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SCHEDULE 2 CHANGE OF DEDUCTIONS

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Please enter and submit your details via https://arcadis.globalsharesequity.co.uk/.

EMPLOYER
Arcadis U.S., Inc. / Corporate Benefits
CallisonRTKL Inc.

Re: “US ESPP” – Change my Payroll Deductions

Dear Sir/Madam,

I refer to my Participation Agreement dated [date] and more in particular to articles 3.1 of that Participation Agreement and Section 3.2(b) of the Arcadis NV 2012 Employee Stock Purchase Plan (the “US ESPP”, which is a sub-plan of the Arcadis NV Global Share Plan (the “Global Share Plan”)) concerning the adjustment of the amount of my Payroll Deductions. Capitalized terms used but not defined herein shall have the meaning assigned to them in the Participation Agreement, the Global Share Plan and the US ESPP.

I would like to change, and hereby authorize my Employer to change, the amount of my Payroll Deductions effective as per [January 1 / April 1 / July 1 / October 1] to an amount of USD [amount] per bi-weekly pay date (minimum USD 13 and maximum USD 225).

I understand that the change of the amount of my Payroll Deductions will only become effective if this notice has been received within an Open Period before January 1, April 1, July 1 or October 1 of the calendar year in which the change of the amount of my Deductions should become effective.

I understand and acknowledge that the adjustment of my Payroll Deductions will not change the remaining terms and conditions of my participation in the US ESPP as set forth in the aforementioned Participation Agreement. I also understand and acknowledge that the instructions by means of this form are irrevocable and cannot be cancelled or amended for a period of 6 (six) months as from the date of this instruction and that once the requested change takes effect, two Offering Periods must be completed before I may further change the amount of my Payroll Deductions. I hereby confirm and acknowledge that I am not in the possession of, or aware of, any inside information relating to the Company, as defined in article 7 of the European Market Abuse Regulation.

Yours sincerely,