

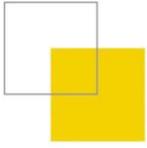


Shell Oil Company

2017 US Summary of Benefits

The information presented in this document is a high level overview of benefits offered to eligible regular full-time and regular part-time Shell and Motiva employees. A regular full-time employee is defined as an employee who regularly works the basic workweek for his or her job classification or position, but not less than 20 hours a week, and whose employment is not fixed or limited specifically to 30 consecutive calendar days or less. A regular part-time employee is defined as an employee who is regularly scheduled to work less than the basic workweek, but at least 20 hours a week on an indefinite basis.

Details regarding these benefits, including eligibility requirements and defined terms (which are capitalized herein), are described in the Summary Plan Description ("Dimensions, Care and Protections"), relevant Summary of Material Modifications (SMM's), or the official plan documents that govern each benefit plan's operation. This additional information is provided to new Shell and Motiva employees at onboarding. The information in this document in no way replaces information contained therein and if there is a conflict between this document and the various plan or summary documents, the official plan documents will control. The benefits described in this document are the benefits currently offered by Shell Oil Company and any affiliated companies that participate in the benefit plans. However, they are subject to change and the Company reserves the right to amend or terminate the benefits and underlying plans at any time in accordance with applicable plan provisions and law.



CARE

Health Care Coverage - Shell health plans offer flexibility and choice to help meet the health care needs of you and your family (including Domestic Partners). Your options in Medical, Dental and Vision provide access to high quality care providers throughout the United States. Flexible Spending Accounts offer tax savings when used to reimburse out-of-pocket expenses incurred by you and your Dependents.

Medical

1. Hospital Surgical Medical (HSM) Option
 - Nationwide medical coverage- United Healthcare provider network
 - \$325 person/\$650 family annual deductible
 - Office visit copays: \$30 – Primary Physicians, \$50 – Specialists, \$40 - Premium Network Specialists
 - 80% reimbursement for eligible in network expenses
 - 100% reimbursement for prevention/wellness
 - Prescription drug coverage available at nominal copays
 - Health and Wellness education, resources and tools, including personal health coaches
2. Alternate medical options may be available depending upon work location

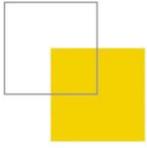
Dental

1. Dental PPO Option
 - Free to choose any dental provider
 - Participants pay a percentage of the treatment cost; benefits limited to an annual max
 - Orthodontics are limited to children under the age of 19
2. Dental Managed Care Option (not available in all locations)
 - Participants must choose a dentist from designated list of providers
 - Most services (other than preventive care) require a patient copay

Vision - Network of over 29,000 eye care professionals through the VSP network. Benefits include an annual comprehensive eye exam, and either lenses/frames or contact lens allowance. Reduced rates for additional contact lenses, glasses, Lasik surgery, and other vision services.

Flexible Spending account(s) - Offer significant tax savings to pay for eligible health care and dependent day care expenses. You can contribute to each account annually through pre-tax payroll deductions.

- **Health Care Account** - Eligible expenses include out of pocket medical, dental, and vision expenses. Up to \$2,550
- **Dependent Day Care Account** - Eligible expenses include daycare centers, nursery school, and adult dependent care for your qualifying dependents. Up to \$5,000



PROTECTION

Shell offers programs to protect you and your family from the unexpected. You have access to company-paid coverage, plus the flexibility to choose optional insurance coverage to meet your specific needs.

Disability Income - These benefits offer income replacement if you are unable to work due to illness or injury.

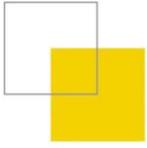
- **Non-Occupational Disability** - Company paid salary continuation based on your length of service (available after one year of service)
- **Income Protection Insurance** - Optional employee-paid program that provides income if your pay reduces or stops because of a non-occupational disability
- **Long-Term Disability Program** - Voluntary insurance you can purchase to provide income in the event you have a qualifying disability last longer than 52 weeks
- **Occupational Disability** - Immediately eligible for up to 52 weeks of pay in the event of work-related illness or injury

Survivor Income (Life Insurance) - These plans provide financial assistance for your survivors in the event of an accident or death. You can select the beneficiaries.

- **Company Survivor Benefit** - Life insurance benefit of 2 times base pay in the event of death
- **Group Life Insurance** - Additional coverage you can purchase for yourself, spouse/domestic partner or children. Post-retirement Group Life Insurance is optional when you turn age 35
- **Company Occupational Accident and Business Travel Insurance** - Company provided benefits in the event you are in an accident or death while at work or traveling for business
- **Voluntary Personal Accident Insurance** - Additional accident protection coverage you can purchase for you and your family

Other Protection Plans - We recognize that there are additional demands outside of work. We offer programs that help you with those everyday challenges and child care needs. We also offer programs that focus on additional protection for your family.

- **Backup Care** - Provides temporary emergency care for employees' dependents and their elders. Each employee will have up to 80 hours of subsidized care available each year. Employees only pay for care if utilized
- **Employee Assistance Program** - 24/7 access to lifestyle and behavior informational resources, confidential counseling, and referral services. Assistance with time management, elder care issues, finding good child care, alcohol or drug dependencies, and many other personal and work-related issues
- **Group Auto and Home Insurance** - Purchase auto, home, or other personal property insurance at a discounted group rate
- **Group Legal Plan** - Prepaid legal assistance for personal matters including will preparation, power of attorney, estate planning, document preparation, and real estate, debt, and traffic matters



WEALTH

Shell offers a contemporary and highly competitive wealth and retirement benefit package. We offer a savings plan with generous employer contributions. You can also participate in an employee stock purchase plan. Through a combination of plans and special features, you have the flexibility to actively manage your retirement benefits. These benefits, when considered together with Social Security and your personal savings, are designed to provide a foundation for your future financial security.

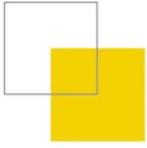
Shell Pension Plan - You will be 100% vested in your pension after 3 years of service.

- **Accumulated Percentage Formula (APF)**
 - Each year you earn a percentage based on your age and years of service
 - Percentages range from 3% to 16%
 - At the end of your employment, your accumulated percentages are multiplied by your Average Final Compensation to determine your benefit
 - Your benefit is portable. When you leave the Company, your benefit can be paid either in a lump sum or monthly lifetime annuity

Savings Plan - You can make Traditional (pre-tax), Roth or after-tax contributions from your pay, and self-direct how to invest your account among a broad range of investment options. You are eligible to begin contributions immediately upon hire – no waiting – and your account is always 100% vested. As an added bonus, regardless of the level of your contributions, Shell will contribute a percentage of your pay based on your years of service.

- **Traditional (pre-tax) 401(k) Contributions**
 - Defer up to 50% of your base pay and bonus
 - New hires are automatically enrolled for contributions via payroll deduction at 3%
 - an option to decline participation is available (though not recommended)
- **Roth 401(k) Contributions**
 - Contribute up to 50% of your base pay and bonus
- **After-Tax Contributions**
 - Contribute up to 25% of your base pay and bonus
- **Employer Contributions**
 - Earn increasing employer contributions as your years of service increase
 - Until 6 yrs of service: 2.5% of base pay and bonus
 - 6-8 yrs of service: 5% of base pay and bonus
 - 9 or more yrs of service: 10% of base pay and bonus

Employee Share Purchase Plan - Our Stock Purchase Plan lets you purchase shares of Company stock at a 15% discount. You can contribute up to €6,000 (which is converted to local currency) each year through after-tax payroll contributions. You even have the flexibility to manage your contribution amount throughout the year. Enrollment in this benefit is available at any time.



EMPLOYEE POLICIES

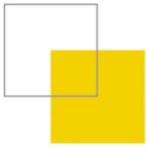
Shell understands and respects the importance of both work and personal life. That is why we have made – and are continuing to make – changes in the workplace that make it easier for you to achieve balance in all aspects of your life. Shell’s policies and resources offer solutions that are innovative and flexible to meet employees’ diverse needs.

Alternative Work Schedules - Our approach to work emphasizes getting the job done. Although the availability of alternative work schedules varies by location and business requirements, we try to make accommodations whenever practical given business circumstances.

- **Flexible Work Schedules** - A 9/80 work schedule provides the ability to have every other Friday off by adding an additional hour to eight (8) out of nine (9) workdays over a two-week period. Individuals are scheduled to work nine (9) hours per day Monday through Thursday. On alternate Fridays, they are scheduled to work eight (8) hours or are scheduled to be off.
- **Compressed Workweek** – When (12)-hour shifts and/or twenty-four (24) hour coverage is required, work schedule flexibility can take the form of rotating shifts or compressed workweeks. This involves a shorter workweek by working a longer workday.
- **FlexTime Policies** – Flexible start/finish times
- **Telecommute** – Work from home either on a regular basis or as needed, if supported by business needs.
- **Dependent Care Reduced Workweeks** – Reduced hour workweeks to care for dependents for a period of up to 6 months

Time Away from Work - Everyone needs time off to recharge. Because of this, Shell offers several benefits that provide the time you need for friends, family and the pursuit of interests outside of work.

- **Holidays** - Up to 10 paid holidays per year, which can include up to two personal/floating holidays based on your work location and schedule
- **Vacation**
 - Immediately available to new hires on a pro-rated basis
 - Eligibility is earned based on years of service
 - 0-4 yrs service: 80 hours vacation
 - 5-9 yrs service: 120 hours vacation
 - 10-19 yrs service: 160 hours vacation
 - 20-29 yrs service: 200 hours vacation
 - 30+ yrs service: 240 hours vacation
 - Annual eligibility may be deferred to the following year, allowing added flexibility for your vacation time (maximum deferral is one year’s vacation eligibility)
- **Vacation Purchase**
 - Purchase up to 48 hours of additional vacation time each year via payroll deductions
 - You can elect Vacation Purchase during your first 30 days of employment or at annual enrollment each year.



Work and Family Programs - To help balance and support work and family responsibilities, Shell offers a variety of work and family programs.

- **Adoption Assistance** - Receive up to \$3,000 in reimbursements for qualifying expenses associated with the adoption of each eligible child.
- **Child Care Referral Service in Houston and New Orleans**- Employees can participate in a child care referral service to help locate quality child care and after school care for their children. This is available to all children from newborns to 13 years old.
- **Employee Clubs** - Become a member in any of the multiple employee clubs representing the diversity of interests shared by Shell employees. Participate in cultural, social, recreational, educational and /or volunteer activities.
- **Wellness Reimbursement** - Receive up to \$250 per calendar year for your participation in approved fitness and nutritional activities.

Development and Learning - The following programs can help you acquire, maintain, and enhance skills and knowledge that are directly related to your current job, or those that may be needed for future assignments.

- **Company-Provided Training**
 - Select from hundreds of Personal Development and Technical courses through Shell Open University
 - Access to thousands of high-quality learning solutions on SkillSoft (e-courses, simulations, books, test preps, job aids, skill briefs, and express guides)
 - Robust leadership development framework enhances the competencies of our future leaders
 - Approved outside training can include professional societies, conferences, public agencies, and others
- **Educational Reimbursement**
 - Reimbursement of tuition, registration, lab, books, and other required fees for approved work-related courses at legitimately accredited degree programs
 - Undergraduate Programs – 75% up to \$35,000 per calendar year
 - Advanced Degree Programs – 75% up to \$35,000 per calendar year

The Learning Account – The Company recognizes the importance of lifelong learning that supports your personal interests and needs. Shell offers a unique and innovative account that allows you to self-direct your education toward a multitude of learning opportunities.

- **Active Employees**
 - Reimbursement for approved education on personal financial planning, volunteering, work/life balance, and job-related personal development or relationship skills
 - \$2,000 maximum lifetime benefit for active employees
- **Retired Employees**
 - Reimbursement for approved courses related to personal financial planning, sports, and hobbies
 - \$1,000 benefit available in the first year following retirement