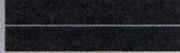




Shell Global Solutions

Mr. A. Gatti



Shell Global Solutions International BV
P.O. Box 38000
1030 BN Amsterdam
The Netherlands
Internet www.shell.com/globalsolutions

CC: Equal Treatment Commission

T.a.v. de heer mr. De Groot
Postbus 16001
3500 DA Utrecht

23 September 2011

Dear Mr Gatti,

With reference to the ruling of the Equal Treatment Commission dated 12 August 2011 (2011-0085), Shell Global Solutions International B.V. ("SGSI") hereby informs you that after careful consideration, it has decided not to follow the advice of the Commission to implement a so called "jaar uren systeem".

A copy of this letter will be sent to the Equal Treatment Commission.

Yours sincerely,
Shell Global Solutions International B.V.

Jeanine van Barlingen
NL HR Manager - Project & Technology

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Gatti_Equal Treatment Commission.doc

Shell Global Solutions is a trading style used
by a network of technology companies
of the Shell Group

Jeanine van Barlingen