

TAX PRINCIPLES

With sustainability as one of its core values, Arcadis is continuously working on becoming an even more responsible company. That responsibility together with our core values and codes of conduct as embedded in the Arcadis General Business Principles (“AGBP”) which includes our approach to tax.

Taxable profits are recognized in countries in which value is created, in accordance with domestic and international tax rules and standards (such as OECD Guidelines) and applying the arm's length principle.

Arcadis does not seek to avoid tax through the use of secrecy jurisdictions or so-called ‘tax havens’ without commercial substance.

Arcadis complies with its statutory obligations, pays its tax on time and builds and maintains a good, honest and open working relationship with tax authorities. Arcadis aims to comply with the letter and spirit of the law.

Arcadis makes tax related disclosures in accordance with the relevant domestic regulations, as well as applicable reporting requirements and standards (such as IFRS).

The responsibility for tax ultimately rests at the executive board level with the Chief Financial Officer. A globally organized tax function is established to ensure compliance with local and international laws and regulations.

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