

## PRESS RELEASE

### **ARCADIS CEO HARRIE NOY STEPS DOWN; NEIL MCARTHUR SUCCEEDS HIM**

Amsterdam, January 30, 2012 – ARCADIS (EURONEXT: ARCAD), the international consultancy, design, engineering and management services company, today announced that Harrie Noy, after having worked for the company for 37 years, has decided to step down from his position as CEO and Chairman of the Executive Board in the upcoming General Meeting of Shareholders on May 16, 2012. Noy was Executive Board member for 18 years of which 12 years as CEO and Chairman of the Executive Board. He will be succeeded by Neil McArthur, who was appointed to the Executive Board last year. The current Director Europe, Stephanie Hottenhuis, who has been with ARCADIS since 1995, will be nominated for appointment to the Executive Board at the upcoming General Meeting of Shareholders.

“Having led the company for 12 years it is time to pass on the helm, so I get room to pursue other personal interests and worthwhile activities”, said Harrie Noy. “I look back with great satisfaction at what has been achieved in cooperation with many people in ARCADIS. For me, the focus has always been on building a cohesive company with strong values, where people can grow by working with clients on creating a better, more sustainable world. I am proud that I had the opportunity to lead this great company for so long”.

**Harrie Noy** (1951) joined the company in 1975 and has spent his entire career there, mostly in management positions. In 1994 he became a member of the Executive Board and in 2000 CEO and Chairman of the Executive Board. Under his leadership the company grew strongly, mainly through further international expansion. Since 2000, gross revenues increased from €750 million to €2.3 billion, the number of employees from 7,500 to almost 19,000 and the market capitalization from €150 million to €1 billion. The basis for this success was a new strategy, resulting in focus on a select number of growth markets, sale of non-core activities, better margins through concentration on activities higher in the value chain, and higher organic growth through enhanced synergy and improved internal cooperation. In addition to numerous smaller acquisitions adding capabilities and market strength, the strong financial position allowed ARCADIS to acquire a number of large companies with a leading reputation in the market: US-based environmental consultancy BBL (2005), international architectural and master planning firm RTKL (2007), water and environmental company Malcolm Pirnie (2009) and more recently the merger with project management and consultancy firm EC Harris.

**Rijnhard van Tets**, Chairman of the Supervisory Board said: “In his long tenure, Harrie Noy has built an impressive track record of success. Under his leadership, ARCADIS developed into a well-respected company with strong positions in Europe, the United States, Brazil and Chili, a solid foothold in Asia and the Middle East and a continuously strong financial performance. On behalf of the Supervisory Board, I want to thank him for everything he has done for ARCADIS”.

Imagine the result

## ARCADIS

**Neil McArthur** (1961), civil and mechanical engineer, started his career at Shell, where he worked on large investment projects in Qatar and the Netherlands. After completing his MBA in 1990, he started working for Booz & Company, an international strategy consultancy. As member of the Global Executive Committee and managing director Europe, he was responsible for the activities in 15 European countries and consulted to Fortune 500 clients in the energy, chemical and utilities markets. Through his work he gained extensive international experience and in depth knowledge of the United States, Europe and the Middle East. Since joining ARCADIS he has been closely involved in the merger with EC Harris, leads the integration process and is responsible for the strategy for Asia and the Middle East.

**Stephanie Hottenhuis** (1965), educated in business management, has worked for ARCADIS since 1995 in several positions in market development, project management and general management, gaining extensive international experience, especially in Asia and Europe. From 2001 onward she was responsible for the Multinational Clients Program, focused on providing global services to large multinational clients. Under her leadership, revenues among the 50 largest clients grew strongly, also as a result of better integration of service offerings. In 2008 she became director for ARCADIS Germany, where her client focused approach led to improved revenues and profits. From September 2011, in the role of director Europe, she is responsible for the activities in continental Europe with the exception of the Netherlands.

**Rijnhard van Tets**, Chairman of the Supervisory Board: "With Neil McArthur we have an excellent successor for Harrie Noy. He brings a unique combination of technical background, broad strategic and operational experience, an international track record and proven leadership qualities in a top professional services company. We are pleased that with Stephanie Hottenhuis we can nominate an internal candidate who knows the company well. She is able to translate strategy into operational actions based on a client focused approach and has strong skills to engage people. The Supervisory Board is confident that under the leadership of the new team, which also includes Renier Vree (CFO), Steve Blake and Friedrich Schneider, the successful development of ARCADIS will be continued".

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### **About ARCADIS:**

ARCADIS is an international company providing consultancy, design, engineering and management services in infrastructure, water, environment and buildings. We enhance mobility, sustainability and quality of life by creating balance in the built and natural environment. ARCADIS develops, designs, implements, maintains and operates projects for companies and governments. With 19,000 people and EUR 2.3 billion in revenues, the company has an extensive international network supported by strong local market positions. ARCADIS supports UN-HABITAT with knowledge and expertise to improve the quality of life in rapidly growing cities around the world. Please visit: [www.arcadis.com](http://www.arcadis.com)