



IMPORTANT NOTICE

May 27, 2025

To: Holders of Arcadis - New York Shares

Re: Cash Dividend - **Final Rate**

Security Name: Arcadis - New York Shares

Country of Incorporation: NETHERLANDS

CUSIP: 03923E107

Ratio (Local Shares:DRs): 1:1

	<u>Local Shares</u>	<u>DRs</u>
Record Date:	May 21, 2025	May 21, 2025
Payable Date:	May 26, 2025	May 30, 2025
Exchange Rate:	1.1331	
Cash Dividend: Taxable	<u>EUR1.0</u>	
Gross Dividend Total:	<u>EUR1.0</u>	USD1.1331
Dividend Fee:		USD0.00
Withholding Rate: 15.00%		<u>USD0.169965</u>
Net Dividend Rate:		<u>USD0.963135</u>

Foreign currency transaction was executed by the Issuer.

Should you have any questions regarding this matter, please contact us at
Toll Free 1-888-BNY-ADRS(1-888-269-2377) or International Callers 1-201-680-6825.

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