



GLOBAL SHARE PLAN
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SCHEDULE 2 CHANGE OF PAYROLL DEDUCTIONS

Employer

Arcadis U.S., Inc. / Corporate Benefits
630 Plaza Drive, Suite 100
Highlands Ranch, CO 80129

Employer

CallisonRTKL Inc.
901 South Bond Street
Baltimore, Maryland 21231

Date

Re: "US ESPP" – Change my Payroll Deductions

Dear Sir/Madam,

I refer to my Participation Agreement dated

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 Offering Period to an amount of USD 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 for the designated Offering Period if my Employer has received this written notice by the 15th day of the month preceding the beginning of the designated Offering Period. If this written notice is not received by the 15th day of the month preceding the beginning of the designated Offering Period, the change shall become effective as of the Offering Period next following the designated Offering Period.

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.

Yours sincerely,

Name of Participant

Signature

Address of Participant

Employee ID Number

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THE COMPLETED AND SIGNED FORM CAN BE SENT BY EMAIL TO:
ARCADIS: hrcsolutionscenter@arcadis-us.com / CALLISONRTKL: benefits@callisonrtkl.com