ANNEX I - REQUIREMENTS FOR INTERNATIONAL TRANSFERS OF PERSONAL DATA

This document and its terms are an integral part of Arcadis DPA, which incorporates it by reference and sets out how Arcadis shall comply with requirements for international transfers of Personal Data. The content below will be updated by Arcadis from time to time to the extent required by the applicable law.

1. Transfer of Personal Data between Arcadis Affiliates

1.1 Arcadis has adopted Binding Corporate Rules (**BCRs**), which provides a legally binding privacy compliance framework which has been approved by relevant data protection authorities, such that Arcadis Affiliates are able to lawfully transfer Personal Data to other Affiliates within the Arcadis corporate group.

2. Transfers of Personal Data originating from the European Economic Area (EEA)

2.1 If Arcadis transfers Personal Data originating from the EEA to Sub-Processors located in countries outside the EEA that have not received a binding adequacy decision by the appropriate competent body ('**Non-Adequate Country**'), such transfers shall be subject to applicable law, which may include (i) the terms of the appropriate standard contractual clauses (**EU Model Clauses**) available here: Publications on the Standard Contractual Clauses (SCCs) - European Commission; or (ii) other appropriate transfer mechanisms that provide an adequate level of protection in compliance with applicable data protection laws and regulations.

2.2 In the event of any inconsistency or conflict between the provisions of the DPA and the EU Model Clauses, the Parties agree to interpret and apply the DPA in a manner that harmonizes such provisions to the extent possible. If such inconsistencies cannot be resolved by interpretation, the relevant provision of the EU Model Clauses shall prevail and supersede the conflicting provision of the DPA, except where the conflicting provision of the DPA provides greater protection to data subjects, in which case such DPA provision shall prevail, to the extent permitted by applicable law.

3. Transfers of Personal Data originating from Switzerland

3.1 If Arcadis transfers Personal Data originating from Switzerland to Sub-Processors located in a Non-Adequate Country, such transfers shall be subject to applicable law, which may include (i) the terms of the appropriate standard contractual clauses supplemented by the Swiss supplementary terms; or (ii) other appropriate transfer mechanisms that provide an adequate level of protection in compliance with applicable data protection laws and regulations.

4. Transfers of Personal Data originating from the United Kingdom (UK)

4.1 If Arcadis transfers Personal Data originating from the UK to Sub-Processors located in a Non-Adequate Country, such transfers shall be subject to applicable law, which may include (i) the terms of the appropriate standard contractual clauses supplemented by the UK International Data Transfer Addendum; or (ii) other appropriate transfer mechanisms that provide an adequate level of protection in compliance with applicable data protection laws and regulations.

5. Transfers of Personal Data originating from Brazil

5.1 If Arcadis transfers Personal Data originating from the Brazil to Sub-Processors located in a Non-Adequate Country, such transfers shall be subject to applicable law, which may include (i) the terms of the appropriate Brazilian standard contractual clauses; or (ii) other appropriate transfer mechanisms that provide an adequate level of protection in compliance with applicable data protection laws and regulations.

6. Transfers of Personal Data originating from China

6.1 If Arcadis transfers Personal Data originating from the China to Sub-Processors located outside of China, such transfers shall be subject to applicable law, which may include (i) terms of China's standard contractual clauses;

or (ii) other appropriate transfer mechanisms that provide an adequate level of protection in compliance with applicable data protection laws and regulations.