recognised as an international bridge expert.



## 2000

We get stronger by acquiring leading engineering consultants in Scandinavia and the UK throughout the 00s.

In 2018, we undertake Denmark's biggest acquisition to date, architectural firm Arkitema.

## 2019

Bringing the total number of stations to 37, the opening of the M3 City Circle Line makes Copenhagen even more connected and explorer-friendly. Since 1994, we have been part of developing the Copenhagen Metro system.



## 2022

We deselect all new projects that are focused on exploring, producing or transporting fossil energy and take a giant leap towards sustainability with the FUTURE-NOW strategy.



## 2023

COWI acquires Mannvit hf., an Icelandic-based group of engineering companies with 280 employees and a stronghold in green energy.



## 1947

After the war, Christen Ostenfeld travels to France to learn about prestressed concrete. This leads to the world-renowned 'Ostenfeld silo', which almost eliminates the upper limit for dimensions of huge tanks. Ten years later, COWI designs a malt silo for Carlsberg, located in Vesterbro in Copenhagen.

## 1960

During this decade, COWI establishes specialist services in infrastructure, water and large buildings. Our knowledge and experience about prestressed concrete are applied to buildings and bridges all over the world as well as several sport facilities, like the Bellahøj outdoor swimming pool in Copenhagen.



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