

PRESS RELEASE

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ARCADIS APPOINTS TIM NEAL AS NEW CEO OF CALLISONRTKL

Amsterdam, 8 March 2017 – Arcadis (EURONEXT: ARCAD), the leading global Design & Consultancy firm for natural and built assets, today announced that Tim Neal, Global Director of its Buildings Business Line, will become CEO of CallisonRTKL, the company's architecture business, as of June 1, 2017. Mr. Neal succeeds Lance Josal FAIA who first led RTKL, and then CallisonRTKL, for the past eight years. Mr. Josal will become Chairman of CallisonRTKL as of June 1, until the end of 2017 to support the transition.

With gross revenues of €326 million in 2016 and nearly 2,000 professionals, CallisonRTKL has become a top 5 player in global architecture and a leader in retail design and commercial use, ensuring clients benefit from a broad range of capabilities delivered through deep market reach and scale across the world. Callison, acquired in October 2014, and RTKL were successfully integrated under Arcadis, and they continue to grow their client base and portfolio globally under the leading CallisonRTKL brand and identity.

"Under Lance's leadership, CallisonRTKL established itself as a leading architectural design and consultancy known for its rich talent, global presence, diversified business and innovative, client-centric culture. We are deeply grateful for his contribution and the legacy he leaves is strong," said Stephanie Hottenhuis, Arcadis Executive Board Member responsible for CallisonRTKL. "We have completed the integration and we have a robust strategy in place. Moving forward, we will continue to focus on the execution of our innovative, top quality work for our clients, and strengthen our well-established positions in commercial, retail, healthcare, and workplace. A growing opportunity, driven by population expansion, is the ability to engage in large-scale programs, such as mixed-use, or mobility developments, where CallisonRTKL and Arcadis work together to create and deliver inspiring urban destinations for clients and communities across the globe. Tim will focus on growth, and ensure our clients fully benefit from the proposition of CallisonRTKL as part of a global company."

"CallisonRTKL has some of the best architects and design expertise in the industry," said Tim Neal. "I've always admired their work and have enjoyed working together with them to deliver exceptional outcomes for our clients. Based upon our collaborative approach, and focussing on the quality of the design expertise and ethos, we will further build a high-performing business, underpinned by the CallisonRTKL brand – for the benefit of our clients and people."

"The past eight years as CEO have been the most exciting and rewarding of my career," said Lance Josal. "Under the Arcadis umbrella we built CallisonRTKL into a global leader in architecture and design, driven by innovation and relentless attention to quality and detail. It's now time for CallisonRTKL to move forward under new leadership, and I know Tim will build on the foundations we have put in place. I look forward to working with him to make the transition productive, and support him through the rest of the year in getting to know our clients, our people, and our culture."

Improving quality of life

Biographies

Tim Neal, MBA, FRICS, has been Global Director of Building at Arcadis since 2013 and previously led the UK and European operations of EC Harris, an Arcadis company. He joined the company in 1996. Tim is an internationally recognized senior leader with premier knowledge of the buildings market, as well as outstanding operational performance and people leadership skills, gained from 32 years of experience.

Lance K. Josal FAIA is a 40-year veteran of the industry and has played an integral role in reshaping the practice model for global architecture firms, combining specialised design excellence with geographic depth. He was named CEO of RTKL in 2009, later took the leadership of the integrated CallisonRTKL, and has mentored and inspired many in the industry.

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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 €3.3 billion in revenues. We support UN-Habitat with knowledge and expertise to improve the quality of life in rapidly growing cities around the world. www.arcadis.com

ABOUT CALLISONRTKL

For more than five decades, Callison and RTKL have created some of the world's most memorable and successful environments for developers, retailers, investors, institutions and public entities. In 2015, our two practices came together under the Arcadis umbrella, expanding our sphere of influence and the depth and breadth of our resources. Our team of nearly 2,000 professionals throughout the world is committed to advancing our clients' businesses and enhancing quality of life www.callisonrtkl.com