

PRESS RELEASE

ARCADIS appoints Geoff Germann to lead global Health & Safety team

January 9, 2014 – ARCADIS (EURONEXT: ARCAD), the world’s leading natural and built asset design and consultancy firm, announced today that Geoff Germann will succeed Mike Thomas as the company’s Global Director of Health & Safety. Geoff Germann is to further develop ARCADIS’ industry-leading track record in Health & Safety.

Geoff Germann brings to the role extensive experience in managing H&S activities, having been the principle in charge for the last two years for ExxonMobil in the United States. In that role he was responsible for all aspects of the relationship and safe, high quality delivery of all solutions that ARCADIS provides in the U.S., including developing, implementing, and continually improving the ARCADIS ExxonMobil team’s health & safety systems to ensure that none of the ARCADIS or subcontractor staff working on ExxonMobil projects were injured. He has worked in environmental consultancy for 25 years, of which the last 14 years for ARCADIS. Geoff Germann holds a B.S. in Natural Resources from the University of Michigan and an M.S. in Environmental Systems Engineering from Clemson University.

Mike Thomas will transfer into the ARCADIS US Technical Knowledge and Innovation group within the Environment Division focusing on strategic pursuits for the capture of strategic projects, programs, and clients. Under his leadership, ARCADIS has seen a 67% decrease in its Total Recordable Case Frequency and Lost Time Case Frequency. Mike Thomas introduced and led a cultural shift within ARCADIS focused on 0 incidents and watching and caring for others with the TRACK to 0 and “If Not Me, Then Who?” concepts.

“As part of our core value Sustainability, we see Health & Safety as a differentiator in the way we work with our clients. We thank Mike Thomas for all the hard work and significant progress he has made in making sure that Health & Safety is an integral part of the DNA of our company,” said ARCADIS CEO Neil McArthur. “We welcome Geoff Germann and look forward to working with him in taking our H&S activities to the next level and truly reach the zero incident level by ensuring that all of our people, those working for our subcontractors and our clients are fully aware of the hazards associated with our projects and act responsibly to keep everyone safe.”

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About ARCADIS: ARCADIS is the leading *global natural and built asset design and 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 22,000 people that generate €2.5 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