GEO ANNUAL CONFERENCE | CROSS-EVENT INSIGHTS 2023–2026

Four annual conference events | 2 Europe-hosted and 2 US-hosted

Event	Host region	Total	Issuer	Provider / Adviser	Academic	Other	Countries*
Austin 2026	US	445	165	266	14	0	17
Prague 2025	Europe	364	136	217	11	0	28
Nashville 2024	US	349	137	203	8	1	16
Edinburgh 2023	Europe	380	138	229	13	0	24

ATTENDANCE | AVERAGES AND RECORD HIGHS

Metric	All events avg	All events high	High event	Europe avg	Europe high	US avg	US high
Total attendees	384.5	445	Austin 2026	372	380	397	445
Issuers	144	165	Austin 2026	137	138	151	165
Providers / advisers	228.8	266	Austin 2026	223	229	234.5	266
Academics	11.5	14	Austin 2026	12	13	11	14
Distinct countries*	21.2	28	Prague 2025	26	28	16.5	17

ATTENDEE TYPE | SHARE OF ATTENDANCE

Event	Issuer %	Provider %	Academic %	Other %	Total
Austin 2026	37.1	59.8	3.1	0	445
Prague 2025	37.4	59.6	3	0	364
Nashville 2024	39.3	58.2	2.3	0.3	349
Edinburgh 2023	36.3	60.3	3.4	0	380

SENIORITY | JOB TITLE-BASED ESTIMATES

Event	Exec / Director / Head	Manager / Senior	Professional / Early	Other / Unclear	Titles counted	Not in title table	Senior share %**
Austin 2026	271	116	23	35	445	0	87
Prague 2025	210	96	13	35	354	10	86.4
Nashville 2024	219	78	22	23	342	7	86.8
Edinburgh 2023	232	95	14	33	374	6	87.4

COUNTRY REPRESENTATION | TOP 15 COUNTRIES ACROSS ALL EVENTS

Attendee country	All events	Europe-hosted	US-hosted	High single event	High event	Events present
United States	871	299	572	338	Austin 2026	4
United Kingdom	247	176	71	100	Edinburgh 2023	4
France	60	35	25	19	Edinburgh 2023	4
Germany	57	42	15	21	Prague 2025	4
Switzerland	40	28	12	16	Edinburgh 2023	4
(blank)	37	37	0	37	Prague 2025	1
Israel	29	17	12	9	Austin 2026	4
Netherlands	24	15	9	9	Edinburgh 2023	4
Spain	20	16	4	9	Edinburgh 2023	4
Australia	15	6	9	7	Nashville 2024	4
Ireland	15	9	6	6	Edinburgh 2023	4
Canada	14	6	8	5	Edinburgh 2023	4
Finland	12	9	3	5	Prague 2025	4
Denmark	9	2	7	6	Austin 2026	3
Norway	6	6	0	5	Prague 2025	2

SENIORITY | HOST-REGION COMPARISON

Host region	Events	Exec / Director / Head	Manager / Senior	Professional / Early	Other / Unclear	Titles counted	Senior share %**
Europe	2	442	191	27	68	728	87
US	2	490	194	45	58	787	86.9

METHODOLOGY AND DATA QUALITY

* Countries exclude 'No Country Provided'; country codes in Edinburgh were standardised to names. Country counts reflect the existing sheets.

** Seniority is estimated from keywords in job titles, not verified personnel grades; 'Other / Unclear' includes titles without a recognisable seniority indicator.

Job-title table totals differ from event attendance in some years (Austin 445/445; Prague 354/364; Nashville 342/349; Edinburgh 374/380). Seniority is based only on listed titles.

Prague 2025 country/type breakdown contains some inconsistent country-level subtotals; event-level totals are taken from the source sheet's Grand Total row.

Averages are per conference, not per attendee. Europe-hosted events: Edinburgh 2023 and Prague 2025; US-hosted: Nashville 2024 and Austin 2026.

Type labels are harmonised for comparison; Prague 'Academic/Government' is grouped under Academic.

GEO 27TH ANNUAL CONFERENCE AUSTIN 21-23 APRIL 2026
ATTENDEE ANALYSIS

ATTENDEES BY COUNTRY

Country	Attendees per Country
Australia	2
Brazil	1
Canada	4
Denmark	6
Finland	2
France	16
Germany	4
Hong Kong	1
India	1
Ireland	5
Israel	9
Netherlands	5
Singapore	1
Spain	1
Switzerland	5
United Kingdom	43
United States	338
No Country Provided	1
Grand Total	445

TYPE OF ATTENDEE BY COUNTRY

Country	Academic	Issuer	Provider/Advisor	Other	Grand Total
Australia	0	2	0	0	2
Brazil	0	0	1	0	1
Canada	0	1	3	0	4
Denmark	0	3	3	0	6
Finland	1	0	1	0	2
France	0	1	15	0	16
Germany	1	1	2	0	4
Hong Kong	0	0	1	0	1
India	0	0	1	0	1
Ireland	0	1	4	0	5
Israel	0	1	8	0	9
Netherlands	0	3	2	0	5
Singapore	0	0	1	0	1
Spain	0	1	0	0	1
Switzerland	0	1	4	0	5
United Kingdom	0	9	34	0	43
United States	12	141	185	0	338
No Country Provided	0	0	1	0	1
Grand Total	14	165	266	0	445

ATTENDEE BY JOB TITLE

Job Title	Attendees per Job Title
Academic Member	1
Account Executive	1
Analyst	1
Associate	1
Associate Director	1
Associate Director, Equity Compensation	1
Associate Director, Global Equity Compensation	1
Associate Director, Payroll & Equity Compensation	1
Associate Director, Relationship Management	1
Associate Director, Stock Plan Services	1
Associate Partner	3
Associate, EMEA M&A/Specialists - Employment Cor	1
Attorney	1
Attorney, Partner	1
Avocat	2
Avocat / Lawyer	1
AVP Executive Compensation	1
Beyster Distinguished Professor and Director Emeriti,	1
Business Development Director	1
CCO	1
CEO	4
CEO - Share Plan Solutions	1
CEO -Equity Services	1
CEO Issuer Services, North America	1
Chief Client Officer	1
Chief Of Staff	1
Chief Operations Officer, Workplace Solutions	1
Chief Product Officer, Workplace Solutions	1
Chief Professional Affairs Officer	1
Chief Revenue Officer	2
Chief Valuation Officer	1
Client Engagement Manager	1
Client Relations & Business Operations Specialist	1
Client Service Manager	2
Co Founder & Chief Product Officer	1
Co-head of Business Development	1
Company Secretarial Specialist	1
Compensation & Benefits Partner	1
Compensation & Benefits Tax Advisor	1
Compensation Advisor	2
Compensation Lead	1
Consulting Director	2
Consulting Manager	1
Consulting Senior Manager	1
Corporate Relations Manager	1
Deputy CEO	1
Deputy Company Secretary & Head of Shareholder :	1
Director	6
Director - Benefits Compliance	1
Director - Global Equity Management	1
Director - Global Stock Administration	1
Director - SPS	1
Director - Stock plan management & Executive Ad	1
Director Equity Operations	1
Director Global Equity Administration	1
Director Global Mobility	1
Director HR International Benefits	1
Director of Client Relations	1
Director of Client Services	1
Director of Global Equity and Payroll	1
Director of Inside Sales	1
Director of Stock Administration	1
Director – Relationship Manager	1
Director, Business Development	1
Director, Client Service	1
Director, Compensation	1
Director, Consultant & Industry Relations	1
Director, Equity	1
Director, Equity Administrator	1
Director, Equity and Executive Compensation	1
Director, Equity Compensation	1
Director, Equity Plans	1
Director, Events	1
Director, Exec Comp & Equity	1
Director, Executive & Equity Compensation	1
Director, Global and Exec Comp	1
Director, Global Equity & 401 (k)/RRSP Program	1
Director, Global Equity Administration	1
Director, Global Equity Management	1
Director, Global Equity Programs	3
Director, Global Stock	1
Director, Global Stock & Equity Programs	1
Director, Head of Client Management	1
Director, Industry Engagement	1
Director, Institutional Equity Client Relationship Man	1
Director, Share Plans	1
Director, Stock Administration	3
Director, Stock Plan Administration	1
Director, Stock Services	1
Director, Total Rewards	1
Director, Total Rewards-Stock Plan	1
Director, US Equity Compensation	1
Director, Workplace Benefits Specialist	1
ED, Business Development West Coast US	1
EMEA Director Product	1
Employee Equity Specialist	1
Employment Tax Senior Manager	1
Equity Director	1
Equity Operations Manager & Corporate Counsel	1
Equity Plan Administrator	1
Equity Plan Manager	1
Equity Product Owner	1
Equity Professional	1
Events Marketing Manager	1
EVP, Commercial Director	1
EVP, Director U.S. Sales	1
Executive Compensation & Benefits Finance Lead	1
Executive Compensation & Mobility Specialist	1
Executive Compensation and Equity Program Manag	1
Executive Director	12
Executive Director, Equity Plan Product Managemer	1
Executive Director, Executive Financial Services	1
Executive Director, Head of Equity Plan Services	1
Executive Director, Head of UK Sales	1
Executive Director, Strategic Engagement and Expe	1
Executive Vice President - Equity Markets	1
Financial Advisor	3
Financial Reporting Consultant	1
Founder & CEO	1
Founder & Principal	1
Founding Partner	2
Global CEO - Employee Share Plans	1
Global Compensation Lead	1
Global Employer Services	1
Global Equity Director	1
Global Equity Lead	1
Global Equity Manager	1
Global Equity Operations Manager	1
Global Equity Programs Manager	1
Global ESPP lead	1
Global Head of Public Equity Solutions	1
Global Head of Share Plans	1
Global Rewards Analyst	1
Global Share Plans Manager	1
Global Stock Plan Administrator	1
Global Stock Plan Specialist	1
Global Stock Program Manager	1
Group Head of Executive Remuneration, Share Plans	1
Group Head of Reward	1
Head - Consulting and Managed Services	1
Head of Banking Solutions	1
Head of Business Development	1
Head of Client Relationship Management	1
Head of Client Services	1
Head of Communications	1
Head of Compensation	1
Head of EMEA Equity Services	1
Head of Employer Solutions	1
Head of Equity Administration	1
Head of Equity Management	1
Head of Executive Advisory	1
Head of Executive Compensation	1
Head of Expertise Division	1
Head of Global Equity	1
Head of Global Events	1
Head of Global Market Development and Partnersh	1
Head of Global Stock Programs	1
Head of Institutional Sales, RM & Business Developm	1
Head of North America Share Plan Solutions	1
Head of Participant Solutions	1
Head of Relationship Management and Engagemen	1
Head of Relationship Management, North America E	1
Head of Sales and Business Development	1
Head of Sales Development and Retention	1
Head of Share Plan Services	1
Head of Share Plans	1
Head of Stock Administration	1
Head of Stock Plan Services	1
Head of Strategic Accounts & Partnerships	1
Head of Thought Leadership and Industry Relations	1
Head of Total Rewards	1
Head Stock Admin; Insurance; Special Projects	1
Head, Strategic Participant Engagement	1
HIPAA Compliance Officer and Securities Complian	1
Industry Director, Employee Share Plans	1
International Employment Tax and Equity Manager	1
Job Title	1
Lawyer	1
LAWYERS - PARTNER	1
Lead Equity Compensation Analyst	1
Lead Stock Compensation	1
Legal Director	1
Manager	2
Manager Compensation	1
Manager Executive Compensation	1
Manager, Compensation	1
Manager, Equity Compensation	1
Manager, Global Equity Communications & Learning	1
Manager, Global Equity Management	1
Manager, Global Equity Programs	1
Manager, Stock Administration	2
Manager, Stock Plan Administration	1
Manager, Support and Technical Operations	1
Managing Associate	1
Managing Director	13
Managing Director - Wealth Management	1
Managing Director - Workplace Benefits Sales	1
Managing Director, Equity Plan Services	1
Managing Director, Global Communications	1
Managing Director, Global Reward Services	1
Managing Director, Sr. Business Development Execu	1
Managing Director, Stock Operations	1
Managing Partner	3
Managing Partner, Corporate Strategy	1
Market Development Director	1
Marketing Associate	1
Marketing Director	1
Marketing Manager	2
MD Exec Comp	1
No Job Title Provided	10
Of Counsel	2
Operations Director	1
Owner	2
Partner	20
Partner People Advisory Services	1
Partner, Tax, Compensation & Benefits	1
Partnership & Alliance - Director	1
President - Stock Plan Services	1
President, North America Employee Share Plans	1
Principal	4
Principal Professional Stock Administration	1
Principal, Global Equity Administration	2
Principal, Stock Compliance	1
Principal, Tax	1
Professor /Director Institute for the Study of Employe	1
Relationship Manager	3
Research Associate	1
Reserve Share Plan Specialist	1
Reward & Share Plan Manager	1
Rewards Analytics & Reporting Lead	1
Rewards Analytics and Reporting Analyst	1
Sales Consultant	1
Senior Advisor, Stock Plan Services	1
Senior Analyst	1
Senior Business Development Manager	2
Senior Consultant	2
Senior Director, Employer Solutions	1
Senior Director, Equity Compensation	1
Senior Director, Equity Programs	1
Senior Director, Global Strategic Initiatives	1
Senior Director, Member Engagement	1
Senior Equity Operations	1
Senior Manager	7
Senior Manager - Global Equity Administration	1
Senior Manager, Brand Marketing & Communicatior	1
Senior Manager, Equity Administration	1
Senior Manager, Equity Programs	1
Senior Manager, Global Equity and Reward	1
Senior Manager, Global Stock Plans	1
Senior Manager, Stock Administration	2
Senior Relationship Management	1
Senior Relationship Manager	3
Senior Software Development Engineer	1
Senior Stock Administrator	1
Senior Stock Plan Administrator	1
Senior Stock Plan Manager	1
Senior Vice President	4
Senior Vice President - Treasurer	1
Senior Vice President, Executive Trading	1
Share Plan Programme Manager	1
Share Plans Manager	1
Software Engineer	1
Solicitor	1
Solutions Architect	2
SPS Global Strategy Lead	1
Sr Manager Professional Services	1
Sr Manager, Executive Compensation	1
Sr. Business System Analyst	1
Sr. Client Service Manager	1
Sr. Compensation Consutant	1
Sr. Director Tax	1
Sr. Director, Executive Compensation	1
Sr. Director, Global Equity Programs	1
Sr. Director, Managed Services	1
Sr. Equity Compensation Planner	1
Sr. Equity Plan Analyst	1
Sr. Equity Program Manager	1
Sr. Executive Compensation Analyst	1
Sr. Manager, Equity Programs	1
Sr. Manager, Global Equity M&A, Expansions & Comp	1
Sr. Manager, Global Stock Administration	1
Sr. Manager, Global Stock Programs	1
Sr. PMT, Financial Systems	1
Sr. Stock Administrator	1
Sr. Stock Administrator	1
Sr. Stock Plan Administrator	4
Sr. Stock Plan Manager	1
Sr. Stock Programs Manager	1
Sr. Vice President, Equity Compensation Planner	1
Stock Admin Sr. Manager	1
Stock Administration Manager	1
Stock Administrator	1
Stock Analyst	1
Stock Plan Administration Lead	1
Stock Plan Administrator	1
Stock Plan Administrator, Staff	1
Stock Plan Manager	2
Stock Plan Sr. Manager	1
Stock Program Manager	1
SVP - Total Rewards, Systems & Insights	1
SVP, Group Manager	1
SVP, Workplace Sales	1
Tax lawyer	1
Tax Managing Director	1
Technical Manager	1
United States	1
US Expansion Lead	1
Vice President	10
Vice President of Total Rewards	1
Vice President Total Rewards	1
Vice President, Global Total Rewards	1
Vice President, Partner Manager	1
Vice President, Product Management	1
Vice President, Relationship Management	1
Vice President, Rewards Consulting	1
Vice President, Stock Plans	1
VP Capital Markets	1
VP Capital Markets - Canada	1
VP Fidelity Stock Transfer	1
VP of Sales	1
VP, Account Executive	1
VP, Employer Partnerships	1
VP, Equity Compensation Managing Director	1
VP, Equity Solutions	1
VP, Executive Rewards	1
VP, Finance Ops	1
VP, Partnership Manager	1
VP, Sales	1
VP, Total Rewards	1
Wealth Management Advisor	1
Workplace Benefits Specialist	1
Grand Total	445

GEO 26TH ANNUAL CONFERENCE PRAGUE 28-30 APRIL 2025

ATTENDEE ANALYSIS

ATTENDEES BY COUNTRY

Country	Attendees per Country
Australia	3
Austria	3
Belgium	2
Canada	1
Czech Republic	1
Finland	5
France	16
Germany	21
Hong Kong	1
India	2
Ireland	3
Israel	8
Jersey	3
Lithuania	2
Netherlands	6
Norway	5
Poland	2
Saudi Arabia	1
Slovakia	1
South Africa	1
Spain	7
Sweden	1
Switzerland	12
Ukraine	2
United Kingdom	76
United States	141
United States Minor Outlying Island	1
(blank)	37
Grand Total	364

TYPE OF ATTENDEE BY COUNTRY

Country	Academic/Government	Issuer	Provider/Advisor	Grand Total
Australia		1	3	3
Austria		3	3	3
Belgium		1	2	2
Canada			2	1
Czech Republic			2	1
Finland	1		7	5
France		3	13	16
Germany		14	7	21
Hong Kong			1	1
India			2	2
Ireland			3	3
Israel		3	5	8
Jersey			3	3
Lithuania		2	0	2
Netherlands		4	2	6
Norway			5	5
Poland			2	2
Saudi Arabia		1		1
Slovakia		1		1
South Africa			1	1
Spain		1	6	7
Sweden			1	1
Switzerland		3	9	12
Ukraine			2	2
United Kingdom	3	15	61	76
United States	5	57	70	141
United States Minor Outlying Islands			1	1
(blank)	2	27	7	37
Grand Total	11	136	217	364

ATTENDEE BY JOB TITLE

Job Title	Attendees per Job Title
Account Executive	1
Analyst	1
Assistant General Counsel Employr	1
Assistant Manager – Corporate	1
Associate	2
Associate Director	1
Associate Director - Employee Shar	1
Associate Director, Business Develo	1
Associate Director, Payroll & Equity	1
Associate Director, Relationship Mc	1
Associate Partner	3
Associate, EMEA M&A/Specialists - I	1
Attorney	1
Attorney at law	1
Avocat	1
Avocat Partner	1
Board Member	2
Business Development Director	1
Business Development Director, Elv	1
Business Development Manager	1
C&B	1
CCO	1
CEO	2
Chief Executive Officer	1
Chief Operating Officer	1
Chief Revenue Officer	1
Chief Valuation Officer	1
Client Management, Associate Dir	1
Client Relationship Manager	1
Client Technical Director, Share Plc	1
CMO	1
Co-Founder & Head of Sales	1
Co-head of Business Development	1
Compensation & Benefits	1
Compensation & Benefits Tax Advi	1
Consultant	2
Consulting Director	2
COO	1
Corporate & Business Developmen	1
Counsel	2
Counsel (Tax)	1
Deputy Corporate Director	1
Director	5
Director - Global Equity Managem	1
Director - Global Stock Administrat	1
Director - Partnership & Alliance	1
Director - Senior Relationship Manc	1
Director - Total Reward Equity	1
Director of Client Management	2
Director of Communications	1
Director of Equity Management	1
Director of Global Equity	1
Director of Payroll & Equity	1
Director of Privacy	1
Director Stock Administration	1
Director, Product Management	1
Director, Client Management	1
Director, Consultant & Industry Rel	1
Director, Equity Administration	1
Director, Equity Compensation	1
Director, Equity Programs and Paye	1
Director, Exec Comp & Equity	1
Director, Financial Benefits	1
Director, Global Equity Managemt	1
Director, Global Stock Administrati	1
Director, Head of Employee Retirer	1
Director, Head of Executive Comp	1
Director, Platform Operations	1
Director, Relationship Managemer	1
Director, Share Plans	1
Director, Stock & Equity Programs	1
Director, Stock Administration	1
Director, Strategic Relationships	1
Director, Total Rewards-Stock Plan	1
EMEA Director Product	1
EMEA Equity Services Director	1
Employee Ownership Program Mar	1
Equity administration manager	1
Equity Compensation Associate Di	1
Equity Compensation Manager	1
Equity Plan Manager & Executive R	1
Equity Professional	1
Equity programs communication r	1
Equity Team Manager	1
EU Regional Director Relationship M	1
European Regional Lead	1
Executive Compensation & Mobilit	1
Executive Compensation Consultc	1
Executive Compensation Manage	1
Executive Compensation Specialis	1
Executive Director	6
Executive Director, Global Equity S	1
Executive Director, Head of Equity	1
Executive Director, Head of UK Sale	1
Expert in Reward and Performance	1
Expert Reward & Performance	1
Financial Operations Lead	1
Financial Operations Specialist	1
Founder	1
Founder & CEO	1
Founding Partner	1
Global C&B & HR Data Team Lead	1
Global CEO - Employee Share Plan	1
Global Compensation Manager	1
Global Compliance Manager	1
Global Equity And Reward Cycles I	1
Global Equity Lead	1
Global Equity Management	1
Global Equity Manager	3
Global Equity Programs Manager	1
Global Head of Portfolio Marketin	1
Global Head of Reward and Perfo	1
Global Reward Director - Exec Cor	1
Global Share Plan Consultant	1
Global Stock Plan Administrator	1
Global Total Rewards Lead	1
Group Head of Reward	1
Group Head of Share Plans	1
Head - Business Development	1
Head - Consulting and Managed S	1
Head Account Management	1
Head Employee Share Ownership S	1
Head Global Employment and Mo	1
Head of Business Development	1
Head of Business Development, Elv	1
Head of Client Relationship Manag	1
Head of Compensation & Benefits	1
Head of Compensation & Corporc	1
Head of Corporate Secretariat & S	1
Head of Employer Solutions	1
Head of Equity Compensation	1
Head of Executive Compensation	1
Head of Expertise Division	1
Head of Global Advanced Solutio	1
Head of Global Equity Administrati	1
Head of Global Share Plans	1
Head of Group Executive Compen	1
head of group HR digital processe	1
Head of Group Remuneration and	1
Head of Group Rewards and HR G	1
Head of Growth and Client Solutic	1
Head of incentive admin	1
Head of Institutional Relationship M	1
Head of Relationship Managemen	1
Head of Rewards Europe & Africa	1
Head of Share Plan Services	1
Head of Share Plans	2
Head of Share Schemes	1
Head of Shareholder Services	1
Head of Southern Europe	1
Head of Stock Administration	1
Head of Stockplan Belgium	1
Head of Tax & Legal Compliance	1
Head of Thought Leadership and In	1
Head of Top Executive & Equity Cc	1
Head, EMEA Trust & Nominee Servic	1
Head, Strategic Participant Engag	1
HR Director	1
HR Policy Analyst	1
Industry Director, Employee Share F	1
International Compensation and E	1
International Employment Tax and	1
International Mobility Manager	1
Key Accounts and International Mc	1
Lawyer	3
Lead Compensation Analyst	2
Leader, Executive Compensation	1
Leading Tax Specialist	1
Legal	1
Legal Counsel	2
Legal Director	1
LTI Plan Department - Director	1
LTI Program Manager	1
Manager Global Equity Compensc	1
Manager, Event Production and Sc	1
Manager, Global Equity Learning E	1
Manager, Global Equity Programs	1
Manager, Support and Technical C	1
Managing Associate	1
Managing Director	5
Managing Director - Workplace Be	1
Managing Director, Computershar	1
Managing Director, Equity Plan Ser	1
Managing Director, Global Comm	1
Managing Director, Global Rewarc	1
Managing Partner	2
Marketing Associate	1
Mrs	1
Of Counsel	2
Operations Director	1
Owner	1
Partner	30
Partner People Advisory Services	1
Partner, Tax, Compensation & Ben	1
President, North America Employee	1
Principal	2
Principal & Head of Operations	1
Principal, Stock Compliance	1
Principal/Partner	1
Private Equity & M&A Tax	1
Professor /Chair	1
Public Markets Lead	1
Regional Business Development Dir	1
Relationship Management	1
Relationship Manager	1
Reward & Share Plan Manager	1
Reward Analyst	1
Reward Manager	2
Reward Specialist	1
Rewards Analytics & Reporting Lea	1
Senior Account Executive	1
Senior Advisor Share Plans	1
Senior Associate	2
SENIOR ASSOCIATE (LEADER OF THE	1
Senior Associate, Board Member	1
Senior Business Development Manc	1
Senior Compensation Analyst	2
Senior Consultant	1
Senior Counsel	1
Senior Director	1
Senior Director, Global Strategic In	1
Senior Director, Member Engagem	1
Senior Equity Manager	1
Senior Equity Program Manager	1
Senior Manager	6
Senior Manager - Head of Equity Pl	1
Senior Manager Business Operation	1
Senior Manager Equity Compliance	1
Senior Manager of Equity Program:	1
Senior Manager, Compensation	1
Senior Manager, Equity Administrat	1
Senior Manager, Executive Compe	1
Senior Manager, Global Stock Plan	1
Senior Manager, Stock Compliance	1
Senior Relationship Manager	2
Senior Reward Manager	1
Senior Specialist - Total Rewards	1
Senior Vice President	2
Share Plan Programme Manager	1
Share Plans Manager	1
Share Scheme Business Partner	1
Solicitor	1
SPS Global Strategy Lead	1
Sr Product Owner	1
Sr. Compensation Consultant	1
Sr. Director - Global Equity Progran	1
Sr. Director Tax	1
Sr. Director, Equity Compensation	1
Sr. Director, Global Equity Program	1
Sr. Global Equity Administrator	1
Sr. Manager, Global Equity M&A, Ei	1
Stitch Lead	1
Stock Admin Manager	1
Stock Admin Sr. Manager	1
Stock Administration	1
Stock Plan Administrator	1
Stock Plan Manager	1
Stock Plans Management, Senior C	1
Tax Advisor	1
Tax lawyer	1
Tax Managing Director	1
Tax Partner	1
Total Rewards Specialist	1
Vice President	4
Vice President - Business Developm	1
Vice President Employee Share Pro	1
Vice President, Global Total Rewar	1
Vice President, Head of Reward &	1
Vice-President	1
Volunteer	3
VP	1
VP Global Payments	1
VP of Sales, Sprintax Dividends	1
VP, Executive Compensation	1
VP, Finance Ops	1
VP, Global Stock Plan Services	1
VP, International Head of Finance	1
VP, Marketing	1
Grand Total	354

GEO 25TH ANNUAL CONFERENCE NASHVILLE 9-11 APRIL 2024
ATTENDEE ANALYSIS

ATTENDEES BY COUNTRY

Country	Attendees per Country
Australia	7
Canada	4
Denmark	1
Finland	1
France	9
Germany	11
Hong Kong	1
Ireland	1
Israel	3
Netherlands	4
Singapore	2
Spain	3
Switzerland	7
United Kingdom	28
United States	234
United States Minor Outlying Islands	2
No Country Provided	31
Grand Total	349

TYPE OF ATTENDEE BY COUNTRY

Country	Academic	Issuer	Provider/Advisor	Other	Grand Total
Australia		4	3		7
Canada			4		4
Denmark		1			1
Finland			1		1
France			9		9
Germany	2	7	2		11
Hong Kong		1			1
Ireland			1		1
Israel			3		3
Netherlands			4		4
No Country Provided	2	22	7	1	31
Singapore			2		2
Spain		1	2		3
Switzerland			7		7
United Kingdom		5	23		28
United States	5	96	133		234
United States Minor Outlying Islands			2		2
Grand Total	8	137	203	1	349

ATTENDEE BY JOB TITLE

Job Title	Attendee per Job Title
Account Executive	1
Account Executive & Partnership Manager	1
Accounting Supervisor	1
Analyst	1
Associate	1
Associate Director	1
Associate Director, Global Equity	1
Associate Partner	3
Associate Stock Plan Administrator	1
Avocat	1
CEO	3
Chairman, President & CEO	1
Chief Operating Officer	1
Cofounder & COO	1
Communication Expert	1
Communications Director	1
Communications Specialist	1
Comp Director	1
Compensation & Benefits Tax Advisor	1
Compensation Analyst Lead and Stock Plan Administrator	1
Compensation Manager	1
Consulting Director	2
Consulting Senior Manager	1
DI SW Compensation Sr. Manager	1
Director	6
Director - Global Communication & Education Team Lead	1
Director - Global Equity Management	1
Director - Global Stock Administration	1
Director - Total Reward Equity	1
Director Global Mobility	1
Director of Equity Programs	1
Director, Benefits Accounting & Audit	1
Director, Client Relationship, Stock Plan Services	1
Director, Client Service	1
Director, Consultant & Industry Relations	1
Director, EM Sales & Services Engineering	1
Director, Equity	1
Director, Equity Accounting	1
Director, Equity Administration	1
Director, Equity Compensation	1
Director, Equity Plan Product Manager	1
Director, Equity Plan Program Management	1
Director, Equity Plan Services	1
Director, Equity Programs	1
Director, Event Marketing	1
Director, Exec Comp & Equity	1
Director, Executive Compensation	1
Director, Executive Compensation & M&A	1
Director, Global Equity	3
Director, Global Equity Management	1
Director, Global Equity Programs	1
Director, Global Stock Administration	1
Director, HR Systems and Total Rewards	1
Director, Institutional Equity Client Relationship Management Executive	1
Director, Rewards, APAC & IMETA and Global Share Plans Lead	1
Director, Share Plans	1
Director, Shared Services Payroll	1
Director, Stock & Equity Programs	1
Director, Stock Admin and Consulting Teams	1
Director, Stock Administration	1
Director, Strategic Relationships	1
Director, Total Rewards	1
Director, US Payroll	1
Director, Workplace Benefits Specialist	1
EMEA Equity Services Director	1
Equity & Executive Compensation Specialist	1
Equity Account Manager	1
Equity Compensation Administrator	1
Equity Compensation Manager	1
Equity Consultant	1
Equity Director	1
Equity Product Owner	1
Equity Programs Analyst	1
European Industry Relations & Marketing Lead	1
European Regional Lead	1
EVP	1
EVP, Director U.S. Sales	1
Executive & Equity Compensation Manager	1
Executive Compensation & Mobility Specialist	1
Executive Compensation Consultant	1
Executive Director	14
Executive Director, Client Segments	1
Executive Director, Global Equity Solutions	1
Executive Director, Head of Corporate Relationship Management	1
Executive Director, Head of Global Participant Experience	1
Executive Director, Head of UK & Ireland Sales	1
Executive Director, Strategic Engagement and Communications	1
Exp. Manager	1
Financial Advisor	1
Founder	1
Founder & CEO	1
Founding Partner	1
Global Employer Services	1
Global Equity Compensation Senior Manager	1
Global Equity Design and Strategy	1
Global Equity Programs	1
Global Equity Programs Analyst	1
Global Event Manager	1
Global Head of Executive and Equity Compensation	1
Global Head of Reward and Performance Management	1
Global Reward Director - Exec Comp, Global Equity, Global Mobility & Africa r	1
Global Rewards	1
Global Stock Plan Administrator	1
Global Stock Plan, Employee Engagement	1
Group Head of Reward	1
Head Account Management	1
Head Employee Share Ownership Service	1
Head Global Employment and Mobility	1
Head of Benefits and Mobility	1
Head of Business Solutions	1
Head of Client Relationship Management	1
Head of Compensation	1
Head of Compensation Governance	1
Head of Corporate Legal	1
Head of Employer Solutions	1
Head of Equity Compensation	1
Head of Equity Data & Automation Solutions	1
Head of Expertise Division	1
Head of Global Equity Management	1
Head of Global Stock Administration	1
Head of Onboarding	1
Head of Relationship Management, Plans North America	1
Head of Rewards & Global Mobility, North America	1
Head of Share Plans	1
Head of Southeast Asia and ANZ	1
Head of Thought Leadership and Industry Relations	1
Head of Top Executive & Equity Compensation	1
Head of total rewards and international mobility - global	1
Head of Workplace Reinvestment Strategy	1
Head, EMEA Trust & Nominee Services	1
Head, Strategic Participant Engagement	1
HR Director	1
HR Operations Director	1
Investment Advisor	1
Lawyer	1
Lead, Equity Compensation Specialist	1
Legal Director	1
LTI Plan Department - Director	1
LTI Program Manager	1
Manager	1
Manager, Compensation & Stock Administration	1
Manager, Equity Administration	1
Manager, Event Production and Speaker Management	1
Manager, Global Equity Administration	1
Manager, Global Equity Compensation	1
Manager, Global Stock Plans	1
Manager, Global Stock Progams	1
Manager, Stock Plan Administration	1
Managing Associate	1
Managing Director	10
Managing Director - Global Equity	1
Managing Director - Wealth Management	1
Managing Director North America	1
Managing Director, Business Development	1
Managing Director, Equity Plan Services	1
Managing Director, Financial Reporting	1
Managing Director, Global Communications	1
Managing Director, Global Reward Services	1
Managing Director, National Sales Mgr, Equity Awards	1
Managing Partner	1
Manger, Professional Services	1
National Sales Manager	1
Non-Executive Director	1
Of Counsel	1
Operations Director	1
Owner	1
Partner	23
Partner People Advisory Services	1
Partner, COO	1
Partner, Tax, Compensation & Benefits	1
Payroll & Stock Administrator	1
President	1
President, North America Employee Share Plans	1
Principal	1
Principal, Engagement	1
Principal, Tax	1
Product Owner- External Taxation and Mobility	1
Professor /Chair	1
Professor for Management	1
Relationship Management	1
Relationship Manager	2
Representative	1
Research Associate	1
Reserve Share Plan Specialist	1
Senior Associate	1
SENIOR ASSOCIATE (LEADER OF THE GEO SPANISH CHAPTER)	1
Senior Business Development Manager	2
Senior Compensation Analyst	1
Senior Developer of Equity Programs	1
Senior Director	1
Senior Director Global Equity	1
Senior Director, Employer Solutions	1
Senior Director, Global Strategic Initiatives	1
Senior Equity Consultant & Equity Communications EMEA	1
Senior Equity Manager	1
Senior Events Manager, North America Lead	1
Senior Finance Director	1
Senior Finance Manager, Equity Compensation	1
Senior Manager	8
Senior Manager, Corporate Markets	1
Senior Manager, Equity Programs	1
Senior Manager, People Advisory Services	1
Senior Manager, Share Plans	1
Senior Manager, Stock Administration	2
Senior Manager, Stock Plan Administration	1
Senior Marketing Manager	1
Senior Payroll & Equity Manager	1
Senior Product Manager	1
Senior Stock Administrator	1
Senior Stock Plan Administrator	1
Senior Vice President	1
Service Manager	1
Specialist, Global Equity Learning Experience & Communications	1
Sr Manager, Global Equity Product & Technology	1
Sr Mgr, Global Equity Admin	1
Sr Stock Administrator	1
Sr. Analyst, Executive Compensation	1
Sr. Compensation Analyst	1
Sr. Director - Global Equity Programs	1
Sr. Director Tax	1
Sr. Director, Equity Management Services	1
Sr. Director, Global Stock Programs	1
Sr. Equity Compensation Analyst	1
Sr. Global Equity Administrator	1
Sr. Manager, Executive Compensation	1
Sr. Manager, Tax	1
Sr. Mgr	1
Sr. Mgr, Global Equity Programs	1
Sr. Stock Administrator	1
Sr. Stock Plan Administrator	2
Sr. Stock Programs Manager	1
Sr. Team Manager, Client Service	1
Sr. Treasury Analyst	1
Stock Admin	1
Stock Plan Administrator	1
Stock Plan Consultant	1
Strategic Client Engagement	1
SVP - Global GTM, Head - India and Middle East	1
SVP National Sales Manager	1
SVP Total Rewards	1
SVP, Total Rewards	1
Tax Director	1
Tax lawyer	1
Tax Manager	1
Team Lead Executive LTIs	1
Total Rewards Director - Executive Compensation	1
Vice President	5
Vice President and Senior Counsel	1
Vice President Employee Share Programs & Mobility	1
Vice President, Business Development	1
Vice President, Equity and Executive Compensation	1
Vice President, Executive Compensation	1
Vice President, Global Advanced Solutions	1
Vice President, Global Executive Rewards	1
Vice President, Global Rewards	1
Vice President, Global Total Rewards	1
Vice President, Head of Executive Participant Servicing	1
Vice President, Managing Director	1
Vice-President	1
VP	1
VP - Business Operations & Strategy	1
VP - Executive Compensation	1
VP Capital Markets, Southeast Region	1
VP Equity Compensation Managing Director	1
VP, Account Executive	1
VP, Equity Solutions	1
VP, Global Total Rewards	1
VP, Morgan Stanley at Work Relationship Management	1
VP, People Operations	1
VP, Relationship Manager	1
VP, Talent & ESG	1
Grand Total	342

LET'STALK ANNUAL CONFERENCE

GEO 24TH ANNUAL CONFERENCE EDINBURGH 19-21 APRIL 2023

ATTENDEE ANALYSIS

ATTENDEES BY COUNTRY

Country	Sum of Count
US	158
GB	100
DE	21
FR	19
CH	16
NL	9
ES	9
IL	9
IE	6
CA	5
SA	4
FI	4
AU	3
RO	3
DK	2
LU	2
ZA	2
HK	2
BE	1
SG	1
IN	1
HU	1
PL	1
NO	1
Grand Total	380

TYPE OF ATTENDEE BY COUNTRY

Country	Academic	Issuer	Provider/Advisor	Grand Total
US	6	59	93	158
GB	6	31	63	100
DE	1	14	6	21
FR		6	13	19
CH		7	9	16
NL		6	3	9
ES		2	7	9
IL		1	8	9
IE		4	2	6
CA		1	4	5
SA		1	3	4
FI			4	4
AU			3	3
RO		1	2	3
DK		1	1	2
LU			2	2
ZA		1	1	2
HK		1	1	2
BE			1	1
SG			1	1
IN			1	1
HU		1		1
PL		1		1
NO			1	1
Grand Total	13	138	229	380

ATTENDEE JOB TITLES

Job Title	Sum of Count
Account Director	1
Account Executive	1
Account Manager	1
Analyst	1
Assistant Corporate Secretary & Equity Administration M	1
Assistant Manager	1
Associate Director	2
Associate Director, Business Development	1
Associate Director, Stock Plan Services	1
Associate Partner	3
Associate, EMEA M&A/Specialists - Employment Compen	1
Attorney at law	1
Attorney at law - Avocat	1
Attorney, Partner	1
Avocat	1
Avocat Partner	1
Business Manager	1
Business Operations Executive	1
CEO	5
CEO, Partner	1
Chairman & CEO	1
Chief Executive Officer	1
Chief Revenue Officer	1
Client Relationship Manager	1
Co CEO	1
Co-head of Business Development	1
Comp Director	1
Compensation and LTIP Manager	1
Compensation Consultant	1
Consultant	1
Consulting Director	1
Consulting Senior Manager	1
Corporate Relationship Manager	1
Creative Director	2
Deputy Company Secretary	1
Deputy General Counsel	1
Designer	1
Dir, Global Stock Plan Svcs and M&A Stock/Payroll; CEP	1
Director	16
Director - Global Stock Administration	1
Director - Senior Relationship Manager	1
Director Compensation & Benefits	1
Director Employee Financial Services	1
Director of Business Development	1
Director of Client Management	1
Director of Group Benefits, Executives' Rewards & HR Dc	1
Director of Inside Sales	1
Director of Sales - UK & Europe	1
Director, Client Relationship, Stock Plan Services	1
Director, Equity Accounting	1
Director, Equity Administration	1
Director, Equity Plan Program Management	1
Director, Equity Programs	1
Director, Exec Comp & Equity	1
Director, Executive Compensation	1
Director, Executive Compensation	1
Director, Executive Remuneration & Mobilty	1
Director, Global Equity Management	1
Director, Global Stock	1
Director, Global Stock Admin	1
Director, Global Stock Administration	1
Director, Global Stock Plan Administration	1
Director, Head of Client Management	1
Director, Head of Executive Compensation Services	1
Director, Incentives and Reward	1
Director, Relationship Management	1
Director, Relationship Management UK	1
Director, Share Plans	1
Director, Stock Administration	1
Director, Stock Programs & US Payroll	1
Director, Stockholder Services	1
Director, Total Rewards	1
Director, Total Rewards Accounting	1
Director, Total Rewards Operations	1
Director, WFS Sales and Relationship Management	1
EMEA Director Product	1
EMEA Equity Services Director	1
Employee Ownership Program Manager	1
Employee Shareholding Manager	1
Equity administration manager	1
Equity administrator	1
Equity Communications Practice Leader EMEA & Senior	1
Equity Industry and Consultant Relations	1
Equity Plan Administrator	1
Equity Plan Manager & Executive Remuneration	1
Equity Programme Manager	1
European Industry Relations & Marketing Lead	1
European Regional Lead	1
EVP - Chief Human Resources Officer	1
EVP, Director U.S. Sales	1
EVP, Sales and Business Development	1
Exec Director Compensation	1
Executive Compensation & Mobility Specialist	1
Executive Compensation Consultant	1
Executive Compensation Specialist	1
Executive Director	3
Executive Director, Global Public Equity Solutions	1
Executive Director, Head of Corporate Relationship Mar	1
Executive Director, Market Strategy and Engagement	1
Executive Remuneration and Share Plans Manager	1
Founder	1
Founder & CEO	1
Founder & Executive Director	1
General Counsel	1
Global Director of Client Management	1
Global Employer Services	1
Global Employment Tax Senior Manager	1
Global Equity Design and Strategy	1
Global Equity Manager	2
Global Equity Plan Manager	1
Global Head of Portfolio Marketing - Employee Share P	1
Global Head of Benefits	1
Global Head of Public Equity Solutions	1
Global Head of Share Plans	1
Global LTI Plan Manager	1
Global Reward & Executive Compensation Manager	1
Global Senior Reward Business Partner	1
Global Share Plan Consultant	1
Global Solutions Director	1
Global Stock Plan Administrator	1
Global Stock Program Manager	1
Group Compensation & Benefits Director	1
Group FC	1
Group Head of Reward and Book Author	1
Group Reward Director	1
Head - Business Development	1
Head Account Management	1
Head Employee Share Ownership Service	1
Head Global Employment and Mobility	1
Head of - Distribution, Relationship Management & Indi	1
Head of Corporate Affairs	1
Head of EMEA Payroll	1
Head of Employer Solutions	1
Head of Equity (Global Equity Management)	1
Head of Equity Plan Program Management	1
Head of Executive Compensation	1
Head of Executive Compensation & Benefits	1
Head of Global Compensation	1
Head of Global Intelligence	1
Head of Global Share Plans	2
Head of Global TR Operations Excellence	1
Head of HR Centers of Expertise	1
Head of Incentive Programs	1
Head of Operations	1
Head of Prashare	1
Head of Reward	2
Head of Sales	1
Head of Share Plans	1
Head of Shareholder Services	1
Head of Shares	1
Head of Thought Leadership and Industry Relations	1
Head of Top Executive & Equity Compensation	1
Head, EMEA Trust & Nominee Services	1
HR Junior	1
HR POLICY SPECIALIST	1
HR Practice Director Hays	1
Human Capital	1
Human Resources Manager	1
Incentives - Senior Advisor	1
Industry Director, Share Plans	1
Junior Associate - Compensation & Benefits Tax	1
Lawyer	1
Lead, Stock Plan Administrator	1
Legal Director	2
LTI Plan Department - Director	1
Manager	2
Manager Director, Business Development	1
Manager LTI	1
Manager, Equity Administration	1
Manager, Executive Compensation	1
Manager, Support and Technical Operations	1
Managing Associate	2
Managing Director	5
Managing Director	1
Managing Director, Events	1
Managing Director, Financial Reporting	1
Managing Director, Global Communications	1
Managing Director, Global Reward Services	1
Managing Director, National Sales Mgr, Equity Awards	1
Managing Director, Stock Plan Services	1
Managing Partner	6
Market Development Director	1
Ms	1
Non-Executive Director	1
Of Counsel	1
Owner	1
Partner	40
Partner People Advisory Services	1
Partner, COO	1
Partner, Head of Pensions & Incentives	1
Partner, Tax, Compensation & Benefits	1
Payroll Manager	1
President	1
President, AST Private Company Solutions	1
President, EMEA	1
President, North America Employee Share Plans	1
Principal	2
Professor /Chair	1
Professor for Management	1
Program Manager, Share Plans	1
Programs and Member Services	1
Project Manager	1
Regional Business Development Director EMEA	1
Relationship Manager	1
Reserve Share Plan Specialist	1
Reward Manager	1
Rewards Specialist	1
Sales Director, Stock Plan Services	1
Senior Advisor	1
Senior Advisor Share Plans	1
Senior Advisory Stock Plan Manager	1
Senior Assistant Company Secretary	1
Senior Associate	4
Senior Business Development Manager	2
Senior Consultant	1
Senior Consultant Equity Governance	1
Senior Director	1
Senior Director Global Equity	1
Senior Director of Total Rewards	1
Senior Director, Executive Compensation	1
Senior Director, Executive Reward	1
Senior Director, Global Strategic Initiatives	1
Senior Expert Share Programs & Mobility	1
Senior Manager	4
Senior Manager - Equity Solutions	1
Senior Manager - GMS	1
Senior Manager, Global Executive C&B	1
Senior Manager, Equity	1
Senior Manager, Executive Compensation	1
Senior Manager, Group Rewards	1
Senior Manager, Stock Administration	1
Senior Manager, Tax and Legal	1
Senior Payroll & Equity Manager	1
Senior Relationship Manager	2
Senior Relationship Manager - EMEA Plans	1
Senior Remuneration Officer	1
Senior Share Plans Manager	1
Senior Team Manager SPS	1
Senior Vice President	1
Senior Vice President Strategic Partnerships	1
Share Plan Manager	3
Share Plans Manager	1
Share Schemes Manager	1
Solutions Architect	1
Specialist, Global Executive Compensation & Benefits	1
SPS Global Strategy Lead	1
Sr. Dir, Total Rewards; Global Equity & Financial Complic	1
Sr. Director - Stock Plan Sales and Strategic Relationship	1
Sr. Director, Global Equity Programs	1
Sr. Equity Compensation Analyst	1
Sr. Global Equity Administrator	1
Sr. Manager of Payroll and Accounting	1
Sr. Manager, Executive Compensation	1
Sr. Manager, Global Equity M&A, Expansions & Complia	1
Stock Admin Manager	1
Stock Administration	1
Stock Plan Administrator	1
Stock Plan Officer	1
SVP, Reward & Organizational Effectiveness	1
Tax Advisor	1
Tax Associate	1
Tax Manager	1
Tax Partner	1
Top Executives & Equity Compensation	1
Vice President	5
Vice President, Global Rewards	1
Vice President, Global Total Rewards	1
Vice President, Head of Reward	1
Vice President, Head of UK & Ireland Sales	1
VP	1
VP - Business Operations & Strategy	1
VP Solution Architect, Sales Support	1
VP, Equity Compensation Managing Director	1
VP, Global Stock Plan Services	1
VP, Solutions Architect	1
VP, Total Rewards	2
(blank)	9
Grand Total	380