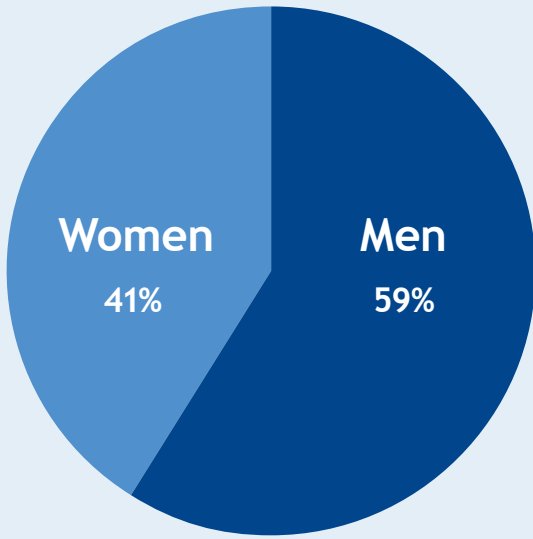


GEOAmey is an equal opportunity employer

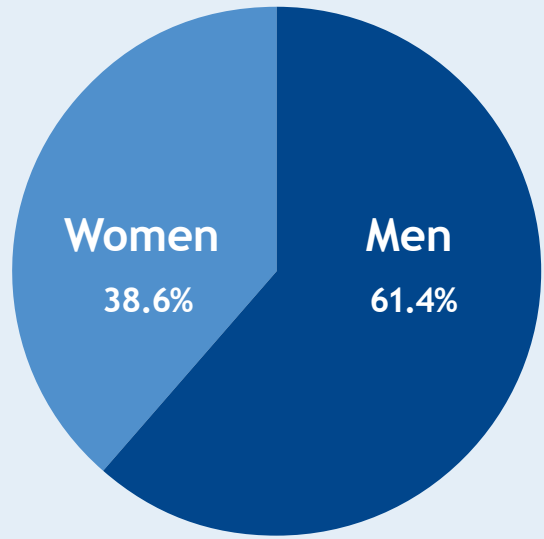
0.1%

Median gender pay gap based on an hourly rate

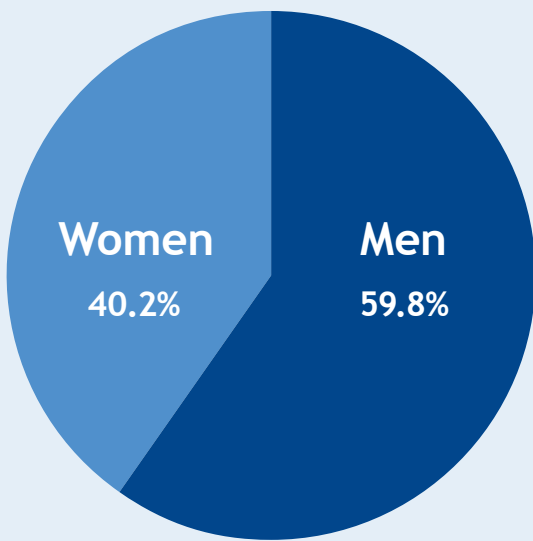
Percentage in upper quartile for hourly pay rate



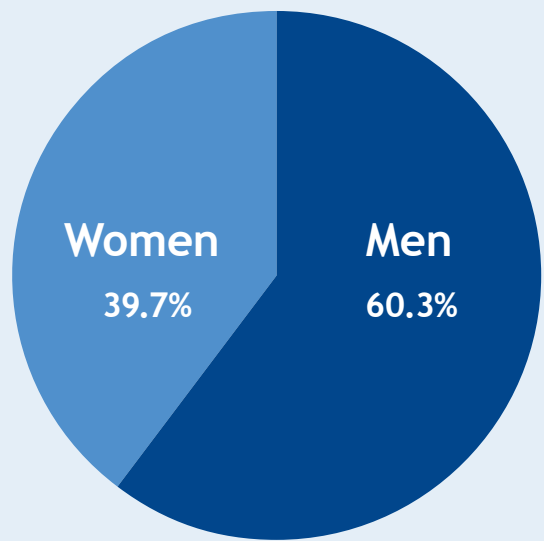
Percentage in upper middle quartile for hourly pay rate



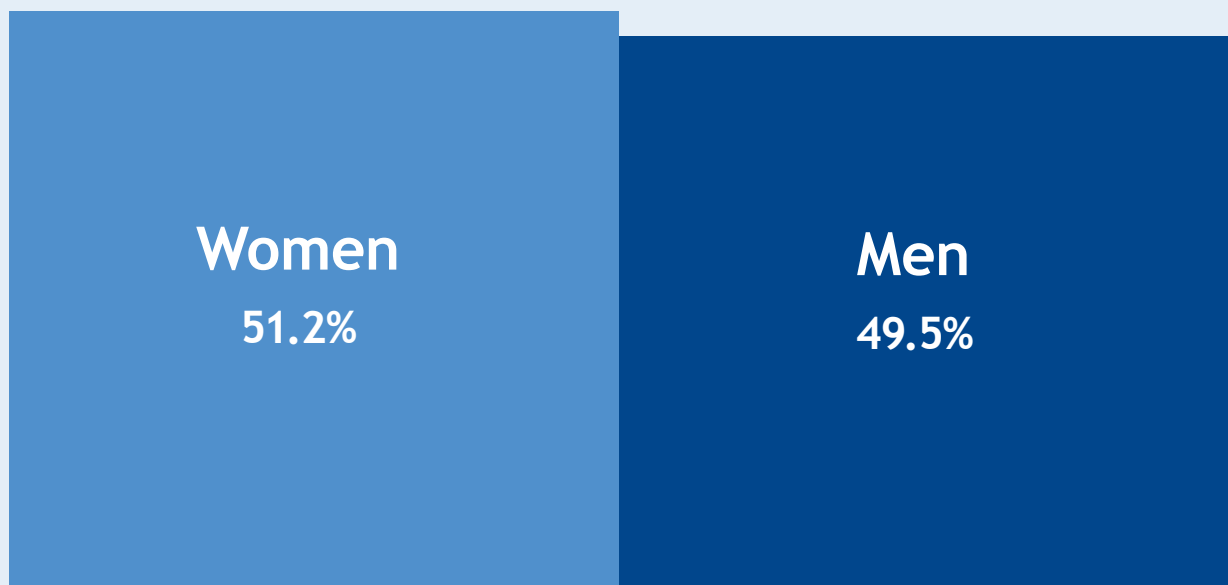
Percentage in lower middle quartile for hourly pay rate



Percentage in lower quartile for hourly pay rate



Proportion who received a bonus



0.9%

Mean gender pay gap based on an hourly rate

30%

Mean gender pay gap bonus

0%

Median gender pay gap bonus

Our mean gender pay gap bonus is heavily influenced by the fact our four executive members are all male.