



CASH OUT POPULATIONS

Performance Share Plan (PSP)

Long Term Incentive Plan (LTIP)



Your award (PSP or LTIP as applicable) will be settled in cash if it is not possible for compliance reasons to deliver shares to you.

The details below explain when awards will be settled in cash.

Delivery of vested awards is always subject to the outcome of performance conditions and subject always to the Rules of the Shell Share Plan 2023.

- **Joint Ventures (50% or less Shell owned)** - if you are a local at award and are not employed by a Shell subsidiary at delivery then your award will be delivered in cash.
- **Australia** - if you had base country Australia and left Shell before **1 July 2022** on terms where you retained your PSP Award and spent any of the vesting period in Australia.
- **China** - if you are a Chinese national and have left Shell at the time of the delivery then your award will be delivered in cash first to the State Account Foreign Exchange ("SAFE") and then to your bank account in China
- **Saudi Arabia** - if you were in Saudi Arabia at award
- **Ukraine** - if you are a national of Ukraine **and** you are in Ukraine at delivery
- **Vietnam** - if you are a Vietnamese national
- **Russia** - if you have been identified as a person connected with Russia and you did not hold shares in your EquatePlus Share Plan Account (SPA) on 15 December 2022.

Please note that this document will be updated if compliance requirements change.