

PRESS RELEASE

ARCADIS Announces Regional Leadership for Middle East, UK, Australia and Global Design Leadership following Hyder Acquisition

February 4, 2015 – ARCADIS (EURONEXT: ARCAD), the world's leading natural and built asset design & consultancy firm, today announced its new regional leadership structure following the acquisition of Hyder Consulting in October 2014.

Greg Steele will become the Regional CEO for Australia Pacific, which will become ARCADIS' seventh region. Greg has been MD of Hyder Australasia for the past five years and built a 965 people strong business, focused on infrastructure, water and buildings sectors. The extension of ARCADIS' business to Australia Pacific opens up new opportunities with multi-national clients, as well as allowing ARCADIS' full capability to be brought to existing clients.

In the Middle East, Wael Allan will take the role of ARCADIS CEO for the region. Wael was previously Hyder Consulting's Group Operating Officer and Chairman for the Middle East. Wael has a strong background in multinational business management having worked for a number of major engineering and construction companies before joining Hyder in 2009. John Williams, currently ARCADIS leader in the region, will take up the role of COO and together with Wael will lead a 2,200 person business in the Middle East, focused on winning major programs by combining the firm's design and consultancy capabilities.

Alan Brookes, the current ARCADIS UK CEO and member of the ARCADIS Senior Management Committee, will lead the combined UK team to create a 3,900 person business. Alan has been UK CEO since January 2014, having been a member of the senior leadership team in the UK and Asia for over seven years. The combined capabilities in the UK now span from business advisory through program, project and cost management, to engineering and environment services.

In addition to the announcement of the regional CEOs, Graham Reid, currently Hyder's UK Managing Director will become Global Design Director, offering clients access to a wide range of high quality, cost effective design solutions and resources from across the world, creating additional resource flexibility to meet client demands. Graham has led Hyder's UK business for the past 5 years and in this time, he established and developed Hyder's Indian global design centres.

Graham, Greg and Wael will all join ARCADIS' Senior Management Committee.

Neil McArthur, CEO of ARCADIS said: "The strategic rationale for bringing Hyder and ARCADIS together was to further strengthen our design and consultancy position in key markets, provide a strong entry point into the Australian market and accelerate our ability to service clients in all markets from our design excellence centers across the world. Alan, Graham, Greg and Wael are all vastly experienced business leaders who I am excited to be working with to help our clients and our people realize the full value of our joint offering. We have already seen synergy in our coming together through client wins, notably the recent Crossrail 2 win against world class competition in the UK and we anticipate further successes in the future."

Under this new leadership structure, ARCADIS will bring operations together in the UK and the Middle East by July this year.

Imagine the result

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In addition to the senior management appointments, Ivor Catto has decided to step down as CEO of Hyder Consulting at the end of February 2015.

Ivor has been CEO of Hyder Consulting since 2008 and successfully built a global design approach which has allowed Hyder to position itself well for existing and planned major infrastructure and capital programs.

Neil McArthur continues: “I would like to thank Ivor for his help in Hyder’s smooth transition to ARCADIS and facilitation of the alignment of Hyder’s capabilities at both regional and global levels. Under his leadership Hyder has successfully built the operating model based on global design excellence which was a major consideration for us when acquiring Hyder. I have great respect for his leadership and wish him well.”

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About ARCADIS: ARCADIS is the *leading global natural and built asset design & 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 28,000 people that generate €3 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