

**Summary of the resolutions taken at the annual General Meeting of Arcadis N.V. (the "Company") on Thursday 29 April 2021**

AGENDA ITEM	FOR	%	AGAINST	%	ABSTAIN	
4a	The 2020 financial statements have been adopted.	63,301,358	100.00	455	0.00	125,290
4b	It has been decided that for the financial year 2020 a dividend of €0.60 per ordinary share be distributed to the holders of ordinary Arcadis N.V. shares in the form of cash or in the form of Arcadis N.V. shares, at the option of the shareholder.	61,800,532	97.44	1,626,407	2.56	164
5a	The members of the Executive Board in function during financial year 2020 have been discharged from liability for their management of the Company and its activities during 2020.	62,182,950	98.26	1,099,770	1.74	144,383
5b	The members of the Supervisory Board in function during financial year 2020 have been discharged from liability for their supervision of the Company during 2020.	62,182,940	98.26	1,099,770	1.74	144,393
6	PricewaterhouseCoopers Accountants N.V. have been appointed to audit the 2022 Financial Statements of the Company.	63,424,626	100.00	539	0.00	1,938
7a	The shareholders have voted positively on the remuneration report for the Executive Board over 2020.	62,491,481	98.53	932,356	1.47	3,266
7b	The shareholders have voted positively on the remuneration report for the Supervisory Board over 2020.	63,408,760	99.99	4,505	0.01	13,838
8	The revisions to the remuneration policy for members of the Executive Board have been adopted.	61,728,503	97.33	1,695,925	2.67	2,675
9	Mr P.W.B. Oosterveer has been re-appointed as member of the Executive Board for a period of four years.	63,106,288	100.00	2,561	0.00	318,254
10a	Ms C.M.C. Mahieu has been appointed as member of the Supervisory Board for a period of four years.	62,593,051	99.57	272,184	0.43	561,868
10b	Mr N.W. Hoek has been re-appointed as member of the Supervisory Board for a period of two years.	62,283,794	98.58	898,426	1.42	244,883
10c	Mr W.G. Ang has been re-appointed as member of the Supervisory Board for a period of four years.	61,597,399	97.98	1,267,836	2.02	561,868
11a	The Executive Board has been designated 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 2021. The designation shall apply up to a maximum of 10% of the total number of issued share capital, and an additional 10% if the issue or grant takes place in connection with a merger, strategic alliance or takeover.	47,120,664	74.29	16,304,193	25.71	2,246
11b	In addition to the authorities delegated under agenda item 11a, the Executive Board has been designated as the body authorized to issue ordinary shares, up to the number of shares to which shareholders are entitled if they choose to receive the dividend over financial year 2020 in ordinary shares.	63,418,188	99.99	6,704	0.01	2,211
11c	The Executive Board has been designated 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 2021.	39,166,867	61.76	24,255,041	38.24	5,195
12	The Executive Board has been authorized 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 2021, up to a maximum of 10% of the issued share capital.	63,410,392	100.00	712	0.00	15,999
13	It has been resolved to reduce the issued share capital by way of cancellation of ordinary shares, in order to create flexibility with respect to the capital structure of the Company. The cancellation may be executed in one or more tranches. The number of shares that will be cancelled (whether or not in several tranches) shall be determined by the Executive Board, with a maximum of 10% of the issued share capital per 31 December 2020.	63,418,022	99.99	3,193	0.01	5,888