

REAPPOINTMENT SCHEDULE SUPERVISORY BOARD ARCADIS NV
Per 10 July 2025

<u>Board member</u>	<u>End of term</u>	<u>Reappointment</u>
<p>M.P. Lap (Chairman) Year of birth: 1962 Appointed: 12-05-2015 Reappointed: 25-04-2019 Reappointed: 12-05-2023 Reappointed: 16-05-2025</p>	AGM May 2027	Not possible
<p>M.C. Putnam (Vice-Chair) Year of birth: 1960 Appointed: 24-04-2018 Reappointed: 12-05-2022</p>	AGM May 2026	Possible (+2 +2 years)
<p>D.L.M. Goodwin Year of birth: 1965 Appointed: 25-04-2016 Reappointed: 06-05-2020 Reappointed: 08-05-2024</p>	AGM May 2026	Possible (+2 years)
<p>C.M.C. Mahieu Year of birth: 1959 Appointed: 29-04-2021 Reappointed: 16-05-2025</p>	AGM May 2029	Possible (+2 +2 years)
<p>B.J. Duganier Year of birth: 1958 Appointed: 12-05-2023</p>	AGM May 2027	Possible (+4 +2 +2 years)
<p>L.M. Morant Year of birth: 1963 Appointed: 13-12-2023</p>	AGM May 2027	Possible (+4 +2 +2 years)
<p>P.A.W. de Wit Year of birth: 1963 Appointed: 13-12-2023</p>	AGM May 2027	Possible (+4 +2 +2 years)
<p>R.A.J. Swaak Year of birth: 1960 Appointed: 10-07-2025</p>	AGM May 2029	Possible (+4 +2 +2 years)