

Summary of the resolutions adopted at the annual General Meeting of Arcadis N.V. (the "Company") on Wednesday 8 May 2024

Outstanding Share Capital (OSC) on AGM Record Date (10 April 2024): 89,993,577

#	SUMMARY RESOLUTIONS	FOR	%	AGAINST	%	ABSTAIN	VOTES TOTAL	% of OSC
4. a.	The General Meeting adopted the 2023 financial statements.	72,600,448	100.00	1,640	0.00	94,972	72,697,060	80.78
4. b.	The General Meeting decided on a cash dividend for the financial year 2023 of €0.85 per ordinary share, to be distributed to the holders of ordinary Arcadis N.V. shares.	72,495,540	99.72	201,478	0.28	542	72,697,560	80.78
5. a.	The General Meeting discharged the members of the Executive Board in function during financial year 2023 from liability for their management of the Company and its activities during 2023.	70,796,101	97.55	1,775,632	2.45	125,827	72,697,560	80.78
5. b.	The General Meeting discharged the members of the Supervisory Board in function during financial year 2023 from liability for their supervision of the Company during 2023.	70,796,101	97.55	1,775,632	2.45	125,827	72,697,560	80.78
6	The General Meeting appointed KPMG Accountants N.V. to audit the 2025 Financial Statements of the Company.	72,688,573	99.99	8,329	0.01	658	72,697,560	80.78
8. a.	The General Meeting cast a positive advisory vote on the remuneration report for the Executive Board over 2023.	69,684,345	97.74	1,607,689	2.26	1,405,026	72,697,060	80.78
8. b.	The General Meeting cast a positive advisory vote on the remuneration report for the Supervisory Board over 2023.	72,459,007	99.68	235,913	0.32	2,140	72,697,060	80.78
9. a.	The revised remuneration policy for the members of the Executive Board has been adopted.	71,090,759	97.79	1,604,594	2.21	2,207	72,697,560	80.78
9. b.	The revised remuneration policy for the members of the Supervisory Board has been adopted.	72,493,213	99.72	202,075	0.28	2,272	72,697,560	80.78
10	The General Meeting reappointed Ms V.J.H. Duperat-Vergne as member of the Executive Board for a period of four years.	72,691,995	99.99	4,286	0.01	1,279	72,697,560	80.78
11. a.	The General Meeting reappointed Ms D.L.M. Goodwin as member of the Supervisory Board for a period of two years.	72,068,092	99.14	628,356	0.86	1,112	72,697,560	80.78
12. 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 2024. 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.	71,208,666	97.95	1,487,286	2.05	1,608	72,697,560	80.78
12. 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 2024.	71,105,870	97.81	1,591,107	2.19	583	72,697,560	80.78
13	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 2024, up to a maximum of 10% of the issued share capital.	72,424,483	99.63	266,669	0.37	6,408	72,697,560	80.78