



NZX RELEASE

16 April 2021

CHIEF REVENUE OFFICER RETENTION PACKAGE

Geo Limited (NZX: GEO) announces that it has agreed a long term incentive and retention package with Chief Revenue Officer Scott Player, establishing multi-year equity incentives aligned to minimum revenue growth targets.

Tranches 2 to 4 of the package are subject to approval by shareholders and will be tabled at the Company's 2021 AGM.

The key terms of the retention package are:

Option Tranche	Number of Options	Grant Date	Principal Vesting Conditions	Expiry	Exercise Price
Tranche 1	2,273,530	Granted on 31 March 2021 (as part of total issue of 3,410,294 options)	In employment at 31 March 2023	31 March 2025	\$0.15
Tranche 2	1,705,147	Subject to, and immediately upon shareholder approval at 2021 AGM	Two consecutive quarters of 30% or greater annualised growth in monthly recurring licence revenues	Earlier of three years after vesting or 31 March 2025	\$0.15
Tranche 3	1,705,147	Subject to, and immediately upon shareholder approval at 2021 AGM	Two consecutive quarters of 30% or greater annualised growth in monthly recurring licence revenues, subsequent to Tranche 1 having vested	Earlier of three years after vesting or 31 March 2025	\$0.15
Tranche 4	2,561,425	Subject to, and immediately upon shareholder approval at 2021 AGM	Two consecutive quarters of 30% or greater annualised growth in monthly recurring licence revenues, subsequent to Tranche 2 having vested	Earlier of three years after vesting or 31 March 2025	\$0.25
TOTAL	8,245,249				

Upon vesting, assuming that all management options are exercised and convertible notes are converted to ordinary shares, the management team at GEO would hold a 14.6% fully diluted shareholding in GEO.

For more information:

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ABOUT GEO

Geo is a leading SaaS business that provides job management platforms for trades, field and home service businesses. The market for Geo's products is growing quickly as the global mobile workforce expands. Geo's simple yet powerful software platform helps business owners reduce the complexity of running their business whilst saving time and improving cashflow.

For more information: www.geoworkforcesolutions.com