

De Bilt, April 17, 2009

Press Release

**Grontmij N.V.**

De Holle Bilt 22  
3732 HM De Bilt  
P.O. Box 203  
3730 AE De Bilt  
The Netherlands  
T +31 30 220 79 11  
F +31 30 220 01 74  
www.grontmij.com

## Grontmij proposes new CFO for appointment

**Grontmij announces the intended appointment of Mr D.M. Zuydam (47) as Chief Financial Officer and member of the Executive Board as per May 14, 2009. Mr Zuydam will be nominated for appointment at the Annual General Meeting of Shareholders of Grontmij N.V. on May 14, 2009.**

**Mel Zuydam has more than 19 years of broad international management expertise and experience in various companies such as Stylo Plc, Balfour Beatty Plc and the Department for Transport at the United Kingdom Highways Agency. At this moment Mel Zuydam is CFO and Commercial Director of the nuclear services division of VT Group Plc.**



Mel Zuydam (1961) is a British/Dutch national. He has a Bachelor of Science, is a chartered accountant and Fellow of the Institute of Chartered Accountants England and Wales (FCA). Mr Zuydam has built strong finance and management expertise in a number of companies in the United Kingdom, ranging from companies active in manufacturing and wholesale to engineering and construction companies. From 2004 until the end of 2008 he was a Group Finance Director for the Highways Agency at the Department for Transport, UK.

Sylvo Thijsen, CEO of Grontmij N.V.: 'We are very pleased that Mel Zuydam will join our company as CFO. His broad international financial experience, partly in businesses closely related to Grontmij activities, will contribute to the execution of our long term financial and strategic goals whereas his personality will be a very good fit with our company and Executive Board.'

A summary of the main proposed contractual conditions for the appointment of Mel Zuydam can be found in the appendix.

**For further information, please contact:**

Grontmij N.V., Suzan van Nieuwkuyk, Company Secretary, T +31 30 220 75 39.

[www.grontmij.com](http://www.grontmij.com)

*Grontmij aims to be the best local service provider for design, consultancy, management, engineering and contracting in the environment, water, energy, building, industry and transportation sectors. We create value for our clients and shareholders and help to build sustainable living and working environments.*

CM09-008

**GRONT**  
**LISTED**  
**NYSE**  
**EURONEXT**

## Appendix

### **Summary of the main proposed contractual conditions for the appointment of Mel Zuydam in line with the published remuneration policy of Grontmij N.V.**

#### Labour contract and conditions

- Fixed term for four years, starting May 14, 2009;
- Compensation equal to one year's salary in case of involuntary dismissal;
- One time compensation of € 50,000 for travel and other expenses during the first six months of employment. Compensation of all reasonable costs of moving to the Netherlands. Compensation of extra housing costs for a maximum period of twelve months.

#### Remuneration

- Annual fixed salary including holiday pay (TFI) of € 307,000;
- Performance dependent bonus of maximum 45% of TFI;
- Value dependent bonus of maximum 20% of TFI;
- Maximum annual pension contribution of € 75,000.