

GLOBAL SHARE PLAN

SHARE IN THE SUCCESS OF ARCADIS



GLOBAL **SHARE PLAN**

Powered by Lovinklaan



THE GLOBAL SHARE PLAN IS A SHARE PURCHASE PLAN FOR ARCADIAN'S ACROSS THE WORLD



BENEFIT FROM A 20% DISCOUNT ON YOUR ARCADIS SHARES COMPARED TO THE MARKET PRICE



YOU CAN JOIN THE GLOBAL SHARE PLAN TWICE A YEAR, IN JUNE AND DECEMBER



FOR DETAILED INFORMATION, READ THE FAQ'S, THE PLAN RULES AND THE PARTICIPATION AGREEMENT

WHAT IS THE GLOBAL SHARE PLAN?

The Global Share Plan (GSP) is a share purchase plan for Arcadians across the world.

- It offers benefits and conditions that are equal for every Arcadian.
- It is managed by Lovinklaan Foundation with support of local Arcadis colleagues in participating countries.

WHY JOIN THE GLOBAL SHARE PLAN?

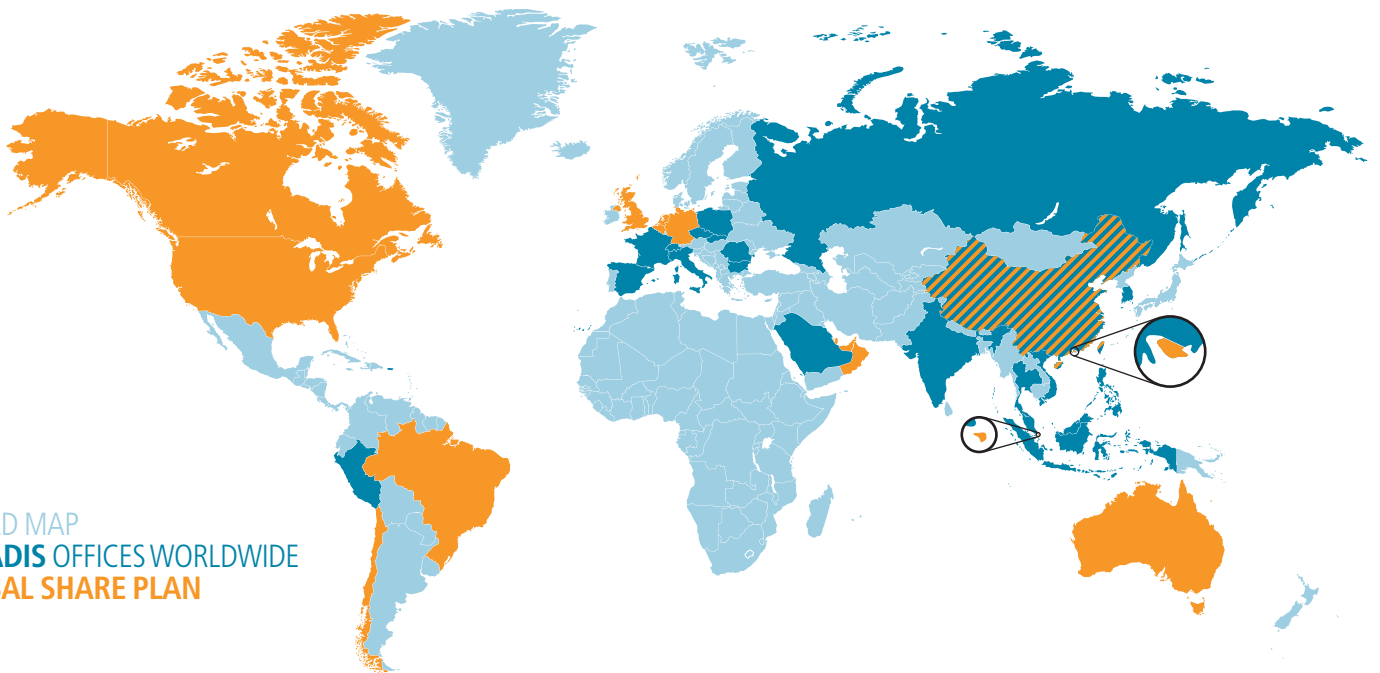
You increase your involvement as a shareholder of Arcadis. What's more, you share in the performance of Arcadis. As a GSP participant you enjoy the following benefits:

- 20% discount on your Arcadis shares compared to the market price,
- a dividend, ranging between 30-40% of Arcadis net income from operations,
- participation in the GSP possible from a limited monthly inlay,
- apart from subscribing to the GSP and fixing your monthly inlay, no extra steps for you to take,
- no costs for keeping your Arcadis shares.

HOW TO JOIN THE GLOBAL SHARE PLAN?

You can join the GSP twice a year, in June and December. These are the steps for you to take to join the GSP:

- Decide on the amount of your monthly deduction (an amount between GBP 18 and 295).
- Complete, sign and send the Participation Agreement to your local HR or payroll department.



WORLD MAP
ARCADIS OFFICES WORLDWIDE
GLOBAL SHARE PLAN



**NEW SHARES ARE
BLOCKED FOR ONE YEAR
(CANNOT BE SOLD OR
TRANSFERRED)**



**YOU CAN VIEW AND
MANAGE YOUR ARCADIS SHARES
IN EQUATE PLUS, AN ONLINE
SHARE ADMINISTRATION SYSTEM**



**YOU CAN CHANGE YOUR
MONTHLY DEDUCTION
TWICE A YEAR,
IN JUNE AND DECEMBER**



**YOU CAN LEAVE THE GSP
AT ANY TIME**

HOW DOES THE GLOBAL SHARE PLAN WORK?

Through the GSP, each month Arcadis shares are bought on your behalf. The shares are paid with fixed monthly deductions from your salary. In this way your shares portfolio automatically grows without actions for you to take. This is the process explained step by step:

MORE INFORMATION NEEDED?

You can read detailed information about the GSP in the Frequently Asked Questions. The terms and conditions of the GSP are described in the Plan Rules and the Participation Agreement.



1

**EACH MONTH, YOUR SALARY
DEPARTMENT DEDUCTS A
PRE-AGREED FIXED AMOUNT
FROM YOUR SALARY**



2

**THIS DEDUCTION IS
TRANSFERRED TO AN
ADMINISTRATION BANK AND,
IF NEEDED, CONVERTED INTO
EUROS (NO CONVERSION COSTS)**



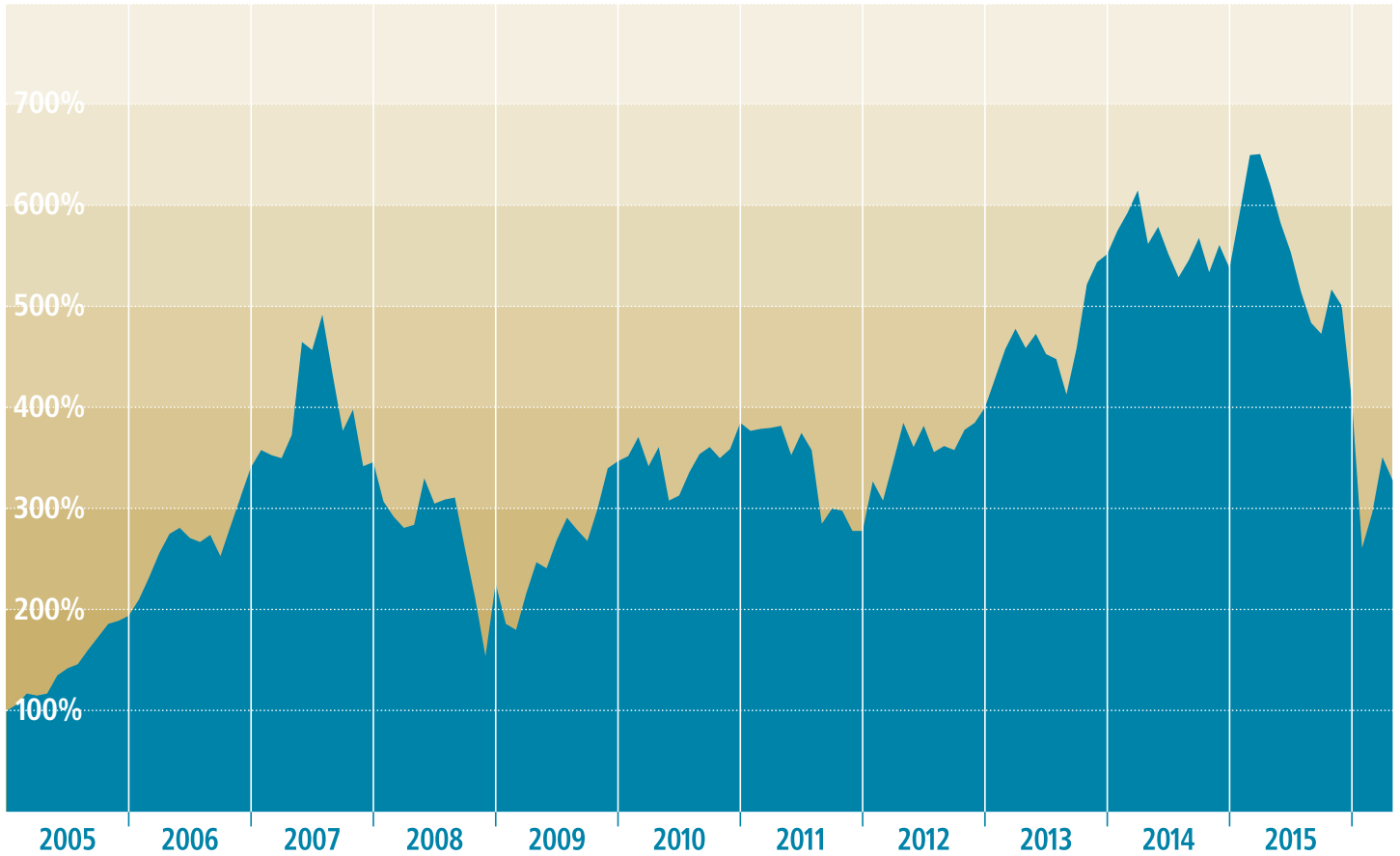
3

**THIS AMOUNT IS USED TO
BUY ARCADIS SHARES
ON YOUR BEHALF**



4

**THESE SHARES ARE
TRANSFERRED TO THE ONLINE
GSP SHARES ACCOUNT**



SHARE PRICE PERFORMANCE ARCADIS NV, JANUARY 2005 – APRIL 2016

Index based on share price development in Euros (index 2005 = 100%)



ABOUT LOVINKLAAN

Lovinklaan Foundation (also simply known as Lovinklaan) was founded in 1982 to ensure the continuity of Arcadis, to promote the interests of its people and to stimulate employee ownership. With an interest of over 17% in Arcadis, Lovinklaan is the company’s largest shareholder. The returns on this investment are used for the benefit of Arcadis and Arcadians all over the world. Lovinklaan manages the [Global Share Plan](#). In addition, it supports international employee knowledge transfer and innovation programs such as [Global Shapers](#), [Quest](#), [Shelter](#), [Imagine](#) and [Satellite](#).

Lovinklaan – Making the connection