

Annual General Meeting Arcadis N.V.

The annual General Meeting ('AGM') of Arcadis N.V. ('Arcadis' or the 'Company') will be held on **Wednesday 20 May 2026 at 2pm CET** at Van der Valk hotel Amsterdam Zuidas, Tommaso Albinonistraat 200, Amsterdam, the Netherlands.

SUMMARY AGENDA

1. Opening and notifications
2. Report by the Supervisory Board on financial year 2025
3. Report by the Executive Board on financial year 2025
4. 2025 financial statements and dividend
5. Discharge
6. Appointment of external auditor
7. Compliance with the Dutch Corporate Governance Code 2025
8. Remuneration reports Executive Board and Supervisory Board 2025
9. Composition of the Executive Board; appointment of Ms. H.L. Polinsky
10. Composition of the Supervisory Board
11. Delegation of authority to grant or issue (rights to acquire) Arcadis N.V. shares
12. Authorization to repurchase Arcadis N.V. shares
13. Cancellation of ordinary Arcadis N.V. shares
14. Any other business
15. Closing

Meeting documents

As from today, this convocation and the agenda with explanatory notes 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 (re)appointment 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 Wednesday 22 April 2026 (the Record Date), are so entitled and are registered as such in the registers designated for that purpose by the Executive Board.

Registration, attendance and voting

Starting Thursday 23 April 2026, shareholders wishing to attend the AGM may register their shares via www.abnamro.com/evoting. Registration must take place before Friday 15 May 2026 at 5.30pm CET. Intermediaries must submit a statement to ABN AMRO ultimately on Monday 18 May 2026 at 1.30pm CET identifying the number of shares registered for the AGM for each shareholder.

An invitation to attend the AGM, including registration instructions, will be sent to all shareholders whose shares are recorded in the shareholders register of Arcadis.

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 15 May 2026, 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 15 May 2026 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).

Should shareholders wish to designate a party other than CSC Financial Services (Netherlands) B.V. as their proxy, they can also use the same [proxy form](#) that the Company has made available on its website.

Amsterdam, 1 April 2026

Arcadis N.V.

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