POWER OF ATTORNEY (PROXY)

FOR HOLDERS OF BEARER SHARES (*AANDELEN AAN TOONDER*)

YOU SHOULD COMPLETE THIS POWER OF ATTORNEY IF YOU WISH FOR AN ATTORNEY TO VOTE ON YOUR BEHALF IN THE EXTRAORDINARY GENERAL MEETING OF ARCADIS N.V., WITH CORPORATE SEAT IN AMSTERDAM, TO BE HELD ON TUESDAY 30 SEPTEMBER 2025 AT 11.30AM CET (THE "EGM").

Arcadis has engaged CSC Financial Services (Netherlands) B.V. (EDGE Amsterdam West, Basisweg 10, 1043 AP Amsterdam, the Netherlands) to act as an independent third party to whom shareholders can grant a power of attorney with voting instructions for this EGM. If you wish to grant a power of attorney (including voting instructions) to CSC Financial Services (Netherlands) B.V. as your attorney, this form must be received by CSC Financial Services (Netherlands) B.V. ultimately on Tuesday 23 September 2025 at 5.30pm CET (by mail or by email: NL-Arcadis@CSCglobal.com).

If you wish to grant a power of attorney to another party, please include the details of this party below.

All relevant meeting documents, including the complete agenda with explanatory notes can be found on the Company's website (www.arcadis.com) and on the e-voting pages of ABN AMRO (www.abnamro.com/evoting).

Appointment attorney:

On **Tuesday 2 September 2025** (the Record Date), the undersigned is entitled to ______________________ ordinary shares in the share capital of Arcadis N.V., account number: __________________ with ____________________ [insert name intermediary/bank] (jointly, the "**Shares**"). The undersigned hereby authorises and appoints*:

☐ **CSC Financial Services (Netherlands) B.V.**; or

☐ __________________________________, born in ______________________ on __________________

* Please check one of the boxes. If you do not check one of the boxes, this power of attorney is not valid.

as his/her/its true and lawful attorney to (i) represent the undersigned at the EGM and any resumption thereof, and to cast votes on the Shares as indicated below and (ii) to do all and everything the proxy might deem appropriate or necessary in connection with the foregoing, with the right of substitution.

If you grant power of attorney to CSC Financial Services (Netherlands) B.V., you must also include voting instructions. In that respect please check the appropriate boxes below. If you mark none of the boxes, this power of attorney is invalid. If you mark more than one box or no box, or if your mark for an agenda item is unclear, CSC Financial Services (Netherlands) B.V. will not vote at that/those specific agenda item(s) and your vote on the relevant item will be considered as an abstention.

If you grant power of attorney to another person, you may choose to include voting instructions. If you include voting instructions, please check the appropriate boxes below. If you mark none of the boxes, more than one box or no box, or if your mark for an agenda item is unclear, you have granted a general power of attorney without voting instructions regarding that/those item(s) and the attorney can exercise the voting rights at its/his/her own will.

AGENDA		**Vote**		
No.	**Item**	**FOR**	**AGAINST**	**ABSTAIN**
2	Composition of the Executive Board; appointment of Mr S.P. Crowe	☐	☐	☐

This proxy should be (i) accompanied by a registration certificate that you received from your bank when you registered your shares for the General Meeting (ii) signed by you and (iii) timely received by the attorney. If this is not the case, this proxy is not valid and, if applicable, the voting instructions are not valid.

This proxy may only be revoked by written notification to the attorney, which must be received by the attorney ultimately Tuesday 23 September 2025 at 5.30pm CET.

This proxy is governed exclusively by the laws of the Netherlands.

Name: ____________________________
Address: __________________________
Date: _____________________________

Signature: _________________________