

ARCADIS SHARE BUYBACK PROGRAM 2025

Total Program Size: EUR 175 million

Announcement: 1 October 2025, up to 9 months

Summary Program

Total # Shares	4,141,810
Total Consideration	€ 158,797,681
Average share price	€ 38.34
Progress %	90.7%

	Trade date	Value Date	# shares / day	Cumulative Shares / week	Repurchased Shares / since program start	Share price / day	Costs / day	Cumulative Costs / week	Weighted avg share price / week
as mentioned in press release									
Week 1	29-Sep	01-Oct	-	-	-	-	-	-	€ -
	30-Sep	02-Oct	-	-	-	-	-	-	€ -
	01-Oct	03-Oct	30,451	30,451	30,451	€ 46.72	€ 1,422,777	€ 1,422,777	29% € 13.39
	02-Oct	06-Oct	32,120	62,571	62,571	€ 47.53	€ 1,526,648	€ 2,949,425	30% € 14.37
	03-Oct	07-Oct	43,661	106,232	106,232	€ 47.41	€ 2,070,003	€ 5,019,428	41% € 19.49 € 47.25
Week 2	06-Oct	08-Oct	27,362	27,362	133,594	€ 48.02	€ 1,314,044	€ 1,314,044	29% € 13.81
	07-Oct	09-Oct	21,710	49,072	155,304	€ 47.93	€ 1,040,504	€ 2,354,547	23% € 10.93
	08-Oct	10-Oct	10,725	59,797	166,029	€ 47.19	€ 506,059	€ 2,860,607	11% € 5.32
	09-Oct	13-Oct	14,481	74,278	180,510	€ 47.80	€ 692,221	€ 3,552,827	15% € 7.27
	10-Oct	14-Oct	20,899	95,177	201,409	€ 47.85	€ 1,000,053	€ 4,552,880	22% € 10.51 € 47.84
Week 3	13-Oct	15-Oct	16,029	16,029	217,438	€ 48.10	€ 771,025	€ 771,025	9% € 4.17
	14-Oct	16-Oct	36,760	52,789	254,198	€ 47.51	€ 1,746,537	€ 2,517,563	20% € 9.45
	15-Oct	17-Oct	19,972	72,761	274,170	€ 47.72	€ 953,088	€ 3,470,651	11% € 5.16
	16-Oct	20-Oct	58,000	130,761	332,170	€ 48.01	€ 2,784,336	€ 6,254,987	31% € 15.07
	17-Oct	21-Oct	53,986	184,747	386,156	€ 48.02	€ 2,592,359	€ 8,847,346	29% € 14.03 € 47.89
Week 4	20-Oct	22-Oct	5,330	5,330	391,486	€ 47.79	€ 254,733	€ 254,733	9% € 4.12
	21-Oct	23-Oct	13,948	19,278	405,434	€ 48.40	€ 675,090	€ 929,824	23% € 10.91
	22-Oct	24-Oct	8,655	27,933	414,089	€ 49.24	€ 426,145	€ 1,355,968	14% € 6.89
	23-Oct	27-Oct	10,579	38,512	424,668	€ 50.02	€ 518,580	€ 1,874,549	17% € 8.38
	24-Oct	28-Oct	23,340	61,852	448,008	€ 49.12	€ 1,169,838	€ 3,044,387	38% € 18.91 € 49.22
Week 5	27-Oct	29-Oct	13,406	13,406	461,414	€ 50.71	€ 679,795	€ 679,795	6% € 2.82
	28-Oct	30-Oct	15,088	28,494	476,502	€ 50.45	€ 761,116	€ 1,440,911	6% € 3.16
	29-Oct	31-Oct	17,196	45,690	493,698	€ 50.86	€ 874,532	€ 2,315,443	7% € 3.63
	30-Oct	03-Nov	93,000	138,690	586,698	€ 43.09	€ 4,007,091	€ 6,322,534	39% € 16.63
	31-Oct	04-Nov	102,271	240,961	688,969	€ 41.98	€ 4,293,592	€ 10,616,126	42% € 17.82 € 44.06
Week 6	03-Nov	05-Nov	121,063	121,063	810,032	€ 39.70	€ 4,806,734	€ 4,806,734	21% € 8.51
	04-Nov	06-Nov	122,928	243,991	932,960	€ 37.92	€ 4,661,602	€ 9,468,336	22% € 8.26
	05-Nov	07-Nov	99,233	343,224	1,032,193	€ 38.23	€ 3,794,084	€ 13,262,420	18% € 6.72
	06-Nov	10-Nov	97,610	440,834	1,129,803	€ 37.24	€ 3,634,635	€ 16,897,055	17% € 6.44
	07-Nov	11-Nov	123,786	564,622	1,253,591	€ 36.24	€ 4,485,557	€ 21,382,613	22% € 7.94 € 37.87
Week 7	10-Nov	12-Nov	102,580	102,580	1,356,171	€ 36.71	€ 3,765,332	€ 3,765,332	48% € 17.79
	11-Nov	13-Nov	1,000	103,580	1,357,171	€ 36.85	€ 36,853	€ 3,802,185	0% € 0.17
	12-Nov	14-Nov	48,297	151,877	1,405,468	€ 37.71	€ 1,821,207	€ 5,623,392	23% € 8.60
	13-Nov	17-Nov	29,991	181,868	1,435,459	€ 37.20	€ 1,115,608	€ 6,739,000	14% € 5.27
	14-Nov	18-Nov	29,782	211,650	1,465,241	€ 36.28	€ 1,080,440	€ 7,819,441	14% € 5.10 € 36.95
Week 8	17-Nov	19-Nov	23,371	23,371	1,488,612	€ 36.02	€ 841,739	€ 841,739	14% € 5.13
	18-Nov	20-Nov	50,000	73,371	1,538,612	€ 35.97	€ 1,798,460	€ 2,640,199	30% € 10.96
	19-Nov	21-Nov	29,639	103,010	1,568,251	€ 35.99	€ 1,066,734	€ 3,706,934	18% € 6.50
	20-Nov	24-Nov	30,000	133,010	1,598,251	€ 35.59	€ 1,067,679	€ 4,774,613	18% € 6.51
	21-Nov	25-Nov	31,090	164,100	1,629,341	€ 35.19	€ 1,094,135	€ 5,868,747	19% € 6.67 € 35.76
Week 9	24-Nov	26-Nov	68,090	68,090	1,697,431	€ 36.09	€ 2,457,457	€ 2,457,457	18% € 6.45
	25-Nov	27-Nov	63,659	131,749	1,761,090	€ 36.32	€ 2,311,942	€ 4,769,399	17% € 6.07
	26-Nov	28-Nov	72,712	204,461	1,833,802	€ 36.84	€ 2,679,066	€ 7,448,465	19% € 7.03
	27-Nov	01-Dec	91,561	296,022	1,925,363	€ 37.68	€ 3,450,440	€ 10,898,905	24% € 9.05
	28-Nov	02-Dec	85,043	381,065	2,010,406	€ 38.08	€ 3,238,208	€ 14,137,113	22% € 8.50 € 37.10
Week 10	01-Dec	03-Dec	85,622	85,622	2,096,028	€ 37.67	€ 3,225,227	€ 3,225,227	19% € 7.00
	02-Dec	04-Dec	100,787	186,409	2,196,815	€ 37.61	€ 3,790,186	€ 7,015,412	22% € 8.23
	03-Dec	05-Dec	109,866	296,275	2,306,681	€ 37.66	€ 4,137,696	€ 11,153,109	24% € 8.98
	04-Dec	08-Dec	90,402	386,677	2,397,083	€ 36.88	€ 3,334,288	€ 14,487,397	20% € 7.24
	05-Dec	09-Dec	73,945	460,622	2,471,028	€ 37.19	€ 2,749,793	€ 17,237,189	16% € 5.97 € 37.42
Week 11	08-Dec	10-Dec	62,869	62,869	2,533,897	€ 36.67	€ 2,305,236	€ 2,305,236	19% € 7.05
	09-Dec	11-Dec	39,140	102,009	2,573,037	€ 36.21	€ 1,417,169	€ 3,722,406	12% € 4.33
	10-Dec	12-Dec	59,688	161,697	2,632,725	€ 36.03	€ 2,150,750	€ 5,873,156	18% € 6.57
	11-Dec	15-Dec	72,829	234,526	2,705,554	€ 35.93	€ 2,616,986	€ 8,490,142	22% € 8.00
	12-Dec	16-Dec	92,628	327,154	2,798,182	€ 36.33	€ 3,365,157	€ 11,855,299	28% € 10.29 € 36.24
Week 12	15-Dec	17-Dec	70,641	70,641	2,868,823	€ 36.24	€ 2,559,691	€ 2,559,691	17% € 6.19
	16-Dec	18-Dec	54,486	125,127	2,923,309	€ 36.30	€ 1,977,973	€ 4,537,663	13% € 4.79
	17-Dec	19-Dec	87,374	212,501	3,010,683	€ 36.07	€ 3,151,274	€ 7,688,938	21% € 7.63
	18-Dec	22-Dec	98,401	310,902	3,109,084	€ 36.11	€ 3,553,703	€ 11,242,641	24% € 8.60
	19-Dec	23-Dec	102,377	413,279	3,211,461	€ 35.81	€ 3,666,090	€ 14,908,730	25% € 8.87 € 36.07
Week 13	22-Dec	24-Dec	88,945	88,945	3,300,406	€ 35.11	€ 3,123,037	€ 3,123,037	40% € 14.03
	23-Dec	24-Dec	85,233	174,178	3,385,639	€ 35.28	€ 3,007,378	€ 6,130,415	38% € 13.51
	24-Dec	n/a	48,451	222,629	3,434,090	€ 35.21	€ 1,705,955	€ 7,836,370	22% € 7.66
	25-Dec	n/a	-	222,629	3,434,090	-	-	€ 7,836,370	0% € -
	26-Dec	n/a	-	-	3,434,090	-	-	€ 7,836,370	0% € - € 35.20
Week 14	29-Dec	31-Dec	71,073	71,073	3,505,163	€ 35.63	€ 2,532,473	€ 2,532,473	29% € 10.28
	30-Dec	02-Jan	50,145	121,218	3,555,308	€ 35.79	€ 1,794,860	€ 4,327,333	20% € 7.29
	31-Dec	05-Jan	31,069	152,287	3,586,377	€ 35.72	€ 1,109,651	€ 5,436,984	13% € 4.51
	01-Jan	n/a	-	152,287	3,586,377	-	-	€ 5,436,984	0% € -
	02-Jan	06-Jan	93,950	246,237	3,680,327	€ 35.77	€ 3,361,042	€ 8,798,027	38% € 13.65 € 35.73
Week 15	05-Jan	07-Jan	91,494	91,494	3,771,821	€ 36.29	€ 3,320,610	€ 3,320,610	20% € 7.20
	06-Jan	08-Jan	92,950	184,444	3,864,771	€ 36.65	€ 3,406,655	€ 6,727,265	20% € 7.38
	07-Jan	09-Jan	89,045	273,489	3,953,816	€ 36.80	€ 3,276,544	€ 10,003,809	19% € 7.10
	08-Jan	12-Jan	92,094	365,583	4,045,910	€ 36.23	€ 3,336,731	€ 13,340,540	20% € 7.23
	09-Jan	13-Jan	95,900	461,483	4,141,810	€ 36.85	€ 3,533,445	€ 16,873,986	21% € 7.66 € 36.56
TOTAL					4,141,810			€ 158,797,681	€ 38.34