



GLOBAL SHARE PLAN
Powered by Lovinklaan

SCHEDULE 3 DISCONTINUATION OF PARTICIPATION

Employer

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

Employer

□ CALLISON, LLC.
1420 Fifth Avenue #2400
Seattle, WA 98101

Employer

□ RTKL Associates Inc.
901 South Bond Street
Baltimore, Maryland 21231

Date

Re: "US ESPP" - Discontinuation of my participation

Dear Sir/Madam,

I refer to my Participation Agreement dated

and more in particular to article 3.2 of that Participation Agreement and Section 3.4 of the Arcadis NV 2012 Employee Stock Purchase Plan (the "US ESPP", which is a sub-plan of the Arcadis NV Global Share Plan (together constituting the "Plan")) concerning the discontinuation of my participation in the US ESPP. 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 hereby discontinue my participation in the US ESPP. I request that my Employer cease to make Payroll Deductions as soon as administratively practicable. I understand that any Payroll Deductions already made during the running Offering Period will be returned to me without interest as soon as administratively practicable.

I understand that no further Payroll Deductions will be made under the US ESPP, and that due to this discontinuation I will be ineligible to re-enroll for participation in the US ESPP for the next two Offering Periods. Any subsequent participation in the US ESPP will only become effective upon submission of a new Participation Agreement in accordance with the terms and conditions of the US ESPP.

Yours sincerely,

Name of Participant

Signature

Address of Participant

Employee ID Number



THE COMPLETED AND SIGNED FORM CAN BE SENT BY EMAIL TO:
ARCADIS: hrcolutionscenter@arcadis-us.com / CALLISON: benefits@callison.com / RTKL: benefits@rtkl.com