



2018 Shell UK Press Releases

Shell UK

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1. SHELL ANNOUNCES REDEVELOPMENT OF PENGUINS FIELD IN UK NORTH SEA

Jan 15, 2018

Royal Dutch Shell plc (Shell) today announces a final investment decision on the redevelopment of the Penguins oil and gas field in the UK North Sea.

The decision authorises the construction of a floating production, storage and offloading (FPSO) vessel, the first new manned installation for Shell in the northern North Sea in almost 30 years.

The redevelopment is an attractive opportunity with a competitive go-forward break-even price below \$40 per barrel. The FPSO is expected to have a peak production (100%) of circa 45,000 boe/d.

“Penguins demonstrates the importance of Shell’s North Sea assets to the company’s upstream portfolio,” said Andy Brown, Upstream Director. “It is another example of how we are unlocking development opportunities, with lower costs, in support of Shell’s transformation into a world class investment case.”

The Penguins field currently processes oil and gas using four existing drill centres tied back to the Brent Charlie platform. The redevelopment of the field, required when Brent Charlie ceases production will see an additional eight wells drilled, which will be tied back to the new FPSO vessel. Natural gas will be exported through the tie-in of existing subsea facilities and additional pipeline infrastructure.

Steve Phimister, Vice President for Upstream in the UK and Ireland said: “Shell has had a strong presence in this part of the northern North Sea for more than forty years. Having reshaped our portfolio over the last twelve months, we now plan to grow our North Sea production through our core production assets. In doing so, we will continue to work with the UK government, our partners and the regulator to maximise the economic recovery in one of Shell’s heartlands.”

The Penguins field is in 165 metres (541 feet) of water, approximately 150 miles north east of the Shetland Islands. Discovered in 1974, the field was first developed in 2002 and is a joint venture between Shell (50% and operator) and ExxonMobil (50%).

A joint venture-owned/Shell-operated Sevan 400 FPSO has been selected as the development option for the field. Oil will be transported via tanker to refineries and gas will be transported via the FLAGS pipeline to the St Fergus gas terminal in north-east Scotland.

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Notes to Editors:

- Global engineering and construction company, Fluor, has been awarded the FPSO engineering, procurement and construction contract.
- Sevan Marine ASA will provide the technology (under license agreement) for the circular FPSO and will provide technical support during the design phase of the project.

Royal Dutch Shell plc

Royal Dutch Shell plc is incorporated in England and Wales, has its headquarters in The Hague and is listed on the London, Amsterdam, and New York stock exchanges. Shell companies have operations in more than 70 countries and territories with businesses including oil and gas exploration and production; production and marketing of liquefied natural gas and gas to liquids; manufacturing, marketing and shipping of oil products and chemicals and renewable energy projects. For further information, visit www.shell.com

2. SHELL COMPLETES ACQUISITION OF FIRST UTILITY

Feb 28, 2018

The Shell Petroleum Company Limited (Shell) has completed the acquisition of Impello Limited and its subsidiaries (known as “First Utility”), a leading UK household energy and broadband provider, following receipt of all necessary regulatory and other approvals.

First Utility becomes a wholly-owned subsidiary of Shell, within its New Energies division. Colin Crooks, previously Shell’s Vice President, Downstream Strategy & Portfolio, takes over as CEO from today.

Colin Crooks, CEO of First Utility, said: “Bringing such a well-respected and innovative company into the Shell group will enable us together to offer even more choice and value to consumers in the UK and Germany.

“The rapidly-evolving retail energy market is a natural place for Shell to expand its business, building on the trusted relationships we’ve built with our millions of forecourt customers. We aim to grow our customer base by offering an attractive range of products and a real alternative to other companies in the sector.

Note to Editors: The deal to buy First Utility was announced on 21 December 2017, [online here](#).

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3. SHELL AND ITM POWER LAUNCH NEW HYDROGEN REFUELLING SITE AT BEACONSFIELD

Mar 27, 2018

LONDON, UK – Today, Shell has announced the opening of a new hydrogen refuelling station at Shell Beaconsfield in Buckinghamshire. Supplied by ITM Power, this opening follows the launch of the first fully branded and public hydrogen refuelling site in the UK at Shell Cobham in February 2017.

Beaconsfield site is UK's first 'under the canopy' Hydrogen refuelling station

Situated at one of the UK's busiest service stations, Shell Beaconsfield on the M40 will be the first site in the UK to bring hydrogen under the same canopy as petrol and diesel, providing drivers with a range of fuel choices to co-exist with traditional transport fuels. The hydrogen is generated on-site using an electrolyser that requires only water and electricity to generate the hydrogen gas.

Hydrogen fuel cell electric vehicles convert hydrogen into electricity to power the engine and produce only heat and water when driven. They can travel up to 700 kilometres on a single tank and can be refuelled in a few minutes.

Mike Copson, Hydrogen Business Development Manager at Shell, said: "We're delighted to be opening a new refuelling site at Shell Beaconsfield, demonstrating our ongoing commitment to hydrogen as a vital part of the UK's future transport system. Bringing hydrogen under the canopy for the first time is a fantastic step towards making it a convenient and viable fuel choice for UK drivers."

The hydrogen station at Beaconsfield is the fifth hydrogen refuelling site in the UK to be supplied by ITM Power and will be the first to be opened as part of the H2ME project. The initiative has been partially funded by the European Fuel Cells and Hydrogen Joint Undertaking (FCH JU), and the UK's Office of Low Emission Vehicles (OLEV).

Dr. Graham Cooley, CEO of ITM Power, said: "ITM Power is pleased to open this new hydrogen station in Beaconsfield which is the first to sit on the main forecourt, alongside the petrol and diesel pumps. This shows a big step forward in offering Shell customers a clean, green fuel, which is generated on-site, eliminating fuel deliveries. We look forward to working alongside Shell to deploy further stations and grow the hydrogen refuelling infrastructure in the UK."

Roads Minister, Jesse Norman commented: "This is an exciting example of how innovative technologies are helping the Government's Future of Mobility Grand Challenge – contributing towards meeting our climate targets, while supporting the UK's low-carbon economy."

"Hydrogen has the potential to play a vital role in decarbonising transport, so the unveiling of the UK's first integrated hydrogen refuelling station is an important step forward."

FCH JU Executive Director Bart Biebuyck said: "The FCH JU is proud to see its support significantly boosting market entry of hydrogen technologies for clean mobility. The opening of this new station at the Beaconsfield forecourt proves that hydrogen is now even more the fuel of

the future, and is ready to offer an everyday green solution to citizens. We need to continue building on these achievements, and enable the transition towards a low-carbon transport system.”

Today's hydrogen station opening follows a number of recent Shell initiatives to support the UK's transition to low-carbon transport. These include the launch of Shell ReCharge, Shell's on-forecourt rapid electric vehicle charging service; an agreement with charging network operator IONITY to offer charge points across ten European countries; and the acquisition of NewMotion, one of Europe's largest electric vehicle charging networks.

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Notes to editors

Hydrogen as a transport fuel:

- Hydrogen fuel cell electric vehicles (FCEVs) can help reduce emissions and address air pollution while offering convenience for motorists.
 - FCEVs are powered by electricity and only produce water vapour, helping to improve local air quality.
 - FCEVs do not produce CO₂, or other harmful emissions from their tailpipe.
 - Hydrogen technology has potential to store energy easily.
 - Energy is stored in compressed hydrogen fuel, rather than in a battery.
- In the longer term, hydrogen in transport can help reduce well-to-wheel CO₂ emissions from the transport sector if the electricity that creates the hydrogen is generated by renewable technologies such as wind or solar.
- For hydrogen electric transport to succeed, vehicle manufacturers, fuel suppliers and governments need to work together. There is a need for more hydrogen vehicles to be available as well as sufficient refuelling infrastructure to attract customers. Businesses also require incentives to build this infrastructure.

Shell And Hydrogen:

- In addition to two hydrogen sites in the UK, Shell has a growing number of hydrogen sites in California, and is part of a joint venture in Germany which aims to open a network of up to 400 hydrogen sites by 2023. Shell is also assessing the potential of future projects in the United States, Canada, Switzerland, Austria, France, Belgium, Luxembourg and the Netherlands.
- Shell is a founding member of the Hydrogen Council, announced at Davos in January 2017, comprising energy companies, OEMs and technology partners with a collective pledge to accelerate investment in the development and commercialisation of the hydrogen and fuel cell sectors.

About ITM Power plc:

ITM Power manufactures integrated hydrogen energy solutions which are rapid response and high pressure that meet the requirements for grid balancing and energy storage services, and for the production of clean fuel for transport, renewable heat and chemicals. ITM Power plc was admitted to the AIM market of the London Stock Exchange in 2004. ITM Power has continued its work on the roll out of hydrogen refuelling stations for fuel cell electric vehicles under the HyFive project, and now H2ME, and has already opened three hydrogen refuelling stations in London and Rotherham. It has also signed fuel contracts with Toyota, Hyundai, Europcar, Anglo American, Commercial Group, Arcola Energy and Arval.

<http://www.itm-power.com>

About FCH JU:

The Fuel Cells and Hydrogen Joint Undertaking (FCH JU) is a unique public-private partnership supporting research, technological development and demonstration activities in fuel cell and hydrogen energy technologies in Europe. Its aim is to accelerate the market introduction of these technologies, realising their potential as an instrument in achieving a carbon-lean energy system. The three members of the FCH JU are the European commission; the fuel cell and hydrogen industries, represented by the NEW industry grouping; and the research community, represented by research grouping N.ERGHY. This project has received funding from the Fuel Cells and Hydrogen Joint Undertaking under grant agreement No 671438. This joint undertaking receives support from the European Union's Horizon 2020 research and innovation programme, Hydrogen Europe, and the New European Research Grouping on Fuel Cells and Hydrogen ("N.ERGHY").

<http://www.fch.europa.eu/>

4. SHELL INVESTS IN THE FRAM FIELD IN THE NORTH SEA

Jun 25, 2018

Royal Dutch Shell plc (Shell) today announces a final investment decision (FID) for the Fram gas and condensate field in the UK North Sea.

This FID adds momentum to Shell's North Sea production growth, following the decision to redevelop the Penguins field in the northern North Sea.

At peak production, the Fram field is expected to produce around 41 million standard cubic feet a day of gas and 5,300 barrels per day of condensate, which combined equates to 12,400 barrels of oil equivalent per day.

"Fram is a simplified and cost-effective project that will allow us to develop this field profitably," said Andy Brown, Upstream Director. "Through our ongoing work with partners to maximise the economic recovery of the North Sea, we've been able to transform and revitalise Shell's UK Upstream business by focusing on competitive projects and cost effective operations."

Two wells will be drilled and the natural gas liquids they produce will be transported via a new subsea pipeline to the existing Starling field and then on to the Shearwater platform through existing pipelines.

Steve Phimister, Vice President for Upstream in the UK and Ireland said: "Shell has been able to reduce development costs by effectively collaborating across the supply chain and this has enabled us to invest in new projects such as Penguins and Fram. With our strong record of operational excellence and project execution, we will look to invest in further projects as we work to grow our business in the North Sea."

Shell-operated Fram is a joint venture between Shell U.K. Limited (32% equity share) and Esso Exploration and Production UK Limited (68% equity share).

Notes to Editors:

- The Fram field is located in Blocks 29/3a, 29/4c, 29/8a, 29/9c in the Central North Sea.
- Fram is located 221 kilometres (137 miles) east of Aberdeen in water depths of approximately 100 metres.
- The field was originally discovered in 1969.

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5. BLAUWWIND CONSORTIUM REACHES FINANCIAL CLOSE ON BORSSELE III/IV

Jun 28, 2018

The Blauwwind Consortium today announced Financial Close on the Borssele III/IV wind farms in the Dutch North Sea. This sets in motion the construction and subsequent operation of 77 V164 9.5 megawatt (MW) turbines produced by MHI Vestas, with a total installed capacity of 731.5MW, enough to power some 825,000 households*. Total expected production is 3,000 gigawatt hours (GWh) per year. The main construction work is due to start in the fourth quarter of 2019, with commercial production expected in early 2021.



V164-9.5 MW windturbine, from MHI Vestas Offshore Wind - source: MHI Vestas



V164-9.5 MW windturbine, from MHI Vestas Offshore Wind - source: MHI Vestas

The consortium partners are Partners Group** (45%), Shell (20%), DGE*** (15%), Eneco Group (10%) and Van Oord (10%). Shell and Eneco Group have also secured 15-year Power Purchase Agreements (PPAs) from the Consortium, under which each will buy 50% of the power generated by the wind farms. Van Oord will execute the “Balance of Plant” for the project, consisting of the engineering, procurement and construction of the foundations and inter array cables. The offshore substation Borssele Beta will be designed and constructed by TenneT.

During the first 15 years of operation, Blauwwind will receive a guaranteed price of €54.49/MWh under the Dutch SDE+ scheme, after which the power will be sold at prevailing rates in the wholesale power market. The project capex for the construction phase is €1.3 billion, part of which will be funded through project finance.

“I am proud of the team that executed the tender and development phase of this project both professionally and passionately,” said **Erik de Boer**, Project Director Blauwwind responsible for the phase up to Financial Close. **Roeland Borsboom** has been appointed as Project Director for the phase up to realisation and will now work to continue the momentum behind Borssele III/IV keeping a focus on safety and a high quality business case.

“Borssele is an attractive opportunity to invest in a high-quality offshore wind project alongside experienced partners,” said **David Daum**, Senior Vice President, Private Infrastructure Europe, Partners Group. “With the Dutch government committed to achieving 16% of its energy production from sustainable sources by 2023 as part of a National Renewable Energy Action Plan, we believe the project is both timely and critical in helping the country achieve that aim.”

“Offshore wind has the potential to be by far the largest renewable resource in North West Europe. Borssele III/IV will allow us to demonstrate our expertise and experience of large, integrated offshore projects,” said **Mark Gainsborough**, Executive Vice President, New Energies at Shell. “This important investment is part of Shell’s New Energies strategy, where we expect to

invest an average of \$1-2 billion a year until 2020 in new and fast-growing areas of the energy industry.”

“We are delighted to achieve this important milestone and pleased that we are one step closer to make this innovative offshore wind project come true.” said **Keiichi Suzuki**, CEO of Diamond Generating Europe (DGE). “This milestone helps DGE to increase its presence in the renewable energies sector, which leads to the achievement of DGE’s mission of ‘providing clean and smart energy to everyone’.”

“In addition to executing the Balance of Plant contract, Van Oord is also a consortium partner, owning a 10% equity stake in this project,” said **Pieter van Oord**, CEO of Van Oord. “This involvement illustrates our commitment in advancing the development of sustainable energy. Building this offshore wind project is an important step forward in meeting the climate objectives of the Dutch government.”

“The financial close of Borssele III/IV is an extraordinary milestone,” said **Kees-Jan Rameau**, Chief Strategic Growth Officer at Eneco Group. “It means that even at this record-breaking low subsidy level, our offshore wind project is attractive enough to allow adequate returns for the equity and debt financing. Eneco has contracted 50% of the green electricity output of this windfarm, which contributes significantly to Eneco’s primary goal: to provide even more locally generated green power to our customers.”

“Borssele III/IV is a landmark project for offshore wind and for MHI Vestas,” said MHI Vestas CEO, **Philippe Kavafyan**. “Building on our strong track record in the Netherlands, we are delighted to bring the V164-9.5 MW turbine, the world’s most powerful available turbine, to Dutch waters. In doing so, MHI Vestas is proud to help the Netherlands remain at the forefront of competitive offshore wind power generation.”

** Based on calculations of 700MW x 4.000 hours = 2.800.000 MWh : 3.400MWh = 823,529 households.*

***Partners Group is investing on behalf of its clients.*

****DGE is a fully owned subsidiary of Mitsubishi Corporation and which develops, constructs and operates assets generating 5GW (gross) of power in Europe and the Middle East. Mitsubishi Corporation is one of the largest Japanese investment and trading companies and pursue not only economic value but also social and environmental value on the global basis.*

About Blauwwind

On 12 December 2016 the Blauwwind Consortium was awarded by the Dutch government the right to develop, construct and operate the Borssele III and IV offshore wind farms under a 30-year lease and assumed 25-year operational life after construction. The wind farms will be located 22 kilometres off the coast of the province of Zeeland in The Netherlands. TSO TenneT will build the grid connections and construct the offshore substation in the wind farm zone. The wind farms will use V164 9.5MW turbines made by MHI Vestas.

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6. RESIDUAL HEAT FROM SHELL'S PERNIS REFINERY HELPS HEAT DUTCH HOMES

Sep 25, 2018

The Pernis Residual Heat Initiative is an innovative project that could help the City of Rotterdam reduce carbon emissions by up to 35,000 tonnes annually.

Shell, the Port of Rotterdam Authority and the Heat Company Rotterdam will use residual heat generated from operations at Shell's Pernis Refinery to provide heat and hot water to more than 16,000 households in Rotterdam. Shell Pernis is the first refinery in the Port of Rotterdam to use residual heat to help keep homes heated.

Robin Mooldijk, Shell's Executive Vice President, Manufacturing said: "This project is an impressive example of the creative thinking and collaboration society needs to respond to the challenge of providing more energy with less CO₂ emissions."

Shell has installed specialised technology to capture and store heat that was previously considered a waste product. The Port of Rotterdam constructed underground pipes to transfer stored heat from Pernis to the city's established heat network operated by the Heat Company Rotterdam. From here the heat is supplied to local distributors across residential areas of Rotterdam.

The Pernis Residual Heat Initiative contributes to the Dutch ambition to halve CO₂ emissions by 2030. The project also strengthens Shell Pernis's position as an important contributor to the Dutch and European economies. It is also a trusted partner to our neighbouring community in the Rotterdam port area.

At each of our Shell refineries and chemicals plants, teams are working to continue to improve utilisation, energy efficiency and carbon intensity. CO₂ and energy management plans are in place and we are investing in cogeneration units and upgrades of equipment and technology.

Other innovative projects to reduce greenhouse gas emissions and improve energy efficiency across our refining and chemicals manufacturing operations include using small scale solar plants to power processing equipment at our Martinez and Moerdijk facilities, a similar heat sharing program at our Fredericia Refinery, and development of a hydrogen electrolysis plant at our Rheinland site.



The Pernis Residual Heat Initiative contributes to the Dutch ambition to halve CO2 emissions by 2030.

About Pernis

Shell Pernis is an integrated refinery and chemicals manufacturing site located in Rotterdam, the Netherlands. Pernis has the capacity to process 404,000 barrels per day into a wide range of high quality transportation fuels, petrochemicals and other products that help enable prosperity and development in the Netherlands and Europe.

7. SHELL INVESTS IN THE ARRAN FIELD IN THE NORTH SEA

Oct 10, 2018

Shell UK Limited, with partners Rockrose Energy and Dyas U.K. Limited, today announced a final investment decision (FID) for the Arran gas and condensate field in the UK North Sea. In addition to this investment decision, Shell has become the operator of the Arran project.

This is the fourth FID announcement in the UK North Sea in 2018, which will result in further production growth for Shell following the decision to redevelop the Penguins field in the northern North Sea, the Alligin field West of Shetland and the Fram field in the Central North Sea.

“As Shell marks 50 years of production in the UK North Sea, today’s announcement to invest in the Arran field and to assume operatorship is further proof of our continued commitment to the UK”, said Steve Phimister, Vice President for Upstream in the UK and Ireland.

“By working closely with partners to maximise the economic recovery of the North Sea, we’ve been able to transform and revitalise Shell’s UK Upstream business by focusing on competitive projects and operational excellence. Arran is an important addition to Shell’s portfolio as we seek to strategically grow our central North Sea production around the Shearwater hub.”

At peak production, Arran is expected to produce around 100 million standard cubic feet per day of gas and 4,000 barrels per day of condensate, which combined equates to 21,000 barrels of oil equivalent per day.

Four new development wells will be drilled and the natural gas and liquids they produce will be transported via a newly installed subsea pipeline to the Shearwater platform.

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Notes to Editors:

- The Final Investment Decision is subject to the Field Development Plan receiving approval from the OGA.
- The Arran field located in blocks P359a/b, P1051 and P1720 in the Central North Sea.
- Arran will be a joint venture between Shell U.K. Limited (Operator, 44.57% equity share), Rockrose Energy (30.43% equity share), and Dyas UK Limited (25% equity share).
- Arran is located approx. 240 km (149 miles) East of Aberdeen, in the Central North Sea, close to the UK/Norway median line in, 85m water depth
- The field was originally discovered in 1985.

8. SHELL OPENS FIRST FAST CHARGERS AT MAJOR EUROPEAN SERVICE STATION

Oct 25, 2018

- First of 500 Shell-IONITY chargers by 2020
- Charge next generation vehicles in up to ten minutes
- Chargers grow network that includes Shell Recharge & NewMotion

London, October 25, 2018 – Shell has opened its first high-powered charging station in France, in partnership with charging network operator IONITY, helping European electric vehicle drivers to make longer-distance journeys.

The high-powered chargers take up to ten minutes to charge next-generation electric vehicles, making them up to three times faster than any other type of charger currently available to drivers.

IONITY is a joint venture between BMW Group, Daimler AG, Ford Motor Company and the Volkswagen Group with Audi and Porsche. It was formed to create a 400-strong network of 350-kilowatt chargers next to major highways in Europe.

“Electric vehicle drivers should be able to travel long distances confidently and with ease,” David Bunch, Shell’s Vice President Retail in Europe, said. “Creating a convenient network of reliable, powerful chargers is vital for getting many more electric vehicles on the road. We are one of IONITY’s major partners because we share that vision.”

Installing high-powered chargers at 80 stations in Europe is part of Shell’s global drive to provide more and cleaner energy solutions. The chargers are in addition to our acquisition of NewMotion, one of Europe’s largest charging providers, and a growing number of Shell Recharge fast chargers at Shell forecourts in the UK, the Netherlands and China. Around 170 Shell-branded forecourts around the world now offer charging facilities.

Shell is committed to supporting people’s vehicle charging needs – whether they are at home, at work or on the road. This because Shell believes more people will choose to drive electric vehicles if they can access quick and reliable facilities.

Electric vehicle charging solutions is just one of the ways that Shell is aiming to deliver more and cleaner energy around the world. We are also working to enhance the efficiency of traditional fuels and support the development of low-emission transport fuels such as hydrogen, biofuels and natural gas.

Dr. Michael Hajesch IONITY’s Chief Executive said: “Back in November last year Shell and IONITY announced a common goal: to enable convenient long-distance travel with electric vehicles across Europe by providing reliable fast-charging infrastructure.” One year on, the first IONITY stations operating in partnership with Shell represent a significant step in achieving that goal.

Notes for Editors:

- The eight new chargers are available at Shell’s Chartres-Bois and Chartres-Gasville service stations, about 90 minutes’ drive south of Paris. The first four Shell-IONITY chargers began serving motorists at Hohenems, Austria, in August 2018.

- With power supply levels of up to 350-kilowatts, the Shell-IONITY system enables new cars with higher charging capacities to charge much more quickly, while also serving standard electric vehicles already on the market.
- The chargers will use the same charging standard required by most electric vehicles in Europe and North America, known as the Combined Charging System (CCS).
- Shell is also partnering with IONITY in Belgium, the Netherlands, the Czech Republic, Hungary, Poland, Slovakia, Slovenia and the UK.
- Shell plans to install an average of six IONITY-Shell branded charge posts across the 80 Shell service stations included in the project.

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About IONITY

IONITY is headquartered in Munich and was founded in 2017. It is a joint venture of the BMW Group, Daimler AG, Ford Motor Company and the Volkswagen Group with Audi and Porsche. The goal of the joint venture is to build an extensive and reliable high-power charging (HPC) network for electric vehicles in Europe to ensure confident long-distance travel for electric vehicle drivers. IONITY has attractive national and international locations through its strong cooperation partners. IONITY is an internationally registered trademark. www.ionity.eu

Royal Dutch Shell plc

Royal Dutch Shell plc is incorporated in England and Wales, has its headquarters in The Hague and is listed on the London, Amsterdam, and New York stock exchanges. Shell companies have operations in more than 70 countries and territories with businesses including oil and gas exploration and production; production and marketing of liquefied natural gas and gas to liquids; manufacturing, marketing and shipping of oil products and chemicals and renewable energy projects. For further information, visit www.shell.com.

9. SHELL UK PUBLISHES 2018 GENDER PAY GAP REPORT

Nov 21, 2018

London: The Shell Group of Companies in the UK (Shell UK) has today published its gender pay and bonus gap report for 2018. This report shows that Shell UK has an average gender pay gap of 18.6% in 2018, which is an improvement from 22.2% in 2017.

We are confident that we pay men and women equally for work of equal value. We do have a gender pay gap, defined as the difference in the average pay and bonuses of all men and women across an organisation. This occurs because we have fewer women than men in senior leader positions, fewer women in specialist roles attracting higher levels of pay and, over many years, relatively fewer women studying engineering at university. This results in an average hourly rate for our female employees that is 18.6% lower than the average hourly rate for our male employees in Shell UK.

“Everyone should have the opportunity to fulfil their potential,” Sinead Lynch, Shell UK Country Chair, said in response to this latest report. “Improving the gender balance is fundamental to the continued success of our business. We need to attract the best minds and build a culture where every voice can speak up and every voice is heard.”

For Shell UK, there are three main reasons for its improved year-on-year results: a continued focus on helping every employee fulfill their potential, changes to the structure of the UK business and adopting a global approach to developing talent. Our gender pay gap continues to reflect wider society.

Shell UK continues to work to improve the gender balance of its workforce. Our approach to improving diversity and inclusion – and through that gender balance – is based on four pillars: visible leadership, inclusive culture, employee recruitment and development, and proactive planning in Shell UK. For example, we have an aspiration for 35% of senior leaders to be women by 2025 with the ultimate aim of achieving balance across the UK organization.

We said last year that in the 12 years from 2005 to 2017, the number of female senior leaders in the UK more than doubled from 12.0% to 26.8%. In the last 12 months this upward trend continued to 28.1%. In recruitment, the number of female experienced hires in the UK continues to rise reaching 42.1% in the year to April 2018, up from 35.1% in 2005. Today, more than 44.0% of our graduate roles are held by women. It's good progress, but there is more to do.

To read details of Shell UK's gender pay gap report, go to www.shell.co.uk/genderpay

Notes for editors:

1. One factor impacting our figures in 2018 is business change due to restructurings, mergers and divestments. This may mean that year-on-year figures might go down as well as up, however we have plans in place to deliver improvement in the long-term.
2. In 2018 our report covers 5 UK entities, a reduction from 7 in 2017 as a result of the changes to our business.
3. In fulfilling the UK regulatory requirements, Shell UK's 2018 gender pay gap report sets out specific gender pay gap data for the five UK employing entities with 250 or more employees on April 5, 2018: Shell UK Limited, Shell International Trading & Shipping Co. Limited, Shell International Petroleum Company Limited, Shell International Limited and Shell Research Limited.
4. There are two main reasons for Shell UK's gender pay and bonus gaps: we have more men than women in senior positions, and women are under-represented in specialist roles such as petroleum engineering and trading roles. These specialist positions often

attract high levels of remuneration due to a scarcity of required skills or highly competitive markets.

5. The report has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (Acas).
6. Men have traditionally made up the majority of the oil and gas sector workforce. This is reflected across each of the Shell companies in the UK and across Shell UK, where 67% of our employees are male and 33% female.
7. Bonus awards are gender neutral. However, in some businesses in the UK, such as trading, we see a greater bonus gap because of higher variable pay, reflecting market practice in that sector, and fewer women in trading roles. These bonuses have a significant impact on both our UK average bonus gap and the average bonus gap for specific businesses.
8. The report also sets out the Shell UK consolidated pay and bonus gap data, which includes for all 12 employing entities in the UK as a more meaningful representation of our UK organisation.
9. To read the full report [**click here**](#)

Royal Dutch Shell plc

Royal Dutch Shell plc is incorporated in England and Wales, has its headquarters in The Hague and is listed on the London, Amsterdam, and New York stock exchanges. Shell companies have operations in more than 70 countries and territories with businesses including oil and gas exploration and production; production and marketing of liquefied natural gas and gas to liquids; manufacturing, marketing and shipping of oil products and chemicals and renewable energy projects. For further information, visit [**www.shell.com**](http://www.shell.com)

10. FIRST GAS FLOWS FROM CLIPPER SOUTH FIELD INTO BACTON

Nov 22, 2018

Shell has started to supply natural gas from the Ineos and Spirit Energy-owned Clipper South field into the UK gas network via Shell's Clipper hub in the southern North Sea.

Under a new commercial agreement with Ineos and Spirit Energy, Shell is remotely operating the Clipper South field and transporting the gas through the Clipper hub for processing at Shell's Bacton terminal in Norfolk. The gas is then fed into the UK National Grid.

The unmanned Clipper South platform had relied upon the Lincolnshire Offshore Gas Gathering System (LOGGS) and Theddlethorpe gas terminal to transport its gas to shore. The new Clipper hub to Bacton route will help ensure its continued operation after the planned decommissioning of those assets.

"Our Clipper hub and upgraded terminal at Bacton are helping to maximise the recovery of gas from the UK North Sea," said ONEGas Asset Manager, Anne O'Halloran. "We are keen to partner with other companies on similar agreements to help supply gas to homes and businesses across the country."

Shell and ExxonMobil completed a £300 million rejuvenation project at the Bacton gas terminal in 2017, enabling it to handle more gas from offshore fields.

The Clipper hub is located approximately 41 miles (66 kilometres) from the Norfolk coast and can transport up to 400 million standard cubic feet of gas a day.

Notes to Editors:

- The Clipper field is in the southern part of the UK sector of the North Sea in the Sole Pit area.
- It is located 70 miles (113km) north-east of Lowestoft and 46 miles (73km) from Bacton.
- The Clipper hub produces and processes gas from its own wells, and imports and processes gas from the Barque, Galleon, Skiff, Cutter and Carrack fields. It is a normally attended installation that comprises five fixed-bridge linked platforms.

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11. SHELL TO FURTHER INVEST IN NORTH SEA GAS HUB AT SHEARWATER

Dec 10, 2018

Shell UK Limited, together with partners Esso Exploration and Production UK Limited and Arco British Limited, LLC, (BP) today announced the final investment decision (FID) for a Shearwater gas infrastructure hub in the central North Sea. Today's announcement marks the seventh FID for Shell in the UK North Sea in 2018.

Dry gas produced by the Shearwater platform currently flows via the Shearwater Elgin Area Line (SEAL) pipeline to Bacton, on the east coast of England. In this latest investment, the Shearwater platform will be modified and a 23 mile (37 kilometre) pipeline from the Fulmar Gas Line (FGL) to Shearwater installed, enabling wet gas to flow into the Shell Esso Gas and Associated Liquids (SEGAL) pipeline.

The gas will initially be processed at the St Fergus plant in Scotland prior to onward transmission of natural gas liquids (NGLs) to the Fife Natural Gas Liquids plant (FNGL) and Fife Ethylene Plant (FEP) at Mossmorran where they will be separated and exported to customers.

"This is part of our strategy to grow our gas production from around the Shearwater platform and it underscores Shell's commitment to maximising the economic recovery of oil and gas from the North Sea," said Steve Phimister, Shell's Vice President for Upstream in the UK.

"Through close collaboration with our partners and suppliers, we have been able to reduce costs, simplify the production process and create an important production hub at Shearwater. Fifty years after Shell began working in the North Sea, we continue to invest in projects to deliver more gas to UK consumers for years to come."

Shell has been working on the 'Central Graben strategy', which links fields such as Fram and Arran back to the Shearwater platform hub. The strategy will see a simplification of the production process on Shearwater while maximising the value of wet gas flowing into the SEGAL system and on to the FNGL and FEG plants at Mossmorran.

At peak production, the wet gas export capacity of the Shearwater hub is expected to be around 400 million standard cubic feet of gas a day, which equates to approximately 70,000 barrels of oil equivalent per day.

The Shearwater gas infrastructure hub follows the decision to develop the Penguins fields in the northern North Sea, the BP operated Alligin field west of Shetland, the Fram, Arran and Gannet E fields along with the Gannet Export infrastructure investment in the central North Sea.

Notes to Editors:

- The Shearwater platform is located about 140 miles (225 kilometres) east of Aberdeen.
- Discovered in 1988, the field was first developed in 2000 and is a joint venture between Shell (28% and operator), ExxonMobil (44.5%) and BP (27.5%)
- Final investment decisions were previously announced by Shell for the Fram field in June 2018 and for the Arran field in October 2018.
- The SEAL pipeline will continue to operate with gas flowing from the Elgin Franklin field for processing at Bacton in Norfolk.

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12. Cautionary Note

The companies in which Royal Dutch Shell plc directly and indirectly owns investments are separate legal entities. In this news release “Shell”, “Shell group” and “Royal Dutch Shell” are sometimes used for convenience where references are made to Royal Dutch Shell plc and its subsidiaries in general. Likewise, the words “we”, “us” and “our” are also used to refer to Royal Dutch Shell plc and subsidiaries in general or to those who work for them. These terms are also used where no useful purpose is served by identifying the particular entity or entities.

“Subsidiaries”, “Shell subsidiaries” and “Shell companies” as used in this news release refer to entities over which Royal Dutch Shell plc either directly or indirectly has control. Entities and unincorporated arrangements over which Shell has joint control are generally referred to as “joint ventures” and “joint operations”, respectively. Entities over which Shell has significant influence but neither control nor joint control are referred to as “associates”. The term “Shell interest” is used for convenience to indicate the direct and/or indirect ownership interest held by Shell in an entity or unincorporated joint arrangement, after exclusion of all third-party interest.

This news release contains forward-looking statements (within the meaning of the U.S. Private Securities Litigation Reform Act of 1995) concerning the financial condition, results of operations and businesses of Royal Dutch Shell. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements. Forward-looking statements are statements of future expectations that are based on management’s current expectations and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in these statements. Forward-looking statements include, among other things, statements concerning the potential exposure of Royal Dutch Shell to market risks and statements expressing management’s expectations, beliefs, estimates, forecasts, projections and assumptions. These forward-looking statements are identified by their use of terms and phrases such as “aim”, “ambition”, “anticipate”, “believe”, “could”, “estimate”, “expect”, “goals”, “intend”, “may”, “objectives”, “outlook”, “plan”, “probably”, “project”, “risks”, “schedule”, “seek”, “should”, “target”, “will” and similar terms and phrases. There are a number of factors that could affect the future operations of Royal Dutch Shell and could cause those results to differ materially from those expressed in the forward-looking statements included in this news release, including (without limitation): (a) price fluctuations in crude oil and natural gas; (b) changes in demand for Shell’s products; (c) currency fluctuations; (d) drilling and production results; (e) reserves estimates; (f) loss of market share and industry competition; (g) environmental and physical risks; (h) risks associated with the identification of suitable potential acquisition properties and targets, and successful negotiation and completion of such transactions; (i) the risk of doing business in developing countries and countries subject to international sanctions; (j) legislative, fiscal and regulatory developments including regulatory measures addressing climate change; (k) economic and financial market conditions in various countries and regions; (l) political risks, including the risks of expropriation and renegotiation of the terms of contracts with governmental entities, delays or advancements in the approval of projects and delays in the reimbursement for shared costs; and (m) changes in trading conditions. No assurance is provided that future dividend payments will match or exceed previous dividend payments. All forward-looking statements contained in this news release are expressly qualified in their entirety by the cautionary statements contained or referred to in this section. Readers should not place undue reliance on forward-looking statements. Additional risk factors that may affect future results are contained in Royal Dutch Shell’s 20-F for the year ended December 31, 2017 (available at www.shell.com/investor and www.sec.gov). Each forward-looking statement speaks only as of the date of the announcement was initially released. Neither Royal Dutch Shell plc nor any of its subsidiaries undertake any obligation to publicly update or revise any forward-looking statement as a result of new information, future events or other information. In light of these risks, results could differ materially from those stated, implied or inferred from the forward-looking statements contained in this news release.

We may have used certain terms, such as resources, in this news release that United States Securities and Exchange Commission (SEC) strictly prohibits us from including in our filings with

the SEC. U.S. Investors are urged to consider closely the disclosure in our Form 20-F, File No 1-32575, available on the SEC website www.sec.gov.