

PRESS RELEASE

Friedrich Schneider to step down from Executive Board ARCADIS

December 20, 2013 – ARCADIS (EURONEXT: ARCAD), the world's leading natural and built asset design and consultancy firm, today announced that, Dr. Friedrich Schneider will step down from the Executive Board at the end of his second term at the ARCADIS General Shareholder Meeting on May 16, 2014. After 8 intensive and successful years, Friedrich Schneider will pursue new challenges outside ARCADIS. After his departure the Executive Board will consist of Neil McArthur (CEO), Renier Vree (CFO), Stephanie Hottenhuis and Zack Smith. The procedure to fill the vacancy has started.

Friedrich Schneider joined the Executive Board of ARCADIS in May 2006. During his tenure he was responsible for the operations in South America, USA, Europe, the Middle East, for the Global Business Line Infrastructure and for Health and Safety. Before that, he worked in several management positions in Germany at Metallgesellschaft, Preussag and Bilfinger, where he gained broad international experience. He graduated from the State University of New York and obtained a PhD (Economics) at the European University Institute in Florence, Italy. About his departure he said: "I really enjoyed working for ARCADIS - a great company with a compelling portfolio of value propositions, lots of market opportunities and great people. After 8 successful years, this is the right time to move on and to select a new professional challenge".

"Together with my colleagues we would like to thank Friedrich for his contribution to the growth and performance that ARCADIS has achieved in recent years. We have made strong progress in part thanks to his contributions," said Neil McArthur, CEO of ARCADIS.

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About ARCADIS: ARCADIS is the leading *global natural and built asset design and consultancy firm* working in partnership with our clients to deliver **exceptional and sustainable outcomes** through the application of design, consultancy, engineering, project and management services. ARCADIS differentiates through its talented and passionate people and its unique combination of capabilities covering the whole asset life cycle, its deep market sector insights and its ability to integrate health & safety and sustainability into the design and delivery of solutions across the globe. We are 22,000 people that generate €2.5 billion in revenues. We support UN-Habitat with knowledge and expertise to improve the quality of life in rapidly growing cities around the world. Please visit: www.arcadis.com