

Neil Craig McArthur

Chairman, Non-Executive Director and former Global CEO, 19 years Global Boards (Public and Private)

Professional Experience

Southern Water: Independent Non-Executive Director | 2024 - present

- Chair of Health, Safety & Operational Risk Committee
- Private Macquarie owned Water & Wastewater Company serving ~ 8M customers in the U.K.

AFRY (AF Poyry AB): Non-Executive Director | 2021 - present

- NASDAQ Stockholm listed public company, member of Projects Committee
- AFRY is a world leader in Engineering/EPC/EPCM with 19,000 people across infrastructure; buildings; water; pulp & paper; power generation; transmission & distribution; renewables (wind, solar, hydrogen, hydro) and consulting

Private Equity and Industrial Advisor | 2017 - present

- Assessed with Private Equity multiple acquisition candidates ranging from EV \$ 200 - 3500M across Oil & Gas; Engineering; Construction; Architecture and Services sectors

EQT Partners / EQT AB: Industrial Advisor | 2020 - 2025

- Assessing investment opportunities and providing advice to portfolio companies

Oliver Wyman: Senior Partner Energy & Natural Resources Practice | 2019 - 2024

- Developed the energy team (300% growth in 4 years) and serving clients in Europe, Middle East & Americas across Oil & Gas; Petrochemicals; Mining, Utilities and Engineering. Strategy, Energy Transition & Performance Improvement
- Member of Partner Development Committee; Co-author *Success for IOCs in a Low-Carbon World*

Arcadis N.V.: Chairman of Executive Board and Chief Executive Officer | 2012 - 2017

Built Arcadis as the 4th largest global Design & Consultancy Firm: Infrastructure (rail/metro & road); Buildings; Water & Environment. Built top 5 Architectural firm CallisonRTKL

- Created global industry leader, led growth of Arcadis from **€ 2.0B to € 3.4B**, and from **15,000 to 28,000 people**
- Positioned Arcadis as thought leader in **sustainability** (Strategy; World Business Council for Sustainable Development and WEF)
- Led **11 acquisitions/integrations** including public company take-over of Hyder Consulting Plc (5000 FTE); EC Harris (2700 FTE), Langdon & Seah (3000 FTE) and Callison (1000 FTE)
- Designed and led implementation of new global operating model, global performance excellence program (EBITA margin + 1.6%), core operating processes, ERP and global leadership model
- Created and launched new market positioning and single brand: *Arcadis the leading global Design & Consultancy for natural and built assets* and brand promise *Improving Quality of Life*
- Created Global Design Excellence Centers in Romania, India and Philippines with > 2000 FTE

Booz & Company: Executive Board Member, CEO Europe | 1990 - 2011

Booz & Company (formerly Booz Allen Hamilton, now Strategy&); \$ 1.3B private partnership with 3300 FTE

- P&L responsibility for Europe (\$450M, 1000 staff, 15 countries, 22 offices)
- 20+ years global experience serving Fortune 500 companies on strategy, M&A (multiple deals up to \$ 12B), PMI, performance improvement and the energy transition/renewables
- Industry expertise in oil & gas; petrochemicals; infrastructure; power; utilities; water; retail; industrials; engineering and service companies

Shell International Exploration & Production | 1982 - 1989

- Project management; field development and economic analysis roles in Qatar and NL

Other activities

- Former Co-Chair INSEAD Council for NL; INSEAD International Council
- Co-authored 3 books, including ***Energy Shift: Game changing options for fueling the future***

Additional information

- **Personal:** UK/NL citizenships, married with 4 youths, lived in four countries
- **Languages:** English and Dutch: Fluent; French: Advanced
- **Education:** **INSEAD, MBA with Distinction**, Sainsbury Management Fellow; **M.I.Mech.E; University of Glasgow: BSc Civil Eng (First Class Honors) George Harvey Prize**