

PRESS RELEASE

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Arcadis Appoints Mary Ann Hopkins as Executive Responsible for the Americas

Amsterdam, 25 August 2016 - Arcadis (EURONEXT: ARCAD), the leading global Design & Consultancy firm for natural and built assets, today announced the appointment of Mary Ann Hopkins as Executive with responsibility for the North America and LATAM regions, and Global leadership of the company's Water and Environment business lines, effective September 26, 2016. Additionally, Arcadis' Supervisory Board will propose Ms. Hopkins' appointment as a member of the Executive Board at the next annual shareholder's meeting on April 26, 2017. Her compensation is set in alignment with Arcadis' remuneration and recruitment policy. She will succeed Zack Smith who retired from his position at the end of 2015.

Ms. Hopkins joins Arcadis from Parsons Corporation, where she was most recently Group President, Federal Business, and a member of the company's leadership team.

"Following an extensive search to fill this important leadership position, we have succeeded in attracting one of the leading talents in our sector to Arcadis," said Niek Hoek, Chairman of Arcadis' Supervisory Board. "North America is Arcadis' biggest geography by revenue, with Water and Environment the largest contributors. Mary Ann's experience, market knowledge, leadership skills, and relationships make her an ideal appointment."

"With clear strengths in business development, Mary Ann will ensure relentless client focus across the region," added Arcadis CEO Neil McArthur. "She will be a great fit to work with the regional leadership teams, as well as build out our global strategy for the Water and Environment businesses. Subject to support of our shareholders, she will also be a great addition to Arcadis' Executive Board, especially with the strategic insights and operational expertise she brings, and we look forward to working with her."

"I am very excited to join Arcadis, a firm I have always respected, in a position that will enable me to utilize my greatest strengths and experience," said Ms. Hopkins. "I look forward to working with all of the talented staff, and the regional leadership teams at Arcadis to make meaningful contributions in North America, positioning Latin America for future growth, and leading Water and Environment. My passion for ensuring clients receive the best of what we can offer aligns perfectly with Arcadis' core values of Client Focus and Collaboration."

An engineer by training, Mary Ann joined Parsons in 1989 and held a series of progressive and diverse roles in project execution, business development and general management. As Group President, Federal Business at Parsons she was responsible for worldwide operations of the US government business which involved developing strategies and delivering client solutions in the infrastructure, environmental, security, defense and energy markets. She has deep experience in several key sectors relevant to Arcadis, including driving sales in environmental and infrastructure as well as potential growth areas.

Ms. Hopkins is a U.S. citizen and holds both a bachelor's and a master's degree in civil engineering from Syracuse University in New York. She also completed the Advanced Management Program at Duke University.

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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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