

PRESS RELEASE

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ARCADIS ANNOUNCES LEADERSHIP TRANSITIONS

Arcadis today announced two leadership successions. As of September 1, Kenneth Poon, CEO of Arcadis Asia, will be succeeded by Matt Bennion, Chief Operating Officer for Arcadis Asia. Mr. Poon will retire at year-end after more than 40 years service with Langdon & Seah, an Arcadis company. He will continue to play an important role with Arcadis, looking after the interests of our clients as a non-executive member of the advisory board for the firm in Asia. Matt Bennion is currently responsible for the day-to-day operations of the Asia organization, working alongside Mr. Poon for the past 2.5 years. As CEO, Mr. Bennion will help ensure that our clients in Asia receive the very best solutions, drawing on the full range of Arcadis' capabilities. Mr. Bennion is a former partner in EC Harris and former Director of Arcadis' Global Buildings Business Line.

In accordance with the company's succession planning John Jastrem, currently CEO of Arcadis North America will be succeeded effective July 1st by Joachim Ebert, Chief Operating Officer for Arcadis North America. Mr. Jastrem joined Arcadis in 2014 upon the acquisition of his former company, Callison, and will leave having successfully implemented the structure for the transformation of the North America business. Mr. Jastrem will continue to be available to Arcadis in an advisory capacity to ensure a smooth leadership transition. Mr. Ebert currently manages the day-to-day operations of the North American organization and has been the driving force behind the design and implementation of the region's strategic growth priorities. Mr. Jastrem and Mr. Ebert have been working closely in tandem for 18 months, sharing the leadership responsibilities to drive the turnaround of Arcadis North America.

Commenting on the appointments, Neil McArthur, CEO of Arcadis said, "I would like to thank Kenneth and John for their service to Arcadis. In more than 40 years with the company, Kenneth led the creation of Arcadis Asia, building on the strong foundations of both Langdon & Seah and EC Harris Asia, and helped establish the company as one of the leading Design & Consultancy firms in Asia. John Jastrem has successfully led the turnaround plan for our North America business, aimed at getting the business back on-track and positioned for future growth. In Matt and Joachim we have two strong, young leaders who will have an impact on the future of Arcadis. I am excited to welcome both of them to our Senior Management Committee."

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Arcadis announces that the Netherlands is its Home Member State for purposes of the EU Transparency Directive.

About Arcadis

Arcadis is the leading **global Design & Consultancy firm for natural and built assets**. Applying our deep market sector insights and collective design, consultancy, engineering, project and management services we work in partnership with our clients to deliver **exceptional and sustainable outcomes** throughout the lifecycle of their natural and built assets. We are 27,000 people active in over 70 countries that generate €3.4 billion in revenues. We support UN-Habitat with knowledge and expertise to improve the quality of life in rapidly growing cities around the world. www.arcadis.com

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