

# SCHEDULE 4 AUTHORIZATION OF ADJUSTMENT



GLOBAL SHARE PLAN  
Powered by Lovinklaan

Employer

- Callison (Dubai branch)
- EC Harris International (Abu Dhabi branch)
- EC Harris International (Dubai branch)
- EC Harris Qatar WLL Qatar
- Hyder Consulting Middle East Limited
- Malcom Pirnie Inc (Oman)
- RTKL (Dubai)

Date .....

Re: 'Global Share Plan' ('Plan') – Authorization of Adjustment of Deductions

Dear Sir/Madam,

I refer to my Participation Agreement dated .....

and more in particular to Article 3.3 of that Participation Agreement and Article 5.1 of the Plan concerning the adjustment of the amount of my Deductions due to newly determined currency rates. Capitalized terms used but not defined herein shall have the meaning assigned to them in the Participation Agreement and the Plan.

I understand that due to adjusted currency rates – as recently determined by the Plan Board – the amount of my current Deductions does no longer meet the thresholds as mentioned in Article 5.1 of the Plan. Therefore, and based on the latest currency rates as determined by the Plan Board for the purpose of the Plan, I authorize my Employer to adjust my Deductions (in local currency) up to the equivalent amount of

..... per month (minimum EUR 25 and maximum EUR 400) as soon as practically possible.

I understand and acknowledge that the adjustment of my Deductions will not change the remaining terms and conditions of my participation in the Plan as set forth in the aforementioned Participation Agreement.

Yours sincerely,

Name of Participant ..... Signature .....

Address of Participant ..... Employee number .....

..... IBAN .....



THE COMPLETED AND SIGNED FORM CAN BE SENT BY E-MAIL TO  
[HR.SHAREDSERVICES@ARCADIS.COM](mailto:HR.SHAREDSERVICES@ARCADIS.COM)