

## Summary of the resolutions adopted at the annual General Meeting of Arcadis N.V. (the "Company") on Friday 16 May 2025

Outstanding Share Capital (OSC) on AGM Record Date (18 April 2025): 89,415,406

#	SUMMARY RESOLUTIONS	FOR	%	AGAINST	%	ABSTAIN	TOTAL
4.a.	The General Meeting adopted the 2024 financial statements.	74.368.630	99,86	100.908	0,14	129.110	74.598.648
4.b.	The General Meeting decided on a cash dividend for the financial year 2024 of €1.00 per ordinary share, to be distributed to the holders of ordinary Arcadis N.V. shares.	74.491.745	99,87	100.192	0,13	6.680	74.598.617
5.a.	The General Meeting discharged the members of the Executive Board in function during financial year 2024 from liability for their management of the Company and its activities during 2024.	72.491.950	97,47	1.884.448	2,53	222.219	74.598.617
5.b.	The General Meeting discharged the members of the Supervisory Board in function during financial year 2024 from liability for their supervision of the Company during 2024.	72.492.504	97,47	1.883.894	2,53	222.219	74.598.617
6.a.	The General Meeting appointed KPMG Accountants N.V. to audit the 2026 Financial Statements of the Company.	74.592.127	99,99	4.810	0,01	1.680	74.598.617
6.b.	The General Meeting appointed KPMG Accountants N.V. to provide limited assurance on the 2025 sustainability statement	74.592.544	99,99	4.393	0,01	1.680	74.598.617
6.c.	The General Meeting appointed KPMG Accountants N.V. to provide limited assurance on the 2026 sustainability statement	74.586.240	99,99	5.597	0,01	6.780	74.598.617
7.a.	The General Meeting cast a positive advisory vote on the remuneration report for the Executive Board over 2024.	70.759.899	97,00	2.187.444	3,00	1.651.074	74.598.417
7.b.	The General Meeting cast a positive advisory vote on the remuneration report for the Supervisory Board over 2024.	73.764.913	98,89	829.564	1,11	3.940	74.598.417
8.a.	The General Meeting reappointed Mr M.P. Lap as member of the Supervisory Board for a period of two years.	73.560.661	98,61	1.033.949	1,39	4.007	74.598.617
8.b.	The General Meeting reappointed Ms C.M.C. Mahieu as member of the Supervisory Board for a period of four years.	74.437.197	99,79	157.413	0,21	4.007	74.598.617
9.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 2025. 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.	72.943.979	97,79	1.652.208	2,21	2.430	74.598.617
9.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 2025.	72.574.333	97,29	2.021.956	2,71	2.328	74.598.617
10.	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 2025, up to a maximum of 10% of the issued share capital.	74.292.270	99,62	280.432	0,38	25.915	74.598.617

