

Dividend Financial Year 2020

In the Annual General Meeting of Arcadis N.V., held on 29 April 2021, the dividend for the financial year 2020 was set at EUR 0.60 per ordinary share. Arcadis N.V. offers its shareholders the choice to receive the dividend in cash or in shares.

The election period in which shareholders can instruct their bank or broker to opt for a dividend in cash or a dividend in shares is from Wednesday 5 May 2021 through Wednesday 19 May 2021, 3pm CET. If no choice is made, the dividend will be paid in cash. Cash distribution is subject to 15% dividend withholding tax.

The number of ordinary shares to which the dividend distribution entitles the holder of shares that chooses a dividend in shares will be such that the dividend in shares is (virtually) the same as the dividend in cash ('**Exchange Ratio**'). The Exchange Ratio will be based on the Volume Weighted Average Price ('**VWAP**') of Arcadis N.V. shares traded on Euronext Amsterdam from Thursday 13 May 2021 through Wednesday 19 May 2021. The Exchange Ratio will be published on Wednesday 19 May 2021 after close of trading.

The holders of bearer shares are requested to indicate their choice for cash dividend or dividend in shares within the Election Period, through their bank or broker to ABN AMRO Bank N.V., ("**ABN AMRO**") by Wednesday 19 May 2021 by 3pm CET at the latest.

The holders of registered shares can indicate their choice for cash dividend or dividend in shares within the Election Period to Arcadis N.V.

When making a choice, shareholders should take the contents of the Q&A into account. The Q&A can be found on www.arcadis.com/en/global/investors/dividend-policy/

The dividend will be paid (and the shares will be provided) as from Friday 21 May 2021. In relation to the dividend, sections 1:4.h and 1:5.g of the Prospectus Regulation will be applicable.

Time schedule Dividend:

Monday 3 May 2021:	Ex-dividend date
Tuesday 4 May 2021:	Record Date
Wednesday 5 May - Wednesday 19 May 2021, 3pm CET:	Election Period
Wednesday 19 May 2021 end of trading day:	Announcement of the Exchange Ratio
From Friday 21 May 2021:	Payment of Cash Dividend and granting of new shares

Executive Board of Arcadis N.V.
Amsterdam, 29 April 2021

For more information you can contact:

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About Arcadis

Arcadis is the leading global design & consultancy organization for natural and built assets. We maximize impact for our clients and the communities they serve by providing effective solutions through sustainable outcomes, focus and scale, and digitalization. We are over 27,000 people, active in more than 70 countries that generate €3.3 billion in revenues. We support UN-Habitat with knowledge and expertise to improve the quality of life in rapidly growing cities around the world. www.arcadis.com