

Annual General Meeting Arcadis N.V.

The annual General Meeting ('AGM') of Arcadis N.V. ('Arcadis' or the 'Company') will be held on **Thursday 12 May 2022 at 3pm CET** at Gustav Mahlerlaan 10 in Amsterdam, at the offices of ABN AMRO. This AGM will be held in hybrid form, accommodating both virtual and in-person attendance. Arcadis will continue to monitor the COVID-19 guidelines from the Dutch government. You are advised to regularly check the Arcadis website for any further updates until the date of the meeting.

SUMMARY AGENDA

1. Opening and notifications
2. Report by the Supervisory Board on financial year 2021
3. Report by the Executive Board on financial year 2021
4. 2021 financial statements and dividend
5. Discharge
6. Appointment of auditor to audit the 2023 financial statements
7. Remuneration reports Executive Board and Supervisory Board 2021
8. Composition of the Supervisory Board (non-binding nomination)
9. Delegation of authority to grant or issue (rights to acquire) Arcadis N.V. shares
10. Authorization to repurchase Arcadis N.V. shares
11. Any other business
12. Closing

Meeting documents

As from today, this convocation, the agenda with explanatory notes and the Annual Integrated Report 2021 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 candidate 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 Thursday 14 April 2022 (the '**Record Date**'), have those rights and are registered as such in the registers designated for that purpose by the Executive Board.

Registration, attendance and voting

Starting Friday 15 April 2022, holders of bearer shares wishing to attend the AGM in person or virtually, and vote live during the AGM, may register their shares via www.abnamro.com/evoting. Registration must take place before Thursday 5 May 2022 at 5.30pm CET. Intermediaries must submit a statement to ABN AMRO ultimately on Friday 6 May 2022 at 1.30pm CET identifying the number of shares registered for the AGM for each shareholder.

Both shareholders who attend the meeting virtually and shareholders who attend in person will have the opportunity to ask questions live during the meeting.

For more information on the webcast and the voting process, see www.abnamro.com/evoting.

Holders of registered shares

An invitation to attend the AGM, including registration instructions, will be sent to all holders of registered shares.

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 vote prior to the AGM via the ABN AMRO website designated for this purpose (www.abnamro.com/evoting), up to Thursday 5 May 2022, 5.30pm CET.

They thereby give their voting instructions to an independent third party: Intertrust Financial Services B.V., EDGE Amsterdam West, Basisweg 10, 1043 AP Amsterdam, the Netherlands.

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 Intertrust Financial Services B.V. no later than Thursday 5 May 2022 at 5.30pm CET (by mail or by email: NL-Arcadis@intertrustgroup.com).

A proxy with voting instructions will be sent to the holders of registered shares. Here too, Intertrust Financial Services B.V. must receive the proxy no later than Thursday 5 May 2022 at 5.30pm CET at the above (email) address.

Should shareholders wish to designate a party other than Intertrust Financial Services B.V. as their proxy, they can also use the proxy form that the Company has made available on its website.

Amsterdam, 25 March 2022

Executive Board

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