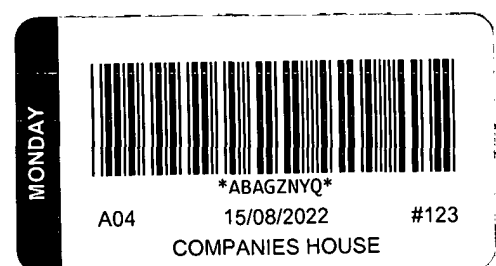


Arcadis UK (Holdings) Limited

Annual Report and Financial Statements

Year ended 31 December 2021

Company Number: 05607007



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Corporate information

Directors

N J Bellew

A G Brookes

M A Cowlard

S Bimpson (appointed 30 September 2021)

M B Alghita (appointed 30 September 2021)

T T Morgan (appointed 30 September 2021)

S J Bromhead (resigned 18 October 2021)

P V Madden (resigned 18 October 2021)

Company secretary

F M Duncombe

S G Chessher (appointed 8 April 2022)

J L Lawrence (resigned 8 April 2022)

Independent auditors

PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors

One Kingsway

Cardiff

CF10 3PW

Registered office

80 Fenchurch Street

London

EC3M 4BY

Strategic report

For the year ended 31 December 2021

The directors present their Strategic Report for the year ended 31 December 2021.

Principal activities

The principal activity of Arcadis UK (Holdings) Limited ("the Company") is that of a holding company for a number of Arcadis companies in the UK and overseas.

Review of the business

The financial results of the Company, set out in the statement of comprehensive income on page 11, show a loss before taxation of £475k (2020: loss before taxation of £3,583k).

On 31 December 2019, the Company agreed to sell its investments in Enterprise AMS Group Limited and SEAMS Group Limited to Arcadis Gen Holdings Limited (formerly Arcadis Cognitive Holdings Limited). The sale was completed on 1 January 2020, at nil gain or loss.

On 7 December 2020, the Company completed the purchase of 100% of the share capital of Arcadis Group Limited from Arcadis (BAC) Limited (another group company), for the price of £70,700k.

Significant events since the balance sheet date are outlined in the Directors' Report below. The directors are not aware, at the date of this report, of any likely changes in the Company's activities in the foreseeable future.

The Company does not generate revenue, and the investment and financing costs incurred were expected. The financial position, development and performance of the Company as presented in these financial statements are therefore considered satisfactory by the directors.

Key performance indicators

- Loss before taxation £475k (2020: Loss before taxation £3,583k)
- Net assets £18,442k (2020: £18,827k)

Strategic report (continued)

For the year ended 31 December 2021

Current trading and outlook

The Company does not generate revenue, and the investment and financing costs incurred were as expected. The performance and financial position of the Company is therefore considered satisfactory by the directors.

Principal risks and uncertainties

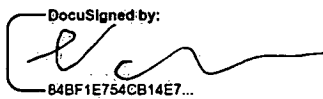
During the year, the Board of Arcadis UK (Holdings) Limited managed risk across the UK group, including the potential impact on the Company. In particular the Board ensures that, by managing client relationships effectively, income and profit streams are maintained and accordingly the demand for management services is maintained.

Working capital and business funding requirements are managed from available UK cash resources, or by making use of inter-company facilities as part of the Arcadis NV group.

The carrying value of the Company's investments is dependent upon the underlying performance of subsidiaries' operations. Therefore, the value of the investments is subject to the interest, credit and market risks identified in the specific entities' accounts.

The principal risks and uncertainties for the group are disclosed in the 2021 Annual Report of Arcadis N.V. (the ultimate parent undertaking and controlling party (pages 167 to 181)), available at: www.arcadis.com.

On behalf of the Board

DocuSigned by:

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Director
N Bellew

5 August 2022

Directors' Report

For the year ended 31 December 2021

The directors present their Report and the audited financial statements of the Company for the year ended 31 December 2021.

Future developments

The directors believe the prospects for the Company to be good, due to the strong position of the Company's subsidiaries.

Dividends

The directors do not recommend payment of a dividend (2020: £Nil).

Financial risk management

The Company's and its subsidiaries' operations expose it to a variety of financial risks as outlined below. Risk management and internal control systems are in operation and during the year risks were regularly monitored by the board. These systems provide a means of identifying, evaluating and managing the significant risks facing the Company.

Liquidity risk

Working capital and funding requirements are managed from available cash resources, or by making use of intercompany facilities as part of the Arcadis N.V. group.

Credit risk

The Company's subsidiaries' main exposure to credit risk relates to amounts due from customers. In line with Company policy, appropriate credit checks are performed on potential customers to identify potential risks. The Company recognises the increased credit risk in the current economic climate and seeks to mitigate this through strong client relationships and advance payments.

Price risk

The nature of the Company's financial instruments mean that they are not subject to price risk.

Foreign exchange risk

The Company's transactions are predominately in Sterling, but a loan from the ultimate parent company was provided in Euros, until 11 December 2020 when it was converted to GBP. The Company has therefore been exposed to the movement in foreign exchange rates.

Interest rate risk

The interest rates on the group borrowings are at market rates. The Company is therefore exposed to interest rate risk.

Directors' Report (continued)

For the year ended 31 December 2021

Streamlined Energy & Carbon Reporting (SECR)

Arcadis (UK) Holdings Ltd recognise that our operations and activities have an environmental impact and as we grow and develop our business, we need to take steps to mitigate equivalent increases in our emissions where we can do so. For over ten years we have been proactively monitoring and reducing our emissions through the setting of objectives and targets and increasing awareness amongst our staff and suppliers.

As a business we are also aware of our reporting obligations under The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. As such, this year we are reporting our greenhouse gas emissions (GHG) publicly for the first time, and in doing so ahead of the mandated deadline, are demonstrating our commitment to increasing the transparency with which we communicate our environmental impact to our stakeholders.

Qualification and Reporting Methodology

This report outlines the greenhouse gas emissions arising from the activities that are material to Arcadis. We report on all material emissions in scope 1 and 2, plus selected scope 3, using an operational control approach. Since 2010, we have followed a standardised approach in reporting data consistent with the World Resources Institute (WRI) General Reporting Protocol (GRP).

The methodology used to compile our greenhouse gas emissions inventory is in accordance with the requirements of the following standards: The WRI GHG Protocol Corporate Standard (revised version), UK Government conversion factors published July 2020 by the Department for Business, Energy & Industrial Strategy (BEIS) and the Department for Environment, Food and Rural Affairs (DEFRA) Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting requirements (SECR) (March 2019).

Summary

The operation of Arcadis Properties continued to be disrupted during 2021 by the COVID19 pandemic which led to reduced capacity and attendance. This has led to a natural reduction in the consumption of energy during this period compared to 2020, it has also slowed the progress of some planned activities.

Reasons for Change in Emissions

Our reported emissions continue to fall this year due to COVID 19, although office energy has started to increase and is seen to have an impact on the emissions we are creating. There has been less business travel and staff in the majority have been working from home since mid-March 2020 which has led to a reduction in energy, paper usage and waste production in our offices.

Scope

This report covers Arcadis UK operations for the following:

- Arcadis LLP, registered office 80 Fenchurch Street, London, EC3M 4BY
- Arcadis Consulting (UK) Ltd, registered office 80 Fenchurch Street, London, EC3M 4BY
- Arcadis (UK) Ltd, registered office 80 Fenchurch Street, London, EC3M 4BY

Reporting Method: GHG Protocol Corporate Accounting and Reporting Standard

Route to compliance with SECR: Mandatory requirements for a Large Organisation (unquoted)

Directors' Report (continued)

For the year ended 31 December 2021

Streamlined Energy & Carbon Reporting (SECR) (continued)

Energy consumption used to calculate emissions: kWh

- Calculation of required emissions into kWh using 2020 UK Government GHG Conversion Factors for Company
- Reporting factors (<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>)

Organisational Boundaries

We report on all material emissions in scope 1 and 2, plus selected scope 3 emissions [1], using an operational control approach.

Operational Scope

We have measured our scope 1, 2 and material scope 3 emissions.

Emission Figures 2021

Table 1. Total Arcadis UK Emissions (01 January 2021-31 December 2021)

Scope	Emissions Source	2021 tCO ₂ e	2020 tCO ₂ e	2019 tCO ₂ e
Scope 1	Natural gas	74.72	123.51	226.86
	Refrigerant Leakage [2]	0.00	0.00	363.48
	Vehicles	194	172.64	159.07
Total Scope 1		268.72	296.15	749.41
Scope 2	Electricity Consumption [4]	231	312.20	765.71
Total Scope 2		231	312.20	765.71
Scope 3	Private cars & Motorcycles	587	601.24	721.59
	Car hire	137	226.79	300.60
	Air travel	131	407.70	1,460.54
	Rail travel	176	165.05	725.00
	Other Travel (International Rail, Eurotunnel & Ferry)	48.7	52.37	3.27
	Electric vehicles T&D	0.00	0.01	0.00
	Electricity T&D	12.59	26.85	65.01
	Water (Supply & Treatment)	9.60	9.27	19.00
	Paper purchased	0.00	0.25	19.00
	Waste	0.63	3.80	7.66
Total Scope 3		1102.52	1,493.31	3,321.69
Total scope 1,2,3		1602.24	2,101.66	4,836.81
Carbon intensity (tCO₂e/fte)		0.52	0.64	1.39
Total energy usage (kWh) [3]		1,016,390	180,128.41	127,738.80

Directors' Report (continued)

For the year ended 31 December 2021

Streamlined Energy & Carbon Reporting (SECR) (continued)

Table 2. Total Arcadis UK Emissions full time equivalent (fte) (01 January 2021-31 December 2021)

	2021 tCO ₂ e	2020 tCO ₂ e	2019 tCO ₂ e
Scope 1	268.72	296.15	749.41
Scope 2	231	312.20	765.71
Scope 3	1102.52	1,493.31	3,321.69
Total	1602.24	2,101.66	4,836.81
Carbon intensity (tCO ₂ e/fte)	0.52	0.64	1.39
Total energy usage (kWh)	1,016,390	3,378,894.46	5,279,708.30

2021 Performance

Arcadis are certified to ISO 14001 and maintain an integrated management system, within this we have objectives and targets that are reviewed and challenged each year, which demonstrate continuous improvement. Arcadis have set a Science Based Target, are part of the Pledge to Net Zero and UN Race to Zero campaigns.

The carbon emissions baseline has been aligned with the Global business, each country has contributed to the Net Zero approach and will demonstrate how they will achieve a reduction in carbon emissions.

To provide a fair summary against normal work activities for the business, we have a baseline against our 2019 figures. These figures are pre-pandemic and when the business was fully operational and undertaking normal work in the office, sites and foreign travel activities as part of our everyday activities.

Other notable trends include

- **Scope 1** – the 22% increase in total scope 1 emissions is related to the site-based activities returning and the use of our fleet vehicles attending site to complete works. Whilst this is an increase against 2020 figures, we remain 50% lower than the emissions recorded in 2019 (our baseline).
- **Scope 2** –our location-based emissions from electricity in 2021 is at 142 CO₂e (Tonnes), is a significant reduction on the previous year, some of which is as a result of our office strategy to move into environments that are sustainable and SMART, which captures carbon and energy issues, this programme is being rolled out in 2022 and beyond.
- **Scope 3** – our selected scope 3 emissions have decreased by 22% in 2021, this is because of the flight restrictions that were in place and additional authorisation required to travel outside of your country for business purposes. The trend is continuing primarily due to the reduction in air travel, it is likely to increase in 2022 as work gets back to normal operations. Although one of our objectives is to reduce Air Travel by 50% in 5 years' time.

Directors' Report (continued)

For the year ended 31 December 2021

Streamlined Energy & Carbon Reporting (SECR) (continued)

Energy and Carbon Action

During 2021 we have continued to work hard to reduce our energy consumption and associated carbon emissions, particularly in our buildings, this is an initiative that began in 2020. This has seen a move in a number of our offices that were not as Carbon and Energy efficient as others; to date we have moved from or about to move to Smart buildings at the following locations;

- London
- Cambridge
- Birmingham
- York
- Guildford
- Croydon

Any office move that takes place where interim offices are required, we are using WeWork offices who have a sustainability policy and approach to each of their offices, so that we continue to fulfil our obligations.

Renewable energy is used in all offices except for Bristol, which do not fall under Arcadis' direct control. We continue to liaise with the landlord to encourage the switch to renewable sources.

The ESOS reports produced following energy audits of six Arcadis UK properties in 2019, were reviewed and decisions taken on the recommendations and observations made, these were identified in 2020 and continue in 2021. Five activities were progressed and included in the Sustainability activities plan for implementation across the Arcadis property portfolio.

- Review of the operating hours of heating, ventilation and air conditioning (HVAC) plant.
- Preparation of a HVAC policy including a defined range of acceptable temperatures which should be maintained.
- Improved communications on sustainability aspirations including: explain the features of the building and the policies in place.
- Improved monitoring of information from existing half hourly meter reading.
- Review of the smart metering in place to assess the possibility of increasing this.

During 2021, we carried out a review of the operation of our monitors and identify a number of Philips monitors with the capability to activate an energy sensor mode which puts monitors into standby when not in use. The mode was activated on 531 monitors.

As a result of reduced attendance due to COVID, we have not fully reoccupied our offices in Birmingham and Cardiff, one floor in each office has been closed, reducing capacity which has resulted in an electricity reduction for 2021. A decision was made to mothball the East Kilbride office and a reduction of electricity has been seen in that location. Bristol and Warrington saw an increase in occupancy in 2021 compared to 2020 this has led to a slight increase in electricity consumption.

Directors' Report (continued)

For the year ended 31 December 2021

Streamlined Energy & Carbon Reporting (SECR) (continued)

We monitor all electrical usage in all our offices, this enables to monitor the cost and consumption for each office and identify any potential issues or opportunities.

10% CO₂ reduction target was set for 2021, the table above shows how much CO₂ was used in 2021 compared to 2020.

Electricity - we saved 11.31% CO₂ compared to 2020. Gas - we saved 60.5% CO₂ compared to 2020.

Future plans

Arcadis are planning to continue to reduce our property portfolio during this period which will provide further energy savings as new location are likely to be smaller and refitted to include more energy efficient features.

We will continue to regularly report on energy usage as part of a global reporting tool. Workplace Facilities Team will carry out the following activities as part of their sustainability plan, including:

- Monitor and recording any energy saving activities
- Bi-annual monitoring of appliances not turned off when not in use
- Review any EPC reports for new properties or renewed and consider activities for plan in 2023
- ESOS Phase 3 Reporting

[1] UK emissions only, as required under the SECR reporting obligations of a large unquoted organisation

[2] Refrigerant emissions currently reported are associated with buildings only.

[3] Energy reporting includes kWh from scope 1, scope 2 and scope 3 (as required by the SECR regulation).

[4] Location based approach used to calculate Scope 2 Electricity consumption

Directors' Report (continued)

For the year ended 31 December 2021

Employees

The Company did not have any employees during the year (2020: nil).

Directors

The directors of the Company who were in office during the year and up to the date of signing the financial statements are set out on page 1.

Directors' interests

There were no significant contracts existing during, or at the end of, the year ended 31 December 2021, with the Company or any of its subsidiaries (other than service contracts) in which the Directors are, or were, materially interested.

Directors' remuneration

Directors' remuneration has been disclosed in note 4 of the financial statements.

Corporate responsibility

The Company's ultimate parent company is Arcadis N.V. Arcadis N.V.'s annual report for the year ended 31 December 2021 contains the Group's corporate responsibility report which details the strategy, objectives and performance the Company follows in maintaining high standards of corporate governance.

Post balance sheet events

On 4 April 2022, Arcadis Human Resources Limited and Ultra EVC Limited transferred ownership from Arcadis Group Limited to Arcadis UK (Holdings) Limited.

Going concern

The Board of Arcadis UK (Holdings) Limited, which manages risk across all its UK subsidiaries and businesses, has considered the Company's ability to continue as a going concern.

The Company does not trade, rather its primary objective is that of a holding company. At the reporting date, all the liabilities were related to payable to group companies and the Company did not have any material external liabilities. Directors do not expect any external liabilities in the foreseeable future in the normal course of business. However, the Company did not have sufficient cash reserve to meet any third party obligations in the event such a liability arises. Considering these circumstances, the directors have obtained a letter of support from Arcadis N.V., the ultimate parent company confirming its continued financial support to honour any liability that may arise in the foreseeable future.

Directors' Report (continued)

For the year ended 31 December 2021

Statement of directors' responsibilities in respect of the financial statements

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 101 "Reduced Disclosure Framework", and applicable law).

Under company law, directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing the financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable United Kingdom Accounting Standards, comprising FRS 101, have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006.

Directors' confirmations

In the case of each director in office at the date the Directors' Report is approved:

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Directors Report (continued)

For the year ended 31 December 2021

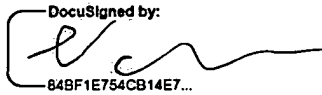
Directors' third-party indemnity provisions

The Company has in place qualifying third-party indemnity provisions and for all directors of the Company and associated companies which were in force during the financial year and also at the date of approval of the directors' report.

Independent auditors

The auditors, PricewaterhouseCoopers LLP, were appointed during the year and have indicated their willingness to continue in office, and a resolution that they be re-appointed will be proposed at the Annual General Meeting.

On behalf of the board

DocuSigned by:

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Director
N Bellew

5 August 2022

Independent auditors' report to the members of Arcadis UK (Holdings) Limited

Report on the audit of the financial statements

Opinion

In our opinion, Arcadis UK (Holdings) Limited's financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2021 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 101 "Reduced Disclosure Framework", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Financial Statements (the "Annual Report"), which comprise: the Statement of financial position as at 31 December 2021; the Statement of comprehensive income; the Statement of changes in equity for the year then ended; and the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report and Directors' Report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

Based on our work undertaken in the course of the audit, the Companies Act 2006 requires us also to report certain opinions and matters as described below.

Strategic Report and Directors' Report

In our opinion, based on the work undertaken in the course of the audit, the information given in the Strategic Report and Directors' Report for the year ended 31 December 2021 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of directors' responsibilities in respect of the financial statements, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Based on our understanding of the company and industry, we identified that the principal risks of non-compliance with laws and regulations related to UK tax legislation, employment law, pension regulations, data privacy law and industry

regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to potential management bias in accounting estimates and the inappropriate journal posting to manipulate financial results. Audit procedures performed by the engagement team included:

- Enquiry of management, those charged with governance and the entity's in-house legal and compliance team around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness and testing accounting estimates (because of the risk of management bias)

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

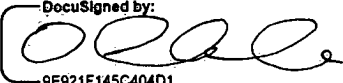
Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not obtained all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the company, or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of directors' remuneration specified by law are not made; or
- the financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.

DocuSigned by:

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Jason Clarke (Senior Statutory Auditor)

for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Cardiff
5 August 2022

Statement of comprehensive income**For the year ended 31 December 2021**

	Note	2021 £'000	2020 £'000
Other operating expenses	3	(8)	(102)
Operating loss		(8)	(102)
Loss before interest and taxation		(8)	(102)
Finance costs	5	(467)	(3,481)
Finance costs - net		(467)	(3,481)
Loss before taxation		(475)	(3,583)
Tax on loss	6	90	680
Loss for the financial year		(385)	(2,903)
Total comprehensive expense for the year		(385)	(2,903)

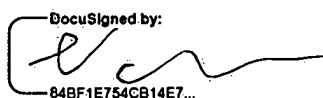
The above statement of comprehensive income should be read in conjunction with the accompanying notes.

Statement of financial position**As at 31 December 2021**

	Note	2021 £'000	2020 £'000
Fixed assets			
Investments	7	166,901	166,901
		166,901	166,901
Current assets			
Trade and other receivables	8	64,633	97,236
		64,633	97,236
Creditors: Amounts falling due within one year	9	(213,092)	(222,078)
Net current liabilities		(148,459)	(124,842)
Total assets less current liabilities		18,442	42,059
Creditors: amounts falling due after more than one year	10	-	(23,232)
Net assets		18,442	18,827
Equity			
Called up share capital	11	15,634	15,634
Retained earnings		2,808	3,193
Total shareholders' funds		18,442	18,827

The above statement of financial position should be read in conjunction with the accompanying notes.

The financial statements on pages 17 to 34 were authorised for issue by the board of directors on 5 August 2022 and were signed on its behalf.

DocuSigned by:

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N Bellew
 Director

Statement of changes in equity**For the year ended 31 December 2021**

	Called up share capital	Retained earnings	Total shareholders' funds
	£'000	£'000	£'000
Balance at 1 January 2020	15,634	6,096	21,730
Loss for the financial year	-	(2,903)	(2,903)
Total comprehensive expense for the year	-	(2,903)	(2,903)
Balance as at 31 December 2020	15,634	3,193	18,827
Balance at 1 January 2021	15,634	3,193	18,827
Loss for the financial year	-	(385)	(385)
Total comprehensive expense for the year	-	(385)	(385)
Balance as at 31 December 2021	15,634	2,808	18,442

Notes to the financial statements

For the year ended 31 December 2021

1 General Information

The principal activity of the Company is that of a holding company for a number of companies in the UK and overseas.

The Company is a private company limited by shares and is incorporated and domiciled in England. The address of its registered office is 80 Fenchurch Street, London EC3M 4BY.

2 Summary of significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.1 Basis of preparation

The financial statements of Arcadis UK (Holdings) Limited have been prepared in compliance with United Kingdom Accounting Standards, including Financial Reporting Standard 101, "Reduced Disclosure Framework" ("FRS 101"). The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006 as applicable to companies using FRS 101.

The preparation of financial statements in conformity with FRS 101 requires the use of certain critical accounting estimates.

It also requires management to exercise its judgement in the process of applying the Company's accounting policies.

The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in the relevant note.

The following exemptions from the requirements of IFRS have been applied in the preparation of these financial statements, in accordance with FRS 101:

- Paragraphs 45(b) and 46 to 52 of IFRS 2, 'Share-based payment' (details of the number and weighted-average exercise prices of share options, and how the fair value of goods or services received was determined);
- IFRS 7, 'Financial Instruments: Disclosures';
- Paragraphs 91 to 99 of IFRS 13, 'Fair value measurement' (disclosure of valuation techniques and inputs used for fair value measurement of assets and liabilities);
- Paragraph 38 of IAS 1, 'Presentation of financial statements' comparative information requirements in respect of:
 - (i) paragraph 79(a)(iv) of IAS 1;
 - (ii) paragraph 73(e) of IAS 16 Property, plant and equipment;
- The following paragraphs of IAS 1, 'Presentation of financial statements':
 - 10(d), (statement of cash flows);
 - 10(f) (a statement of financial position as at the beginning of the preceding period when an entity applies an accounting policy retrospectively or makes a retrospective restatement of items in its financial statements, or when it reclassifies items in its financial statements);
 - 16 (statement of compliance with all IFRS);

Notes to the financial statements (continued)

For the year ended 31 December 2021

2 Summary of significant accounting policies (continued)

2.1 Basis of preparation (continued)

38A (requirement for minimum of two primary statements, including cash flow statements);

38B-D (additional comparative information);

40A-D (requirements for a third statement of financial position);

111 (cash flow statement information); and

134-136 (capital management disclosures);

– IAS 7, 'Statement of cash flows';

– Paragraph 30 and 31 of IAS 8 'Accounting policies, changes in accounting estimates and errors' (requirement for the disclosure of information when an entity has not applied a new IFRS that has been issued but is not yet effective);

– Paragraph 17 and 18A of IAS 24, 'Related party disclosures' (key management compensation);

– The requirements in IAS 24, 'Related party disclosures' to disclose related party transactions entered into between two or more members of a group, provided that any subsidiary which is a party to the transaction is wholly owned by such a member.

2.1.1 Going concern

The Board of Arcadis UK (Holdings) Limited, which manages risk across all its UK subsidiaries and businesses, has considered the Company's ability to continue as a going concern.

The Company does not trade, rather its primary objective is that of a holding company. At the reporting date, all the liabilities were related to payable to group companies and the Company did not have any material external liabilities. Directors do not expect any external liabilities in the foreseeable future in the normal course of business. However, the Company did not have sufficient cash reserve to meet any third party obligations in the event such a liability arises. Considering these circumstances, the directors have obtained a letter of support from Arcadis N.V., the ultimate parent company confirming its continued financial support to honour any liability that may arise in the foreseeable future.

2.1.2 New standards, amendments and IFRS IC interpretations

There are no amendments to accounting standards, or IFRS IC interpretations that are effective for the year ended 31 December 2021, that are relevant to this Company.

Notes to the financial statements (continued)

For the year ended 31 December 2021

2 Summary of significant accounting policies (continued)

2.2 Consolidation

The Company is a wholly owned subsidiary of Arcadis N.V. It is included in the consolidated financial statements of Arcadis N.V. which are publicly available.

The Company is exempt by virtue of section 401 of the Companies Act 2006 from the requirement to prepare consolidated financial statements.

These financial statements are separate financial statements

2.3 Investment in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses. The Company determines at each reporting date whether there is any objective evidence that the investment in the subsidiary is impaired. If this is the case, the Company calculates the amount of impairment as the difference between the recoverable amount of the subsidiary and its carrying value and recognises the amount as 'impairment of investments in subsidiaries' in the statement of comprehensive income.

2.4 Investment in associated undertakings

Investments in associated undertakings are held at cost less accumulated impairment losses. The Company determines at each reporting date whether there is any objective evidence that the investment in the associate is impaired. If this is the case, the Company calculates the amount of impairment as the difference between the recoverable amount of the associate and its carrying value and recognises the amount as 'impairment of investments in associates' in the statement of consolidated income.

2.5 Share capital

Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

2.6 Current and deferred income tax

The tax expense for the period comprises current and deferred tax.

Tax is recognised in the income statement, except to the extent that it relates to items recognised in other comprehensive income or directly in shareholders' funds.

In this case, the tax is also recognised in other comprehensive income or directly in shareholders' funds, respectively.

Notes to the financial statements (continued)

For the year ended 31 December 2021

2 Summary of significant accounting policies (continued)

2.6 Current and deferred income tax (continued)

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the balance sheet date in the countries where the Company operates and generates taxable income.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation.

It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred income tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements.

However, deferred tax liabilities are not recognised if they arise from the initial recognition of goodwill; or arise from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss.

Deferred income tax is determined using tax rates (and laws) that have been enacted or substantively enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised only to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income taxes assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

2.7 Dividend income

The Company recognises dividend income when the controlled entity declares the payment of a dividend.

2.8 Dividend distribution

Dividend distributions to the Company's shareholders are recognised as a liability in the Company's financial statements in the period in which the dividends are approved by the Company's shareholders.

Notes to the financial statements (continued)

For the year ended 31 December 2021

2.9 Financial assets

Classification

The company classifies its financial assets in the following categories: at fair value through profit or loss, fair value through other comprehensive income and at amortised cost. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition.

(a) Financial assets at fair value through other comprehensive income

Financial assets at fair value through other comprehensive income (FVOCI) comprise:

- Equity securities which are not held for trading, and which the Company has irrevocably elected at initial recognition to recognise in this category. These are strategic investments and the Company considers this classification to be more relevant.

Debt securities where the contractual cash flows are solely principal and interest and the objective of the Company's business model is achieved both by collecting contractual cash flows and selling financial assets.

(b) Financial assets at amortised cost

The Company classifies its financial assets as at amortised cost only if both of the following criteria are met:

- The asset is held within a business model whose objective is to collect the contractual cash flows, and

The contractual terms give rise to cash flows that are solely payments of principal and interest.

(c) Financial assets at fair value through profit or loss

The following financial assets are classified at fair value through profit or loss (FVPL)

- Debt investments that do not qualify for measurement at either amortised cost (see note 2.6(a) and (b) above.
- Equity investments that are held for trading, and

Equity investments for which the entity has not elected to recognise fair value gains and losses through OCI.

2.10 Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and judgements have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in the next financial year are addressed below:

Impairment of investments in subsidiaries:

Investments in subsidiaries are stated at cost less accumulated impairment losses. Investments are assessed for indicators of impairment at the balance sheet date. Investments are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the asset, the estimated future value of the cash flows from the investment have been impacted.

Notes to the financial statements (continued)

For the year ended 31 December 2021

3 Operating loss

This has been stated after charging:

	2021 £'000	2020 £'000
Foreign exchange losses	5	66

Auditors' remuneration of £23k (2020: £23k) was paid by Arcadis LLP (a fellow group undertaking) on behalf of the Company in respect of audit work performed in the UK. No fees were payable to the Company's auditors and its associates for any other services in the current or prior years.

4. Employees and directors

(a) Employees

The company has no employees (2020: no employees).

(b) Directors

The directors did not receive any remuneration from this company during the year (2020: nil).

No directors (year ended 31 December 2020: nil) have benefits under a defined benefit scheme.

There are no retirement benefits accruing to directors (2020: nil) under a defined contribution scheme.

No directors (2020: none) exercised share options during the year.

Notes to the financial statements (continued)**For the year ended 31 December 2021****5 Finance costs**

	2021	2020
	£'000	£'000
Amounts payable to group companies in respect of loan	467	696
Exchange loss on foreign currency denominated loans	-	2,785
	467	3,481

6 Tax on loss

Tax credit included in profit or loss

	2021	2020
	£'000	£'000
Current tax:		
- UK corporation tax credit	(90)	(681)
- Adjustments to tax charge in respect of prior years	-	1
Total tax credit	(90)	(680)

Tax assessed for the year is the same as (2020: higher than) the standard rate of corporation tax in the UK for the year ended 31 December 2021 of 19.00% (2020: 19.00%). The differences are explained below:

	2021	2020
	£'000	£'000
Loss before taxation	(475)	(3,583)
Loss before taxation multiplied by the standard rate of corporation tax in the UK of 19.00% (2020: 19.00%)	(90)	(681)
Effects of:		
- Expenses not deductible for tax purposes	-	-
- Income not taxable	-	-
- Movement on unrecognised deferred tax	-	-
- Adjustment to tax charge in respect of prior years	-	1
Tax credit	(90)	(680)

The tax rate for the current year is the same as the prior year.

In the Spring Budget 2021, the UK Government announced that from 1 April 2023 the corporation tax rate would increase to 25% (rather than remaining at 19%, as previously enacted). This new law was substantively enacted on 24 May 2021. Deferred taxes at the balance sheet date have been measured using these enacted tax rates and reflected in these financial statements.

Deferred tax has been calculated using the tax rates at which underlying temporary differences are expected to unwind. There is no unprovided deferred tax at year end.

Notes to the financial statements (continued)

For the year ended 31 December 2021

7 Investments

	Cost of shares in subsidiary £'000	Impairments provision £'000	Net book value £'000
At 1 January 2020	161,044	(64,843)	96,201
Additions	70,700	-	70,700
At 31 December 2020	231,744	(64,843)	166,901
	Cost of shares in subsidiary £'000	Impairments provision £'000	Net book value £'000
At 1 January 2021	231,744	(64,843)	166,901
At 31 December 2021	231,744	(64,843)	166,901

The addition of £70,700k in 2020 consisted of an investment in Enterprise AMS Group Limited.

On 7 December 2020, the Company completed the purchase of 100% of the share capital of Arcadis Group Limited from Arcadis (BAC) Limited (another group company), for the price of £70,700k.

Notes to the financial statements (continued)

For the year ended 31 December 2021

7 Investments (continued)

Subsidiaries

Name	Holding type	Incorporated in	Principal activity	Equity owned 2021 and 2020	Registered address
Arcadis Consulting Europe Limited	Direct	UK	Holding company	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis International Holdings Limited	Indirect	UK	Holding company	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis International Limited	Indirect	UK	Natural and built asset design and consultancy	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis Human Resources Limited	Indirect	UK	Staff services	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis Services Limited	Indirect	UK	Liquidated 9 January 2020	100%	*80 Fenchurch Street London EC3M 4BY
Ultra EVC Limited	Indirect	UK	Dormant	100%	*80 Fenchurch Street London EC3M 4BY
Christal Construction Management Limited	Indirect	UK	Liquidated 27 August 2021	100%	180 West George Street Glasgow G2 2JJ
Arcadis (UK) Limited	Direct	UK	Natural and built asset design and consultancy	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis (BAC) Limited	Direct	UK	Holding company	100%	*80 Fenchurch Street London EC3M 4BY

Notes to the financial statements (continued)

For the year ended 31 December 2021

7 Investments (continued)

Subsidiaries (continued)

Name	Holding type	Incorporated in	Principal activity	Equity owned 2021 and 2020	Registered address
Arcadis Group Limited	Direct	UK	Holding company	100%	*80 Fenchurch Street London EC3M 4BY
ARCADIS Gulf Limited	Indirect	UK	Holding company	100%	*80 Fenchurch Street London EC3M 4BY
ARCADIS Gulf O&G Limited	Indirect	UK	Safety and risk consultancy in United Arab Emirates	100%	*80 Fenchurch Street London EC3M 4BY
Vectra (Middle East) Limited	Indirect	UK	Safety and risk consultancy in United Arab Emirates	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis LLP	Indirect	UK	Natural and built asset design and consultancy	100%	*80 Fenchurch Street London EC3M 4BY
Somer Rents Limited	Indirect	UK	Dissolved on 22 June 2022	100%	*80 Fenchurch Street London EC3M 4BY
EC Harris (UK) Limited	Indirect	UK	Dissolved 30 March 2021	100%	*80 Fenchurch Street London EC3M 4BY

Notes to the financial statements (continued)

For the year ended 31 December 2021

7 Investments (continued)

Subsidiaries (continued)

Name	Holding type	Incorporated in	Principal activity	Equity owned 2021 and 2020	Registered address
Arcadis Ireland Limited	Indirect	Ireland	Natural and built asset design and consultancy	100%	5 th Floor Beaux Lane House Mercer Street Lower Dublin 2
Arcadis Consulting (UK) Limited	Indirect	UK	Design and engineering consultancy	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis Asset Management Limited	Indirect	UK	Dissolved on 22 June 2022	100%	*80 Fenchurch Street London EC3M 4BY
EC Harris Canada Inc.	Indirect	Canada	Natural and built asset design and consultancy	100%	800-885 West Georgia Street Vancouver British Columbia V6C 3H1
EC Harris (USA) Inc.	Indirect	Canada	In liquidation	100%	Corporation Trust Center 1209 Orange Street Wilmington, Newcastle Delaware 19801
EC Harris (US) Inc.	Indirect	USA	In liquidation	100%	333 Clay Street Suite 4700 Houston TX 77002
EC Harris Qatar WLL	Indirect	Qatar	Natural and built asset design and consultancy	100%	Al Jassim Tower Building No. 8 – 11 th Floor Ibn Hayyan Street PO Box 200161 Doha
EC Harris Saudi Arabian International LLC	Indirect	KSA	Natural and built asset design and consultancy	100%	8 th floor, Adex Tower Al Madina Road Altaisaliya Area PO Box 1655 Jeddah 21441
EC Harris (Philippines) Inc.	Indirect	Philippines	Dormant	100%	14F Net Cube Center 3 rd Ave cor. 30 th Street E-Square Crescent Park West BGC Taguig City
Total International Solutions Limited (BVI)	Indirect	British Virgin Islands	Holding company	100%	The Offices of Aleman, Cordero, Galindo & Lee Trust (BVI) Limited PO Box 3175 Road Town Tortola

Notes to the financial statements (continued)

For the year ended 31 December 2021

7 Investments (continued)

Subsidiaries (continued)

Name	Holding type	Incorporated in	Principal activity	Equity owned 2021 and 2020	Registered address
EC Harris (Cost Management) Limited (Hong Kong)	Indirect	Hong Kong	Natural and built asset design and consultancy	100%	Room 2401 24/F 1010 King's Road Fortress Hill
MB & Associates Ltd (Hong Kong)	Indirect	Hong Kong	Dormant	100%	17 th Floor Two Harbour Square No. 180 Wai Yip Street Kwun Tong Kowloon
Acer Partnerships Limited	Indirect	UK	Dormant	100%	*80 Fenchurch Street London EC3M 4BY
Hyder Consulting Overseas Limited	Indirect	UK	Holding company	100%	*80 Fenchurch Street London EC3M 4BY
Cresswell Associates (Environmental Consultants) Limited	Indirect	UK	In liquidation	100%	*80 Fenchurch Street London EC3M 4BY
Power Systems Projects and Consultancy Services Limited	Indirect	UK	In liquidation	100%	*80 Fenchurch Street London EC3M 4BY
SR3C Management Limited	Indirect	UK	In liquidation	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis Nuclear Safety and Risk Consultancy Limited	Indirect	UK	In liquidation	100%	*80 Fenchurch Street London EC3M 4BY
Arcadis Consulting (UK) Filiala Bucuresti S.R.L.	Indirect	Romania	Design and engineering consultancy	100%	Calea Grivitei No. 136 1 st Floor, Building A Room E06 Bucharest District 1 Postal Code 10737

Notes to the financial statements (continued)

For the year ended 31 December 2021

7 Investments (continued)

Associated undertakings

Name	Holding type	Incorporated in	Principal activity	Equity owned 2021 and 2020	Registered address
TECHT Limited	Indirect	UK	Natural and built asset design and consultancy	50%	*80 Fenchurch Street London EC3M 4BY
Health Innovation Partners Limited	Indirect	UK	Building development and management services	50%	Kent House 14-17 Market Place London W1W 8AJ
JacksonHyder Limited	Indirect	UK	Design and engineering consultancy	50%	30 White House Road Ipswich IP1 5LT
Hyder WSP JV	Indirect	Unincorporated	Engineering design and consultancy	50%	Arcadis Cymru House St Mellons Business Park Fortran Road Cardiff CF3 0EY
Faber Maunsell Hyder JV	Indirect	Unincorporated	Engineering design and consultancy	50%	1 st Floor Cornerblock 2 Cornwall Street Birmingham B3 2DL
Hyder-Mott MacDonald JV	Indirect	Unincorporated	Engineering design and consultancy	50%	Arcadis Cymru House St Mellons Business Park Fortran Road Cardiff CF3 0EY
Hyder Halcrow JV	Indirect	Unincorporated	Engineering design and consultancy	50%	Medawar Road Surrey Research Park Guildford Surrey GU2 7AR
CH2M Hyder JV	Indirect	Unincorporated	Engineering design and consultancy	40%	227 London Road Worcester WR5 2JG
LTC-Cascade JV	Indirect	Unincorporated	Engineering design and consultancy	40%	Elms House 43 Brook Green London W6 7EF
Arcadis SETEC COWI JV	Indirect	Unincorporated	Engineering design and consultancy	75%	Arcadis Cymru House St Mellons Business Park Fortran Road Cardiff CF3 0EY

* On 14 June 2021, the registered address of the Company and various subsidiaries changed from Arcadis House, 34 York Way, London, N1 9AB, to 80 Fenchurch Street, London EC3M, 4BY.

Notes to the financial statements (continued)**For the year ended 31 December 2021****8 Trade and other receivables**

	2021	2020
	£'000	£'000
Amounts owed by group undertakings	64,531	96,555
Taxation and social security	-	681
Corporation tax receivable	90	-
Other debtors	12	-
	64,633	97,236

Amounts owed by group undertakings are unsecured, interest free, have no fixed date of repayment and are repayable on demand.

Provisions for expected credit losses on amounts owned by group undertakings are immaterial.

9 Creditors: amounts falling due within one year

	2021	2020
	£'000	£'000
Amounts owed to the ultimate parent company	2,531	2,064
Amounts owed to subsidiary undertakings	210,542	220,011
Accruals	19	3
	213,092	222,078

Amounts due to group undertakings are unsecured, interest free, have no fixed date of repayment and are repayable on demand.

Notes to the financial statements (continued)

For the year ended 31 December 2021

10 Creditors: amounts falling due after more than one year

	2021 £'000	2020 £'000
Amounts owed to the ultimate parent undertaking	-	23,232
	-	23,232

Interest was payable on the loan from the ultimate parent company and is charged at a rate of 12m GBP LIBOR plus 1.96% margin per annum, the loan was repaid during 2021.

11 Called up share capital

Ordinary shares of £1 each

	Number	£'000
Allotted, called up and fully paid		
At 1 January 2020 and 2021	15,634,004	15,634
Issued during the year	-	-
At 31 December 2020 and 2021	15,634,004	15,634

12 Related party transactions

During the year the Company entered into transactions, in the ordinary course of business, with other related parties. The Company has taken advantage of the exemption under paragraph 8(k) of FRS 101 not to disclose transactions with fellow wholly-owned subsidiaries.

13 Post balance sheet events

On 4 April 2022, Arcadis Human Resources Limited and Ultra EVC Limited transferred ownership from Arcadis Group Limited to Arcadis UK (Holdings) Limited.

14 Controlling parties

The Company's immediate parent undertaking is Arcadis UK Investments B.V.

The ultimate parent undertaking and controlling party is Arcadis N.V., a company incorporated in the Netherlands.

The smallest and largest group in which the results of the Company are consolidated is that headed by Arcadis N.V.

Registered address:

Arcadis NV
Gustav Mahlerplein 97
1082 MS Amsterdam,
The Netherlands

The consolidated financial statements of Arcadis N.V. are available at: www.arcadis.com.