

Arcadis N.V. Annual General Meeting 2022

Type of meeting	AGM
Company:	Arcadis
Date	15:00h CET, May 12, 2022
Location	Virtual Shareholder Meeting
Speaker	Robert Dykstra (Robeco)
Opt-in members	N.A.
Attendance AGM	84% of outstanding stock represented

		Result (%)	
	Agenda items	Vote	For
4.a.	Accounts and Reports	For	100
4.b.	Allocation of Profits/Dividends	For	98
4.c.	Special Dividend	For	99
5.a.	Ratification of Management Board Acts	For	99
5.b.	Ratification of Supervisory Board Acts	For	99
6.	Appointment of Auditor	For	100
7.a.	Remuneration Report Management Board	For	94
7.b.	Remuneration Report Supervisory Board	For	99
8.a.	Elect Michael C. Putnam to the Supervisory Board	For	98
9.a.	Authority to Issue Shares w/ Preemptive Rights	For	99
9.b.	Authority to Suppress Preemptive Rights	For	99
10.	Authority to Repurchase Shares	For	99

Agenda Item 1 - Opening

Sustainability Strategy

We would like to acknowledge Arcadis' performance over the past year and how it has navigated its first year under a new strategy. We appreciate that Arcadis has made health and safety an important priority and continues to engage with stakeholders to identify topics of material relevance. Specifically, we have seen an increase in the proactivity in which Arcadis responds to governance and societal issues that are of concern to investors and broader stakeholders. The recent update to the human rights policy and corresponding stakeholder outreach is one such example. Nonetheless, we have the following question on Arcadis' climate transition strategy:

- Given Arcadis' commitment to becoming net-zero by 2050, and having set itself on a trajectory aligned with the International Energy Agency's (IEAs) 2050 Net-Zero Roadmap, what kinds of mechanisms are in place to ensure this alignment is maintained at the operational level?

In our annual report we outlined several new initiatives that we have implemented to ensure our climate targets including reaching net-zero by 2050 are as robust as possible. The Global Sustainability strategy defines our steps to accelerate the transition to a Net Zero world and includes climate related risks and opportunities. To reflect our new ambition and to leverage the global scale of our expertise, we evolved our global operations by consolidating into three Global Business Areas: Resilience, Places and Mobility. For clients, this change will optimize access to

our global skills, capabilities and experience, allowing for the delivery of best-in class (sustainable) solutions, as well as efficient service and product delivery. We also developed new client services and solutions that generate sustainable client outcomes, including the growth of our global Sustainability Advisory Practice. Lastly, we are monitoring our own sustainable business transformation, working with Global Business Areas and their in-country leads to integrate sustainability into their strategy, processes, services, and solutions.