

PRESS RELEASE

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Arcadis appoints Graham Reid as Middle East Chief Executive Officer

(February 1, 2016) Arcadis (Euronext: arcad), the leading global Design & Consultancy firm for natural and built assets, today announced that Graham Reid, currently the company's Global Design Director, has been appointed as the new Middle East Chief Executive Officer. Mr. Reid will assume the role effective February 1, 2016 and will succeed Wael Allan, who has stepped down to pursue new opportunities outside of Arcadis.

Reporting to Executive Board Member Stephan Ritter, Mr. Reid will be responsible for leading a 2,200 person business, focused on winning and delivering major programs by combining the firm's design and consultancy capabilities.

In the past year, Mr. Reid has led the expansion of the global design excellence centers, delivering operational excellence and marking them as key differentiators for the business. He previously served as the Hyder UK Managing Director, where he established and developed the firm's initial global design center.

"Graham is a collaborative and results oriented leader with a strong track record," said Stephan Ritter, Executive Board member of Arcadis. "We are pleased to welcome Graham to the regional operations of the Middle East and look forward to his leadership approach in helping our clients solve their business challenges and our people in working together as the leading Design & Consultancy firm."

Mr. Allan, who served as Middle East CEO left the firm at the end of January 2016.

Stephan Ritter continues: "Wael has played an instrumental role in the transition to one Arcadis in the region during the company's integration of Hyder Consulting. He is one of the most respected leaders in the Middle East construction & engineering industry, and I wish him well with his next endeavors."

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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 28,000 people active in over 70 countries that generate more than €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.

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