

### SCHEDULE 3

#### EXAMPLE OF CAPITAL REPAYMENT DISTRIBUTION OPTION MECHANISM

Nominal value per share	€0.01 (one eurocent)
Ordinary shares in issue (rounded up for purposes of this example)	609,000,000*
Board proposal of amount by which nominal value will be increased and subsequently decreased	€0.35 (thirty-five eurocents)

\* including shares held in treasury

Assuming shareholders approve Resolution 1 at the EGM:

#### Step 1 – Increase of the nominal value of each share by €0.35

	Number of ordinary shares in issue*	€	€
Nominal value per share, before increase	609,000,000	0.01	6,090,000
Increase in nominal value per share, from share premium reserves	609,000,000	0.35	213,150,000
<b>Nominal value per share after the increase</b>	<b>609,000,000</b>	<b>0.36</b>	<b>219,240,000</b>
<i>The proposed increase in the nominal value per share should not be seen as an indication of distributable earnings for H2 2022. Published earnings guidance is the only indication of distributable earnings.</i>			

\* including shares held in treasury

#### Step 2 – Payment of H2 2022 distribution (assumed for purposes of this example only at €0.20 per share) and decrease of nominal value per share by €0.35

	Number of ordinary shares in issue*	€	€
Example of actual H2 2022 distribution	609,000,000	0.20	121,800,000
<i>Shareholders' election</i>			
Option 1 – ordinary cash distribution	109,000,000	0.20	21,800,000
Option 2 – capital repayment	500,000,000	0.20	100,000,000
Nominal value per share, after decrease	609,000,000	0.01	6,090,000

\* including shares held in treasury

	DR	CR	Amount	
Increase in nominal value per share	Share premium	Share capital	213,150,000	
Payment of H2 2022 distribution - ordinary cash distribution (Option 1)	Retained earnings	Cash	21,800,000	
Payment of H2 2022 distribution – capital repayment (Option 2)	Share capital	Cash	100,000,000	
The residual amount of the nominal value decrease to be added to share premium reserve, which is the variance between €0.35 per share and the actual distribution (assumed for purposes of this example as €0.20) paid as a capital repayment	Share capital	Share premium	113,150,000	(213,150,000 – 100,000,000)