

Annual General Meeting Arcadis N.V.

The annual General Meeting ('AGM') of Arcadis N.V. ('Arcadis' or the 'Company') will be held on **Friday 16 May 2025 at 2pm CET** in Amsterdam at Novotel Amsterdam City, Europaboulevard 10.

SUMMARY AGENDA

1. Opening and notifications
2. Report by the Supervisory Board on financial year 2024
3. Report by the Executive Board on financial year 2024
4. 2024 financial statements and dividend
5. Discharge
6. Appointment of external auditor
7. Remuneration reports Executive Board and Supervisory Board 2024
8. Composition of the Supervisory Board
9. Delegation of authority to grant or issue (rights to acquire) Arcadis N.V. shares
10. Authorization to repurchase Arcadis N.V. shares
11. Any other business
12. Closing

Meeting documents

As from today, this convocation, the agenda with explanatory notes and the Annual Integrated Report 2024 can be found on the website of Arcadis (www.arcadis.com) and on the ABN AMRO e-voting webpages (www.abnamro.com/evoting).

The details relating to the candidates to be nominated for reappointment to the Supervisory Board as set out in Article 2:142 paragraph 3 of the Dutch Civil Code are stated in the explanatory notes to the agenda.

Record date

The holders of ordinary shares entitled to attend and/or vote at this AGM are those who, on Friday 18 April 2025 (the Record Date), have those rights and are registered as such in the registers designated for that purpose by the Executive Board.

Registration, attendance and voting

Starting Monday 21 April 2025, holders of bearer shares wishing to attend the AGM may register their shares via www.abnamro.com/evoting. Registration must take place before Friday 9 May 2025 at 5.30pm CET. Intermediaries must submit a statement to ABN AMRO ultimately on Monday 12 May 2025 at 1.30pm CET identifying the number of shares registered for the AGM for each shareholder.

Holders of registered shares

An invitation to attend the AGM, including registration instructions, will be sent to all holders of registered shares.

Voting instructions independent third party

Shareholders who are unable to attend the meeting and/or do not wish to cast their votes during the meeting, can cast their votes prior to the AGM via the ABN AMRO website designated for this purpose: www.abnamro.com/evoting, up to Friday 9 May 2025, 5.30pm CET. They thereby give their voting instructions to an independent third party: CSC Financial Services (Netherlands) B.V.

If a shareholder is unable to give their voting instructions electronically, these may also be given in writing. A [form](#) has been made available on the Company website for this purpose. This form must be completed and received by CSC Financial Services (Netherlands) B.V. no later than Friday 9 May 2025 at 5.30pm CET (by mail: CSC Financial Services (Netherlands) B.V., EDGE Amsterdam West, Basisweg 10, 1043 AP Amsterdam, the Netherlands, or by email: NL-Arcadis@cscglobal.com).

A proxy with voting instructions will be sent to the holders of registered shares. Here too, CSC Financial Services (Netherlands) B.V. must receive the proxy no later than Friday 9 May 2025 at 5.30pm CET at the above (email) address. Should shareholders wish to designate a party other than CSC Financial

Services (Netherlands) B.V. as their proxy, they can also use the [proxy form](#) that the Company has made available on its website.

Amsterdam, 31 March 2025

Executive Board

Arcadis N.V.

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