



ARCADIS SHARE BUYBACK PROGRAM 2025

Total Program Size: EUR 175 million  
Announcement: 1 October 2025, up to 9 months

|                         |              |
|-------------------------|--------------|
| Summary Progres Program |              |
| Total # Shares          | 688,969      |
| Total Consideration     | € 32,080,167 |
| Average share price     | € 46.56      |
| Progress %              | 18%          |

|                               | Trade date | Value Date | # shares / day | Cumulative<br>Shares / week | Total<br>Repurchased<br>Shares / since<br>program start | Share price / day | Costs / day | Cumulative Costs /<br>week | Weighted avg share price /<br>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   |
|                               |            |            |                |                             |                                                         |                   |             |                            |                                    |         |
| 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   |
|                               |            |            |                |                             |                                                         |                   |             |                            |                                    |         |
| 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   |
|                               |            |            |                |                             |                                                         |                   |             |                            |                                    |         |
| 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                                                 | € 49.02           | € 518,580   | € 1,874,549                | 17% €                              | 8.38    |
|                               | 24-Oct     | 28-Oct     | 23,340         | 61,852                      | 448,008                                                 | € 50.12           | € 1,169,838 | € 3,044,387                | 38% €                              | 18.91   |
|                               |            |            |                |                             |                                                         |                   |             |                            |                                    |         |
| 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   |
|                               |            |            |                |                             |                                                         |                   |             |                            |                                    |         |
| TOTAL                         |            |            |                |                             | 688,969                                                 |                   |             | € 32,080,167               |                                    | € 46.56 |