



## Remuneration and Nomination Committee Charter

### 1. Purpose/Role

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The Remuneration and Nomination Committee (the **Committee**) is a Committee of the Board of Geo Limited (the **Company**) whose principal function is to:

- oversee the remuneration strategies and policies for the Company; and
- to identify and recommend to the Board individuals for nomination as members of the Board and its Committees.

### 2. Committee Composition

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The Board will appoint the members of the Committee, which shall be comprised of a minimum of two Directors, a majority of whom shall be independent (unless there is only two members, in which case at least one of whom shall be independent). One of the members shall be appointed by the Board as Chair of the Committee. The Chair of the Committee may also be the Chairman of the Company.

### 3. Procedures

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The Committee will meet as it deems necessary to properly fulfil its obligations and discharge its duties.

Directors who are not members of the Committee have a standing invitation to attend any meeting of the Committee. Members of management may be invited to attend any meeting of the Committee as considered necessary.

The agenda and Committee papers will be prepared and circulated to all Directors prior to Committee meetings.

A quorum shall be two members one of whom shall be the Chairman of the Committee.

The Committee may ask any party to withdraw from any part of any meeting where his or her performance is being discussed.

The Chair of the Committee will report back to the full Board the recommendations of the Committee at the Board meeting immediately following the Committee meeting.

## 4. Responsibilities and Duties

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The Committee does not take any action or make decisions on behalf of the Board unless specifically mandated. The Board has delegated certain of its functions to the Committee which it is responsible for:

- Reviewing the remuneration strategy, structure and policy for the Company;
- Approving the appointment or termination and the conditions and terms of employment of the Chief Executive Officer's direct reports;
- Reviewing the Chief Executive Officer's performance evaluation of their direct reports and approving the remuneration and any other variation of the conditions and terms of employment of the Chief Executive Officer's direct reports;
- Making recommendations (including proposing amendments) to the Board with respect to short and long-term incentive plans and other employee benefits;
- Exercising authority with respect to the administration of any incentive plans;
- Approving remuneration increase guides and budgets for the Company;
- Overseeing management succession planning for agreed key roles within the Company;
- Reviewing non-executive Directors' remuneration and recommending to the Board changes to such remuneration, subject to any necessary shareholder approvals;
- In relation to the Chief Executive Officer:
  - After the performance review undertaken by the Chairman of the Board, reviewing and evaluating the Chief Executive Officer's performance against key performance objectives and reviewing the objectives for the forthcoming year;
  - Reviewing the current remuneration and any proposed changes and reporting the Committee's recommendations to the Board;
- Make recommendations to the Board as to its size;
- Review the criteria for selection of Directors and make recommendations to the Board any necessary alterations to ensure the most appropriate balance of skills, qualifications, experience and background to effectively govern the Company;
- Recommending appropriate candidates to the Board based on the above criteria;
- Ensuring that potential candidates understand the role of the Board; and
- Recommending to the Board, the removal of any director, subject to the provisions contained in the Constitution.

## 5. Powers and Authority

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The Committee and each member of the Committee shall have the authority of the Board to:

- retain, terminate and consult with outside or other independent external advisers (including legal and remuneration consultants) at the Company's expense;
- secure the attendance at meetings of outsiders with relevant experience,

where the Committee or a Committee member deems it necessary to carry out the functions of the Committee.

Committee members are entitled to rely on Company executives, on matters within their responsibility and on external professionals on matters within their area of expertise and may assume the accuracy of information provided by such persons, so long as the Committee member is not aware of any reasonable grounds upon which such reliance or assumption may be inappropriate.

The Board may rely upon information provided by the Committee and its members in relation to matters within the Committee's responsibility under the terms of this Charter provided that it has evaluated the information and is not aware of any reasonable basis upon which to question its accuracy.

## 6. Accountability

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The Board shall annually review the Committee's performance against this Charter and the Board shall review the Charter from time to time as it considers appropriate.