

Summary of the resolutions adopted at the annual General Meeting of Arcadis N.V. (the "Company") on Friday 12 May 2023

Outstanding Share Capital (OSC) on AGM Record Date (14 April 2023): 89,583,778

#	SUMMARY RESOLUTIONS	FOR	%	AGAINST	%	ABSTAIN	VOTES TOTAL	% of OSC
4.a	The General Meeting adopted the 2022 financial statements.	74,504,146	100.00	300	0.00	184,410	74,688,856	83.37%
4.b	The General Meeting decided on a cash dividend for the financial year 2022 of €0.74 per ordinary share, to be distributed to the holders of ordinary Arcadis N.V. shares.	74,459,838	99.70	221,539	0.30	7,479	74,688,856	83.37%
5.a	The General Meeting discharged the members of the Executive Board in function during financial year 2022 from liability for their management of the Company and its activities during 2022.	73,272,049	98.38	1,204,090	1.62	212,717	74,688,856	83.37%
5.b	The General Meeting discharged the members of the Supervisory Board in function during financial year 2022 from liability for their supervision of the Company during 2022.	73,271,399	98.39	1,202,430	1.61	215,027	74,688,856	83.37%
6	The General Meeting appointed PricewaterhouseCoopers Accountants N.V. to audit the 2024 Financial Statements of the Company.	74,673,765	99.99	5,980	0.01	9,111	74,688,856	83.37%
7.a	The General Meeting cast a positive advisory vote on the remuneration report for the Executive Board over 2022.	73,256,701	98.26	1,295,483	1.74	136,472	74,688,656	83.37%
7.b	The General Meeting cast a positive advisory vote on the remuneration report for the Supervisory Board over 2022.	74,323,341	99.52	355,479	0.48	9,836	74,688,656	83.37%
8	The General Meeting appointed Mr A.G. Brookes as member of the Executive Board for a period of four years.	74,673,698	99.99	6,659	0.01	8,299	74,688,656	83.37%
9.a	The General Meeting re-appointed Mr M.P. Lap as member of the Supervisory Board for a period of two years.	73,281,504	98.23	1,323,666	1.77	83,486	74,688,656	83.37%
9.b	The General Meeting appointed Ms B.J. Duganier as member of the Supervisory Board for a period of four years.	74,223,436	99.39	455,479	0.61	9,741	74,688,656	83.37%
10.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 2023. 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.	73,787,780	98.80	892,456	1.20	8,420	74,688,656	83.37%
10.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 2023.	72,962,648	97.70	1,717,881	2.30	8,127	74,688,656	83.37%
11	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 2023, up to a maximum of 10% of the issued share capital.	74,127,277	99.26	550,103	0.74	11,276	74,688,656	83.37%
12	The General Meeting approved the Arcadis N.V. 2023 Long-Term Incentive Plan.	74,192,785	99.35	486,710	0.65	9,161	74,688,656	83.37%