



# POWERING PROGRESS **SHARE AWARD**

## Frequently Asked Questions

The Powering Progress Share Award (“Award”) gives our employees a stake in Shell’s future as we launch our refreshed strategy. Here are some questions you might have about the Award.

### 1. Will I receive this Award?

This Award has been made to all Eligible Employees<sup>1</sup> who are actively employed on the date of the award (“Award Date”), **18 June 2021**. If you are eligible to receive an Award you will receive a communication at that time.

If your employment ends before the Award Date you will not be eligible to receive an Award. If you start employment after the Award Date you will not be eligible to receive an Award.

### 2. What is the value of my Award?

The initial value of the shares notionally awarded to you will be equivalent to USD 1,000. The number of shares will be determined on the Award Date based on the prevailing Royal Dutch Shell plc share prices, exchange rates and share type. All eligible employees will receive a notional award of shares with the same value (USD 1,000) regardless of their grade or country.

### 3. How many shares will I receive?

The class of shares you will receive is dependent on your base country location. Global employees will receive RDSA shares (EUR), UK employees will receive RDSB shares (GBP) and US employees will receive RDS.A shares (USD).

The number of shares has been determined using 30-day average share prices and exchange rates over the period 19 May to 17 June 2021, as shown in the table below.

	RDSA (EUR)	RDSB (GBP)	RDS.A (USD)
<b>Award value</b>	USD 1,000	USD 1,000	USD 1,000
<b>Exchange rates: USD to EUR/GBP</b>	0.82132	0.70682	1.00
<b>Value in share currency (x)</b>	EUR 821.32	GBP 706.82	USD 1,000
<b>RDS plc share prices (y)</b>	EUR 16.43	GBP 13.41	USD 40.00
<b>Your conditional Award of shares<sup>2</sup> (x/y)</b>	<b>50</b>	<b>53</b>	<b>25</b>

<sup>1</sup> Eligible employees do not include contractors or employees of non-integrated companies. The HR function retains discretion to determine eligibility.

<sup>2</sup> Rounded to the nearest whole share/ADS. Shown in your EquatePlus account.



#### 4. In which countries might the Award be settled in cash?

Due to local regulatory reasons your Award may be settled in cash. This is currently for participants in Vietnam and Ukraine. In these cases, the amount of cash delivered (before tax) will be equal to the value of the vested shares you would otherwise have received and of the notionally accumulated dividends. This will be paid to you after the 12-month holding period.

#### 5. Where can I find out more?

You will have received an email confirming your conditional Award.

Your Award certificate details the number of conditional shares awarded to you and the terms and conditions of your Award. Your certificate is accessible from the documents section of your EquatePlus Account, accessible through SSO [here](#) or via HR Online > Policies and Benefits > My EquatePlus Account. Alternatively, you can go to your account via [www.equateplus.com](http://www.equateplus.com) when you will need your userID and password.

The number of conditional shares granted to you is shown in your EquatePlus account > Powering Progress Share Award tile, on the overview page.

An Explanatory Guide, Country Tax Matrix, the Plan rules and the US prospectus are available in [HR Online](#) and the [Shell Share Plans microsite](#) (if you are not on the Shell network).

If you have any queries, please use the Help section in your EquatePlus account. Please also refer to the contact details [here](#).

**This Award has been made on 18 June 2021 following the completion of global legal, regulatory and tax due diligence and compliance steps, along with engagement with employee representatives, where appropriate. This Award is subject to formal rules, which prevail in the event of any conflict.**

**It is important to remember that share prices can go down as well as up and there are risks attached to owning shares in any company, including Royal Dutch Shell plc. If you hold shares in a currency different to your local currency, your shares will be subject to exchange rate risk. No assurance is provided that future dividend payments will match or exceed previous dividend payments.**