

SUPERVISORY BOARD REMUNERATION

Pursuant to article 15.11 of the Company's Articles of Association, the General Meeting sets the remuneration for the members of the Supervisory Board. The remuneration was last amended in the Annual General Meeting of April 2017.

The annual remuneration levels for the Supervisory Board are informed by a benchmark analysis against the median of the two labor market reference groups (which are the same as for the Executive Board remuneration policy, see Executive Board Remuneration Policy). As per January 2017, the annual remuneration is € 80,000 for the Chairperson of the Supervisory Board and € 55,000 for other Supervisory Board members.

The following attendance fees are applicable for members of the Supervisory Board as per 1 January 2017:

- € 2,500 for every visit for meetings that take place outside of the Supervisory Board member's country of domicile and does not involve intercontinental travel; or
- € 4,000 for every visit for meetings that involves intercontinental travel;
- No attendance fee is paid if the meeting takes place in the Supervisory Board's member's country of domicile

Finally, members of the Supervisory Board are entitled to a fixed expense allowance of € 2,000 per annum, while the Chairman of the Supervisory Board is entitled to a fixed compensation for expenses of € 3,000 per annum.

The annual remuneration for members of the Supervisory Board committees, *i.e.* the Audit and Risk Committee ("AARC"), the Arcadis Selection Committee ("ASC") and the Remuneration Committee ("RemCo") is as follows:

- Chairperson AARC: € 12,000
- Members AARC: € 8,000
- Chairperson ASC: € 10,000 (this includes a membership of the RemCo)
- Chairperson RemCo: € 10,000 (this includes a membership of the ASC)
- Members ASC and RemCo (this is a combined membership): € 7,000

Other information

The Company will not grant any loans, advances or guarantees to Supervisory Board members. Arcadis N.V. provides Supervisory Board members with an indemnification for costs and expenses from and against claims, actions or lawsuits related to actions and/or omissions in their function as Supervisory Board Member of Arcadis N.V.