

Summary of the resolutions adopted at the annual General Meeting of Arcadis N.V. (the "Company") on Wednesday 20 May 2026

Outstanding Share Capital (OSC) on AGM Record Date (22 April 2026): 85,064,489

#	Resolutions	FOR	%	AGAINST	%	ABSTAIN	TOTAL
4.a.	The General Meeting adopted the 2025 financial statements.	69,707,526	99.78	153,316	0.22	52,599	69,913,441
4.b.	The General Meeting decided on a cash dividend for the financial year 2025 of €1.05 per ordinary share, to be distributed to the holders of ordinary Arcadis N.V. shares.	69,904,838	100.00	3,415	0.00	5,188	69,913,441
5.a.	The General Meeting discharged the members of the Executive Board in function during financial year 2025 from liability for their management of the Company and its activities during 2025.	67,997,994	97.38	1,827,121	2.62	88,326	69,913,441
5.b.	The General Meeting discharged the members of the Supervisory Board in function during financial year 2025 from liability for their supervision of the Company during 2025.	67,999,767	97.39	1,825,198	2.61	88,476	69,913,441
6.a.	The General Meeting appointed KPMG Accountants N.V. to audit the 2027 Financial Statements of the Company.	69,902,643	99.99	5,397	0.01	5,401	69,913,441
6.b.	The General Meeting appointed KPMG Accountants N.V. to provide limited assurance on the 2027 sustainability statement	69,899,627	99.99	8,256	0.01	5,558	69,913,441
8.a.	The General Meeting cast a positive advisory vote on the remuneration report for the Executive Board over 2025.	67,346,429	96.53	2,418,139	3.47	148,873	69,913,441
8.b.	The General Meeting cast a positive advisory vote on the remuneration report for the Supervisory Board over 2025.	68,984,322	98.84	810,503	1.16	118,616	69,913,441
9.	The General Meeting appointed Ms H.L. Polinsky as member of the Executive Board for a period of four years.	69,875,104	99.96	26,548	0.04	11,789	69,913,441
10.a.	The General Meeting reappointed Mr M.C. Putnam as member of the Supervisory Board for a period of two years.	66,716,004	95.47	3,163,796	4.53	33,641	69,913,441
10.b.	The General Meeting appointed Mr C.G. Trowell as member of the Supervisory Board for a period of four years.	67,500,890	96.56	2,404,532	3.44	8,019	69,913,441
11.a.	The General Meeting designated the Executive Board as the body authorized to grant or issue (rights to acquire) ordinary and/or cumulative financing preference shares in the share capital of Arcadis N.V., subject to the prior approval of the Supervisory Board and of the Arcadis N.V. Priority Foundation, for a period of 18 months as from 1 July 2026. The designation shall apply up to a maximum of 10% of the total number of ordinary and/or cumulative financing preference shares issued at the time of the decision to issue or grant (rights to acquire) ordinary and/or cumulative financing preference shares.	69,534,184	99.46	374,011	0.54	5,246	69,913,441
11.b.	The General Meeting designated the Executive Board as the body authorized to limit or exclude pre-emptive rights in relation to any issue or grant of (rights to acquire) shares by the Executive Board under the authorities designated to the Executive Board, for a period of 18 months as from 1 July 2026.	68,828,746	98.47	1,069,330	1.53	15,365	69,913,441
12.	The General Meeting authorized the Executive Board to acquire on behalf of the Company ordinary shares and/or cumulative financing preference shares in the share capital of the Company for financial consideration, for a period of 18 months as from 1 July 2026, up to a maximum of 10% of the issued share capital.	69,612,475	99.59	288,778	0.41	12,188	69,913,441
13.	The General Meeting resolved, subject to an implementing decision by the Executive Board, to reduce the issued share capital by cancelling ordinary shares in order to create flexibility in the Company's capital structure, with the number of shares to be cancelled to be determined by the Executive Board up to a maximum of 10% of the issued share capital as at 31 December 2025.	69,882,265	99.97	23,813	0.03	7,363	69,913,441