

11 September 2020

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Company Announcements Office
ASX Limited
Exchange Office
Level 4, 20 Bridge Street
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Dear Sir/Madam

Notice of Annual General Meeting 2020

Cleanaway Waste Management Limited (Cleanaway) will hold its 2020 Annual General Meeting (AGM) at 11.00am (AEDT) on Wednesday, 14 October 2020. Due to the impact of COVID-19 and in the interests of the health and safety of our directors, staff and shareholders, Cleanaway has decided that its AGM will be held as a virtual meeting.

Please find attached the following documents:

1. Notice of Annual General Meeting 2020;
2. Sample Proxy Form; and
3. Virtual Meeting Online Guide.

The Notice of Meeting and Virtual Meeting Online Guide include detailed information about how shareholders can participate in the AGM, including how to register, view proceeding, vote and ask questions.

This announcement has been authorised by the Board of Directors.

Yours faithfully



Dan Last
Company Secretary

Cleanaway Waste Management Limited is Australia's leading total waste management, industrial and environmental services company. Our team of more than 6,000 highly trained staff are supported by a fleet of over 4,000 specialist vehicles working from approximately 250 locations across Australia. With the largest waste, recycling and liquids collections fleets on the road - and supported by a network of recycling facilities, transfer stations, engineered landfills, liquids treatment plants and refineries - we are working hard to deliver on our mission of making a sustainable future possible for all our stakeholders.



Cleanaway Waste Management Limited
ABN 74 101 155 220

NOTICE OF ANNUAL GENERAL MEETING

Notice is given that the Annual General Meeting (**AGM or Meeting**) of Cleanaway Waste Management Limited (**Cleanaway or the Company**) will be held as a virtual meeting commencing at 11am (AEDT) on Wednesday 14 October 2020.

PARTICIPATION IN A VIRTUAL AGM

On 5 May 2020, the Federal Treasurer announced a Determination to permit companies to hold their annual general meetings using one or more technologies to enable Shareholders to participate in these meetings online without having to be physically present.

Given the various restrictions regarding public gatherings arising from the spread of COVID-19 and in light of public health concerns relating to the spread of COVID-19, Cleanaway will be holding its 2020 AGM as a virtual meeting. There will not be a physical venue for Shareholders to attend.

To give Shareholders a reasonable opportunity to participate, Shareholders may attend the AGM virtually by either visiting <https://web.lumiagm.com> on your smartphone, tablet or computer or the downloading the Lumi AGM app.

To participate in the Meeting, you will be required to enter the unique 9 digit Meeting ID provided below.

Meeting ID: 362 850 140

Lumi enables Shareholders to:

- see the Meeting presentation materials and listen to the Meeting live;
- vote online during the Meeting; and
- ask questions and make comments online during the Meeting.

Important information: to participate and vote online you will need your Shareholder number and postcode. To participate online, Shareholders should register at least 15 minutes before the commencement of the Meeting.

Voting on all resolutions will be conducted by a poll.

Shareholders may also cast their votes at the AGM by appointing a proxy (preferably the Chairman of the Meeting) online at www.investorvote.com.au by 11am (AEDT) on Monday, 12 October 2020.

In the event of a technological failure that prevents Shareholders from having a reasonable opportunity to participate in the Meeting, Cleanaway will provide an update on its website and the ASX platform to communicate the details of the postponed or adjourned Meeting to Shareholders.

Further information will be made available on our website:

<https://www.cleanaway.com.au/about-us/for-investor/important-dates/>

NOTICE OF ANNUAL GENERAL MEETING

ORDINARY BUSINESS

1. Financial Report

To receive and consider the Financial Report of the Company and its controlled entities for the financial year ended 30 June 2020, and the related Directors' Report and Auditor's Report.

Note: *There is no requirement for shareholders to approve these reports.*

2. Remuneration Report

To consider the Remuneration Report for the financial year ended 30 June 2020 and, if thought fit, pass the following non-binding resolution as an **ordinary** resolution in accordance with section 250R of the *Corporations Act 2001* (Cth):

"That the Remuneration Report for the financial year ended 30 June 2020 be adopted."

Notes:

- > *This resolution is subject to the voting exclusions as set out at the end of this Notice of Meeting.*
- > *The vote on this resolution is advisory only and does not bind the Directors or the Company.*
- > *The Directors will consider the outcome of the vote and comments made by Shareholders on the Remuneration Report at the Meeting when reviewing the Company's remuneration policies.*

3. Election and Re-election of Directors

A Director who retires in accordance with the Company's Constitution is eligible for re-election.

- (a) To consider and, if thought fit, pass the following as an **ordinary** resolution:
- "That Philippe Etienne, a Non-Executive Director retiring in accordance with Article 6.3(b) of the Constitution, being eligible, is re-elected as a Director of the Company."*
- (b) To consider and, if thought fit, pass the following as an **ordinary** resolution:
- "That Terry Sinclair, a Non-Executive Director retiring in accordance with Article 6.3(b) of the Constitution, being eligible, is re-elected as a Director of the Company."*
- (c) To consider and, if thought fit, pass the following as an **ordinary** resolution:
- "That Samantha Hogg, a Non-Executive Director standing for election for the first time in accordance with Article 6.3(g) of the Constitution, being eligible, is elected as a Director of the Company."*

SPECIAL BUSINESS

4. Granting of performance rights to Vik Bansal

- (a) To consider and, if thought fit, pass the following as an **ordinary** resolution:

"That, for the purpose of ASX Listing Rule 10.14, and for all other purposes, authority is hereby given for the grant to Vik Bansal, Chief Executive Officer (CEO) and Managing Director (MD), 1,041,426 performance rights under the Cleanaway Waste Management Limited Long Term Incentive Plan, on the terms described in the Explanatory Statement which forms part of this Notice of Meeting."

Note: *This resolution is subject to the voting exclusions as set out at the end of this Notice of Meeting.*

- (b) To consider and, if thought fit, pass the following as an **ordinary** resolution:

"That, for the purpose of ASX Listing Rule 10.14, and for all other purposes, authority is hereby given for the grant to Vik Bansal, CEO and MD, 39,316 performance rights under the Cleanaway Waste Management Limited Deferred Equity Plan (2020 DEP), on the terms described in the Explanatory Statement which forms part of this Notice of Meeting."

Note: *This resolution is subject to the voting exclusions as set out at the end of this Notice of Meeting.*

5. Increase in Non-Executive Director aggregate fee pool

To consider and, if thought fit, pass the following as an **ordinary** resolution:

"That, for the purpose of ASX Listing Rule 10.17, and for all other purposes, authority is hereby given for the maximum aggregate amount which may be provided to all non-executive directors for their services as directors be increased by \$400,000 to a maximum sum of \$1,900,000 per year (inclusive of superannuation contributions), with effect from 14 October 2020."

Note: *This resolution is subject to the voting exclusions as set out at the end of this Notice of Meeting.*

NOTICE OF ANNUAL GENERAL MEETING

VOTING EXCLUSIONS

Items 2, 4(a), 4(b) and 5 are resolutions that are directly or indirectly related to the remuneration of a member of the Key Management Personnel (**KMP**) of the Company.

The *Corporations Act 2001* (Cth) (**Corporations Act**) restricts KMP and their closely related parties from voting in certain circumstances.

In addition, voting restrictions apply to Items 4(a), 4(b) and 5 under the ASX Listing Rules.

KMP of the Company are the Directors of the Company (including the Chairman) and other employees having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly. The Remuneration Report identifies the Company's KMP for the financial year ended 30 June 2020. Their closely related parties are defined in the Corporations Act, and include certain of their family members, dependents and companies they control.

Item 2: Remuneration Report

The Company will disregard any votes cast (in any capacity) by or on behalf of:

- > any KMP of the Company, details of whose remuneration is included in the Remuneration Report; and
- > a closely related party of any such KMP.

Items 2, 4(a), 4(b) and 5

Any votes cast as a proxy on this Item by members of the KMP and their closely related parties will be disregarded, unless the vote is cast:

- > as proxy for a person entitled to vote in accordance with a direction on the proxy form; or
- > by the Chairman of the Meeting as proxy for a person entitled to vote and the Chairman has received express authority to vote undirected proxies as the Chairman sees fit.

Items 4(a) and 4(b): Granting of performance rights to Vik Bansal

The Company will disregard any votes cast in favour of the resolutions by or on behalf of Vik Bansal and any of his associates.

Item 5: Increase in Non-Executive Director aggregate fee pool

The Company will disregard any votes cast in favour of the resolution by or on behalf of a Director (including the CEO and MD), and any of their associates.

Items 4(a), 4(b) and 5

Any votes cast as a proxy on Item 4 by Mr Bansal or his associates or on Item 5 by any Director (including the CEO and MD) and their associates will be disregarded, unless the vote is cast by:

- > a person as a proxy or attorney for a person who is entitled to vote on the resolution, in accordance with direction given to the proxy or attorney to vote on the resolution in that way; or
- > the chair of the Meeting as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the chair to vote on the resolution as the chair decides; or
- > a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:
 - the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and
 - the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

IMPORTANT NOTE - PROXY VOTING

The Chairman of the Meeting intends to vote undirected proxies **IN FAVOUR** of all proposed resolutions set out in this Notice of Meeting. If there is a change to how the Chairman intends to vote undirected proxies, an announcement will be made to the ASX.

Please see the "Notes to the Notice of Meeting" for further details regarding proxy voting.

Dated: 11 September 2020

By Order of the Board



Dan Last
Company Secretary

NOTES TO THE NOTICE OF MEETING

VOTING ENTITLEMENTS

1. In accordance with Regulation 7.11.37 of the Corporations Regulations, the Board has determined that a person's entitlement to vote at the AGM will be the entitlement of that person set out in the register of shareholders as at 7:00pm (Sydney time) on Monday 12 October. Accordingly, transactions registered after that time will be disregarded in determining shareholders entitled to attend and vote at the AGM.
2. If a share is held jointly, only one joint holder may vote. If more than one joint shareholder votes, only the vote of the first person named on the register counts.

EXERCISING YOUR RIGHT TO VOTE

3. Voting on all resolutions will be conducted by a poll.

The poll will be conducted live and online during the Meeting using the Lumi platform (if you are participating on your computer), or the Lumi AGM app (if you are participating on your mobile phone or device)

The Chairman of the Meeting will open the poll at the beginning of the Meeting and the poll will remain open until the close of the Meeting.

Shareholders are encouraged to submit their vote in advance of the Meeting by appointing a proxy (preferably the Chairman of the Meeting) at www.investorvote.com.au by 11am (AEDT) on Monday 12 October.

PROXIES

4. The AGM will be held entirely virtually and there will be no physical venue for Shareholders to attend. Shareholders may participate in the Meeting online via the Lumi platform (if using a computer to participate), or via the Lumi AGM app (if using a mobile phone or device to participate). Even though the AGM is being held entirely online, you may still participate by lodging a proxy vote prior to the AGM.
5. You can appoint a proxy to attend and vote on your behalf. Instructions on how to appoint a proxy are on the online voting website, www.investorvote.com.au.
6. A proxy need not be a shareholder of Cleanaway and may be an individual or a body corporate. If you are entitled to cast two or more votes, you may appoint two proxies and may specify the proportion or number of votes each proxy is appointed to exercise. If you appoint two proxies and do not specify the proportion or number of votes each proxy may exercise, each of the proxies may exercise half of the votes.
7. If you choose to appoint a proxy, you are encouraged to direct your proxy on how to vote by marking the "for", "against" or "abstain" box on the Proxy Form. Your proxy may only exercise your vote in the manner you have directed. If no direction is given, the proxy may vote as it sees fit, subject to any voting restrictions applicable to the proxy.

8. Appointed proxies will need to contact Computershare to obtain a username and password to vote online. Further details are available in the online meeting guide available at <https://www.cleanaway.com.au/about-us/for-investor/important-dates/>
9. Either the original, facsimile or electronic transmission of the proxy form(s) and any Power of Attorney or authority under which they are signed must be received at least 48 hours prior to the AGM (i.e. by no later than 11am (AEDT) on Monday 12 October 2020 or, in the case of an adjournment, prior to the time scheduled for resumption of the Meeting. Any proxy form received after this deadline, including at the AGM, will be invalid.

Post Computershare Investor Services Pty Limited,
GPO Box 242, Melbourne Victoria 3001

Fax 1800 783 447 (within Australia) or
+61 3 9473 2555 (outside Australia)

Online by visiting www.investorvote.com.au
and quoting the 6 digit control number found on the
front of your Proxy Form.

Intermediary Online subscribers (custodians) can
lodge a proxy online by visiting
www.intermediaryonline.com

10. Additional Proxy Forms can be obtained from Cleanaway Share Registry (Computershare Investor Services Pty Limited) by phoning 1300 850 505 (within Australia) or +61 3 9415 4000 (outside Australia).

PROXY VOTING BY THE CHAIRMAN

11. If you appoint the Chairman of the Meeting as your proxy or the Chairman of the Meeting is appointed as your proxy by default, and you do not direct the Chairman of the Meeting how to vote on an item of business, then by completing and returning the relevant Proxy Form you will be expressly authorising the Chairman of the Meeting to exercise your undirected proxy on a resolution even though it may be directly or indirectly connected with the remuneration of a member of the KMP.

If you do not direct the Chairman of the Meeting how to vote on an item of business, the Chairman as your proxy will vote **IN FAVOUR** of all Resolutions.

CORPORATE SHAREHOLDERS

12. A body corporate may appoint an individual as its representative to exercise any of the powers the body may exercise as a shareholder at general meetings of Cleanaway or in the capacity of a shareholder's proxy at general meetings of Cleanaway. The appointment may be a standing one. Unless the appointment states otherwise, the representative may exercise all of the powers that the appointing body could exercise at a general meeting or in voting on a resolution.
13. If a corporate representative is to attend the AGM on behalf of a body corporate, a formal Notice of Appointment must be brought to the Meeting signed as required by section 127 of the Corporations Act or that Corporation's Constitution.

NOTES TO THE NOTICE OF MEETING

VOTING BY ATTORNEY

14. If you wish to appoint an attorney to act on your behalf at the Meeting, your appointment must be made by a duly executed Power of Attorney.

The Power of Attorney must be received by no later than 11am (AEDT) on Monday 12 October 2020 or, in the case of an adjournment, prior to the time scheduled for resumption of the Meeting, unless it has been previously provided to Cleanaway.

PARTICIPATING AT THE AGM

15. You will be able to participate in the Meeting online using your computer, your mobile phone or device. If you are using your computer, you can participate in the Meeting by entering this link in your browser:

<https://web.lumiagm.com>

You can also participate in the AGM using your mobile phone or device by downloading the Lumi AGM app from the Apple App or Google Play Stores by searching for Lumi AGM.

To participate in the Meeting, you will be required to enter the unique 9 digit Meeting ID provided below.

Meeting ID: 362 850 140

Further information about how to log in to the Lumi platform or the Lumi AGM app, to register for the meeting, and to participate in the AGM as a Shareholder is available in the Virtual AGM Online Guide, which you can access online on the Cleanaway website at:

<https://www.cleanaway.com.au/about-us/for-investor/important-dates/>

QUESTIONS FROM SHAREHOLDERS

16. In addition to asking questions at the Meeting, written questions to the Chairman about the management of Cleanaway, or to Cleanaway's Auditor about the content of the Auditor's Report and the conduct of the audit, may be submitted by visiting the investor section of our website **www.cleanaway.com.au**. Questions must be received at least 5 business days prior to the AGM (i.e. by no later than 5.00pm on Wednesday 7 October 2020). This is to allow time to collate questions and to prepare answers.

You may also submit your questions and comments online during the AGM via the Lumi platform (if you are participating on your computer), or the Lumi AGM app (if you are participating on your mobile phone or device).

Please note, only shareholders may ask questions online and only once they have been verified. It may not be possible to respond to all questions raised during the meeting. Shareholders are therefore encouraged to lodge questions prior to the AGM.

TECHNICAL DIFFICULTIES

17. Technical difficulties may arise during the course of the AGM. The Chairman has discretion as to whether and how the Meeting should proceed in the event that a technical difficulty arises. In exercising his discretion, the chairman will have regard to the number of shareholders impacted and the extent to which participation in the business of the Meeting is affected.

Where he considers it appropriate, the Chairman may continue to hold the Meeting and transact business, including conducting a poll and voting in accordance with valid proxy instructions. For this reason, shareholders are encouraged to lodge a proxy by 11am (AEDT) on Monday 12 October 2020, even if they plan to attend online.

EXPLANATORY STATEMENT ON ITEMS OF BUSINESS

These explanatory notes form part of the Notice of Annual General Meeting and should be read in conjunction with it. These explanatory notes have been prepared to provide shareholders with important information regarding the items of business proposed for consideration at the AGM.

The Chairman and CEO will address the Meeting and/or make a presentation on the performance of the Company during the financial year ended 30 June 2020 as well as other strategic and operational activities of the Company.

ITEM 1: FINANCIAL REPORT

The Corporations Act requires the following reports in respect of the financial year ended 30 June 2020 to be laid before the Annual General Meeting:

- Financial Report (which includes financial statements and Directors' declaration);
- The Directors' Report (which includes the Remuneration Report); and
- The Auditor's Report.

There is no requirement either in the Corporations Act or the Constitution for shareholders to approve the Financial Report, the Directors' Report (other than a non-binding vote on the Remuneration Report which is considered as a separate resolution) or the Auditor's Report.

The Reports referred to above are included in the Annual Report provided to shareholders who elected to receive a copy of the report. A copy of the report is also available in the investor section on our website www.cleanaway.com.au. Shareholders will be provided with the opportunity at the Meeting to ask questions about the reports.

The Company's Auditor will be available at the Meeting to answer any questions in relation to the conduct of the audit and the preparation and content of the Auditor's Report.

ITEM 2: REMUNERATION REPORT

A resolution for the adoption of the Remuneration Report is required to be considered and voted on in accordance with section 250R of the Corporations Act. Prior to holding this vote, the Chairman of the Meeting will allow a reasonable opportunity for shareholders to ask questions or make comments on the Remuneration Report.

The Remuneration Report for the financial year ended 30 June 2020 is included in the Annual Report. In accordance with the Corporations Act, the Remuneration Report:

- describes the policies behind, and structure of, the remuneration arrangements of the Company, and the link between remuneration and the Company's performance; and
- sets out the remuneration arrangements in place for Directors and those members of the senior management team with authority and responsibility for planning, directing and controlling the activities of the Company.

The vote on this resolution is advisory only and the outcome will not be binding on the Board or the Company. However, the Board will take the outcome of the vote into consideration when reviewing the remuneration practices and policies of the Company.

The Board recommends that shareholders vote in favour of this non-binding resolution.

ITEM 3: ELECTION AND RE-ELECTION OF DIRECTORS

Re-election of Directors - Resolutions 3(a) and 3(b)

Resolutions 3(a) and 3(b) seek approval for the re-election of Directors who are retiring under Article 6.3(b) of the Company's Constitution. Article 6.3(b) states that a Director must retire from office no later than the longer of the third AGM of the Company following that Director's last election or appointment or three years following that Director's last election or appointment.

Under Article 6.3(d) of the Constitution, a Director who retires under Article 6.3(b) or Article 6.3(c) is eligible for re-election.

Those Directors retiring under Article 6.3(b) of the Constitution are Philippe Etienne and Terry Sinclair. Both Philippe and Terry are eligible for election and offer themselves for re-election as Directors of the Company.

(a) Philippe Etienne, Non-Executive Director

- Chairman of the Sustainability Committee
- Member of the Audit and Risk Committee

Philippe has been an Independent Non-Executive Director since 29 May 2014.

Philippe is a Non-Executive Director of Lynas Corporation Limited and Aristocrat Technologies Australia Limited.

Formerly, the Managing Director and Chief Executive Officer of Innovia Security Pty Ltd (retired September 2014) and Non-Executive Director of Sedgman Limited (February 2015 to November 2015).

Philippe has held a range of other senior executive positions with Orica in Australia, the USA and Germany, including strategy and planning and responsibility for synergy delivery of large-scale acquisitions.

He holds a Bachelor of Science in Physiology and Pharmacology and a Master of Business Administration (MBA). A Graduate of the Australian Institute of Company Directors and has completed post-graduate qualifications in marketing.

The Board (with Philippe Etienne abstaining) recommends that shareholders vote in favour of this resolution.

EXPLANATORY STATEMENT ON ITEMS OF BUSINESS

(b) Terry Sinclair, Non-Executive Director

- Member of the Audit and Risk Committee
- Member of the Remuneration and Nomination Committee

Terry has been an independent Non-Executive Director since 1 April 2012.

Terry currently serves as an Industry Advisor to Australian Super, Chairman Marrakech Road Pty Ltd, and is a Non-Executive Director of Locate Technologies and Faethm.ai Pty Ltd.

Formerly, he was a Non Executive Director of Ovato Limited, Chairman of Marrakech Road Pty Limited, Managing Director of Service Stream Limited, Chairman of AUX Investments (jointly owned by Qantas and Australia Post), Chairman of Star Track Express, Director of Sai Cheng Logistics (China), Director of Asia Pacific Alliance (HK) and Head of Corporate Development at Australia Post.

He also provides M&A advisory services to private equity and government clients. Terry has significant operational and corporate development experience across Industrial, Resources and Consumer Services sectors including 20 years in senior management roles in BHP (Minerals, Steel and Transport/ Logistics).

Election of Director - Resolution 3(c)

(c) Samantha Hogg, Non-Executive Director

- Member of the Audit and Risk Committee
- Member of the Remunerations Committee

Samantha has been an Independent Non-Executive Director since 1 November 2019.

Samantha is a Non-Executive Director of MaxiTRANS Industries Limited and Infrastructure Australia. She was formerly a Non-Executive Director of Australian Renewable Energy Agency. Samantha is also a Commissioner on the National COVID-19 Coordination Commission.

Samantha is an experienced executive with international experience across the transport, infrastructure, energy and resources sectors. She has held senior executive positions at Transurban Group and Western Mining Company across a broad range of portfolios including finance, strategic projects, marketing and corporate services. Her most recent executive role was as the Chief Financial Officer of Transurban Group.

Samantha holds a Bachelor of Commerce and is a member of the Australian Institute of Company Directors.

The Board has conducted appropriate checks into Samantha's background experience and is satisfied she is an appropriate person for election to the Board.

ITEM 4: GRANTING OF PERFORMANCE RIGHTS TO VIK BANSAL

(a) Granting of performance rights under the Long-Term Incentive Plan (2021 LTIP Offer).

Shareholder approval is sought for the purposes of ASX Listing Rule 10.14, as Vik Bansal falls under Listing Rule 10.14.1 as a director of the Company, and for all other purposes, so as to authorise the grant of performance rights to Vik Bansal, CEO and Managing Director, under the Cleanaway Waste Management Limited Long-Term Incentive Plan. If approval is given for the purposes of ASX Listing Rule 10.14, shareholder approval is not required for the purposes of ASX Listing Rule 7.1.

The issue of performance rights to Vik as further detailed in this Notice of Meeting and Explanatory Statement forms part of the reasonable remuneration of Vik by the Company.

Specific information which must be provided to shareholders in accordance with ASX Listing Rule 10.15 is set out below:

Grant of performance rights under the 2021 LTIP Offer

Plan	Cleanaway Waste Management Limited Long-Term Incentive Plan.
Numbers of Rights to be granted subject to shareholder approval	<p>1,041,426</p> <p>The number of rights to be granted under the 2021 LTIP Offer was calculated based on the following formula:</p> <p>(A x B) divided by C, where:</p> <p>A = Total Fixed Remuneration \$1,500,000</p> <p>B = 150%, which is the maximum long-term incentive opportunity</p> <p>C = \$2.1605, being the 5-day volume weighted average price (VWAP) of Cleanaway shares for the period 24 June 2020 to 30 June 2020.</p>

EXPLANATORY STATEMENT ON ITEMS OF BUSINESS

Performance Measures

The performance rights under this offer will be divided into two tranches, subject to performance hurdles measured as follows:

Tranche 1 - 50% of the performance rights issued vest if the Company achieves certain Relative Total Shareholder Return (**TSR**) targets over the performance period starting 1 March 2020 and ending 30 June 2023:

Company's Relative TSR Performance Compared with the TSR Comparator Group	% of Tranche 1 performance rights that will vest
Less than 50 th percentile	0%
50 th percentile	50%
Greater than 50 th percentile and up to (and including) 75 th percentile	Pro-rata between 50% and 100%
75 th to 100 th percentile	100%

The Board has approved a change in the TSR performance period so that the impact of COVID 19 is removed from the beginning of the performance measurement by starting the TSR measurement on 1 March 2020 (based on a VWAP in February 2020) rather than 1 July 2020. The Board believes this provides a more level playing field for a 3 year performance period, by the end of which the Board expects the impact of COVID 19 on the TSR Comparator Group to have ended.

The TSR Comparator Group will comprise of those companies that remain listed in the S&P/ASX 200 Index (excluding companies classified as mining, financial services and overseas domiciled companies) for the duration of the performance period (1 March 2020 – 30 June 2023).

Tranche 2 - 50% of the performance rights issued vest if the Company achieves certain underlying earnings per share (**EPS**) Compound Annual Growth Rate (**CAGR**) targets over the 3 year performance period ending 30 June 2023:

Underlying EPS CAGR	% of Tranche 3 Performance Rights that will vest
Less than 4.0%	0%
4.0%	40%
Greater than 4.0% and up to (and including) 8%	Pro-rata between 40% and 90%
Greater than 8% and up to (and including) 10.0%	Pro-rata between 90% and 100%
Greater than 10.0%	100%

The Board acknowledges that the EPS CAGR vesting range is lower than in previous years. This is in large part attributable to the impact of COVID 19 on the Company and its customers in FY21, which is anticipated in the Company's budget to mean EPS growth is likely to be modest. The company anticipates a return to stronger EPS growth once all customers are once again operating at pre COVID levels. As the timing of this eventuating is highly uncertain, the Board believes the vesting range which is based on compound annual growth rates, to provide appropriately stretching targets for management.

There is a gateway condition that must be satisfied prior to any performance rights vesting under this tranche. The gateway condition requires that a minimum level of NPAT ROIC (net profit after tax return divided by invested capital) be achieved at 30 June 2023. The level of NPAT ROIC required to satisfy the gateway condition has to be above the FY2020 NPAT ROIC outcome, which is 5.5%. If the gateway condition is not satisfied, the performance rights issued under this tranche will lapse.

At the end of the performance period as outlined above, Relative TSR and EPS CAGR will be measured to determine the proposed vesting percentages, which will then be considered and determined by Board resolution.

EXPLANATORY STATEMENT ON ITEMS OF BUSINESS

Issue of Rights under the Plan since the last Shareholder approval	Grants under the LTIP to the CEO and MD were last approved by Shareholders at the 2019 Annual General Meeting. The following grant was approved at that meeting and was issued as set out below: Vik Bansal: 962,731 rights for nil consideration.
Retesting	No retesting is available. Performance rights lapse if the performance measures are not met at the end of the performance period.

The Board (with Vik Bansal abstaining) recommends that shareholders vote in favour of this resolution. None of the Directors (other than Vik Bansal) have an interest in the outcome of this resolution.

(b) Granting of performance rights under the Deferred Equity Plan (2020 DEP Offer)

Shareholder approval is sought for the purposes of ASX Listing Rule 10.14, as Vik Bansal falls under Listing Rule 10.14.1 as a director of the Company, and for all other purposes, so as to authorise the grant of performance rights to Vik Bansal, CEO and Managing Director, under the Cleanaway Waste Management Limited Deferred Equity Plan.

If approval is given for the purposes of ASX Listing Rule 10.14, shareholder approval is not required for the purposes of ASX Listing Rule 7.1.

The issue of performance rights to Vik as further detailed in this Notice of Meeting and Explanatory Statement forms part of the reasonable remuneration of Vik by the Company.

Specific information which must be provided to shareholders in accordance with ASX Listing Rule 10.15 is set out below:

Grant of performance rights under the 2020 DEP

Plan	Cleanaway Waste Management Limited Deferred Equity Plan.
Issue of Rights under the Plan since the last Shareholder approval	Grants under the DEP to the CEO and MD were last approved by Shareholders at the 2019 Annual General Meeting. The following grant was approved at that meeting and was issued: Vik Bansal: 85,907 rights for nil consideration.
Numbers of Rights Granted Subject to Shareholder Approval	39,316 The Company requires 20% of Vik's actual STI for the FY20 year to be deferred in performance rights. Accordingly, the proposed STI deferred grant to Vik has a maximum face value of \$84,942.22. The number of rights to be granted has been calculated by dividing the face value of the STI deferred component \$84,942.22 by \$2.1605, being the 5-day VWAP of Cleanaway shares for the period 24 June 2020 to 30 June 2020.
Performance Measures	There are no performance measures attached to the vesting of the performance rights.

The Board (with Vik Bansal abstaining) recommends that shareholders vote in favour of this resolution. None of the Directors (other than Vik Bansal) have an interest in the outcome of this resolution.

EXPLANATORY STATEMENT ON ITEMS OF BUSINESS

INFORMATION RELEVANT TO BOTH ITEMS 4(a) and (b): GRANTING OF PERFORMANCE RIGHTS TO VIK BANSAL

Summary of general terms under the LTIP and DEP

General information which relates to both plans and must be provided to shareholders in accordance with ASX Listing Rule 10.15 is set out below:

Type of Securities	Performance rights to acquire fully paid ordinary shares in the Company that convert into shares after vesting. Cleanaway uses performance rights because they create share price alignment between executives and shareholders but do not provide executives with the full benefits of share ownership unless and until they vest.								
Date Rights will be Granted	The performance rights will be granted by no later than one month after receiving shareholder approval.								
Amount payable for the Rights	No monetary consideration will be sought in relation to the performance rights granted.								
Exercise Price of the Rights	Nil.								
Term of the Rights	Expiry 6 months after the vesting date. For the LTI Rights this is 14 days after the date on which the annual financial results of the Company for the financial year ending 30 June 2023 are released to the ASX. For the DEP Rights this is 14 days after the date on which the annual financial results of the Company for the financial year ending 30 June 2021 are released to the ASX.								
Exercise of Vested Rights	Vested rights may be exercised at any time within 6 months of the date of vesting. Each right is exercisable into one ordinary share in the Company and will rank equally with other shares in the Company. On exercise, the Board will determine whether to provide the shares via a new issue or an on-market purchase. If not exercised within the 6 months of this date, the rights will lapse.								
Dealing Restrictions after Vesting	None (subject to the Company's Share Trading Policy).								
Termination of Employment	Subject to the Corporations Act, the Board will determine the extent, if any, to which unvested performance rights will vest. Any performance rights that do not vest will lapse. In general DEP rights will remain on foot unless the CEO and MD is determined to be a Bad Leaver. In general LTI rights will remain on foot to be tested at the end of the performance period except where the CEO and MD is determined to be a Bad Leaver.								
Change of control	In the event of a change of control of the Company, the Board may in its absolute discretion resolve that: (a) any unexercised performance rights (whether vested or not) will be exercisable; or (b) any restrictions on trading cease.								
Bonus Issues and Capital Reconstructions	In the event of a pro rata bonus issue of Company shares or any reorganisation of the issued capital of the Company, the number of performance rights will be adjusted as determined by the Board to ensure that no advantage or disadvantage accrues to holders of performance rights from such actions.								
Total remuneration package	The CEO and MD's current total remuneration package is as follows: <table border="1" data-bbox="561 1742 1439 1899"> <tr> <td>Total fixed remuneration</td> <td>\$1,500,000</td> </tr> <tr> <td>STI (maximum)</td> <td>\$2,193,750</td> </tr> <tr> <td>LTI</td> <td>\$2,250,000</td> </tr> <tr> <td>Total remuneration</td> <td>\$5,943,750</td> </tr> </table> Full details of the CEO and MD's remuneration can be found in the Remuneration Report.	Total fixed remuneration	\$1,500,000	STI (maximum)	\$2,193,750	LTI	\$2,250,000	Total remuneration	\$5,943,750
Total fixed remuneration	\$1,500,000								
STI (maximum)	\$2,193,750								
LTI	\$2,250,000								
Total remuneration	\$5,943,750								
Total number of securities under the scheme	The total number of securities that have previously been issued to the CEO and MD is as follows: <ul style="list-style-type: none"> STI – 0 rights for nil consideration LTI – 2,171,346 rights for nil consideration 								

EXPLANATORY STATEMENT ON ITEMS OF BUSINESS

Details of any securities issued under the LTI or STI will be published in the FY21 Annual Report along with a statement that approval for this issue was obtained as per Rule 10.14.

Any additional persons covered by listing Rule 10.14 who become entitled to participate in an issue of securities under the scheme after the resolution is approved and who were not named in the this notice of meeting will not participate until approval is obtained under that rule.

ITEM 5: INCREASE IN NON-EXECUTIVE DIRECTOR AGGREGATE FEE POOL

It is proposed that the fee pool for Non-Executive Directors be increased from \$1,500,000 to \$1,900,000 per annum (an increase of \$400,000), effective from 14 October 2020. The fee pool is inclusive of superannuation contributions.

In accordance with the Constitution and the ASX Listing Rule requirements, the Company must not increase the aggregate fee pool for Non-Executive Directors' remuneration without the approval of shareholders.

The reasons for the proposed increase are as follows:

- There is a relatively small amount of headroom available in the fee pool for Non-Executive Directors, following the appointment of Samantha Hogg in November 2019
- The proposed increase to the Non-Executive Director fee pool will:
 - provide the Board with greater flexibility to implement succession planning strategies or increase the size of the Board as part of its succession planning;
 - attract and retain Non-Executive Directors with appropriate skills and experience; and
 - bring the aggregate fee pool in line with peer companies.

FOR ENQUIRIES REGARDING THIS NOTICE OF MEETING, CONTACT:

Cleanaway

Level 4, 441 St Kilda Road

Melbourne VIC 3004

Tel: +61 3 8397 5100

Email: companysecretary@cleanaway.com.au

Share Registry

Computershare

Investor Services Pty Limited

Yarra Falls, 452 Johnston Street,

Abbotsford, VIC, 3067


Tel: 1300 850 505 (within Australia)


Tel: +61 3 9415 4000 (outside Australia)

CWY

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Need assistance?

 **Phone:**
1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)

 **Online:**
www.investorcentre.com/contact



YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **11:00 am (AEDT)** **Monday 12 October 2020.**

Proxy Form

How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

APPOINTMENT OF PROXY

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

Lodge your Proxy Form:

XX

Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



Control Number: 999999

SRN/HIN: I999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

Computershare Investor Services Pty Limited
GPO Box 242
Melbourne VIC 3001
Australia

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia



PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.

MR SAM SAMPLE
 FLAT 123
 123 SAMPLE STREET
 THE SAMPLE HILL
 SAMPLE ESTATE
 SAMPLEVILLE VIC 3030

Change of address. If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.



I 9999999999

I ND

Proxy Form

Please mark to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

XX

I/we being a member/s of Cleanaway Waste Management Limited hereby appoint

the Chairman of the Meeting **OR**

PLEASE NOTE: Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of Cleanaway Waste Management Limited to be held as a virtual meeting on Wednesday, 14 October 2020 commencing at 11:00 am (AEDT) and at any adjournment or postponement of that meeting.

Chairman authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Items 2, 4(a), 4(b) and 5 (except where I/we have indicated a different voting intention in step 2) even though Items 2, 4(a), 4(b) and 5 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Items 2, 4(a), 4(b) and 5 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a poll and your votes will not be counted in computing the required majority.

	For	Against	Abstain
Item 2 Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3(a) Re-election of Philippe Etienne as a Director of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3(b) Re-election of Terry Sinclair as a Director of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3(c) Election of Samantha Hogg as a Director of the Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4(a) Granting of performance rights to Vik Bansal under the Long-Term Incentive Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4(b) Granting of performance rights to Vik Bansal under the Deferred Equity Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 5 Increase in Non-Executive Director aggregate fee pool	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1 Securityholder 2 Securityholder 3 / /
 Sole Director & Sole Company Secretary Director Director/Company Secretary Date

Update your communication details (Optional)

Mobile Number Email Address
 By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically



Online Meeting Guide

Getting Started

If you choose to participate online you will be able to view a live webcast of the meeting, ask the Directors questions online and submit your votes in real time and you will need to either:

- a) Visit <https://web.lumiagm.com> on your smartphone, tablet or computer. You will need the latest versions of Chrome, Safari, Internet Explorer 11, Edge and Firefox. Please ensure your browser is compatible; or
- b) Download the Lumi AGM app from the Apple App or Google Play Stores by searching for Lumi AGM.

Meeting ID: 362-850-140

To log in, you must have the following information:

Australian Residents

Username (SRN or HIN) and Password (postcode of your registered address)

Overseas Residents

Username (SRN or HIN) and Password (three-character country code) e.g. New Zealand - NZL; United Kingdom - GBR; United States of America - USA; Canada - CAN. A full list is provided at the end of this guide.

Appointed Proxy

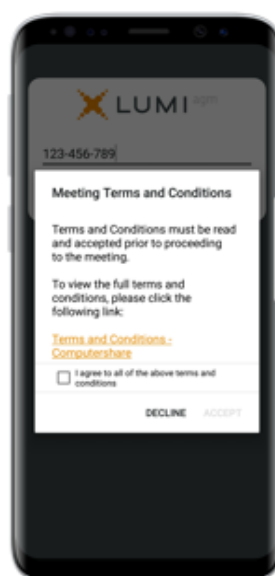
To receive your username and password, please contact Computershare Investor Services on +61 3 9415 4024 during the online registration period which will open 1 hour before the start of the meeting.

Online registration will open 1 hour before the start of the meeting

1 To participate in the meeting, you will be required to enter the unique 9 digit Meeting ID provided above.



2 To proceed into the meeting, you will need to read and accept the Terms and Conditions.



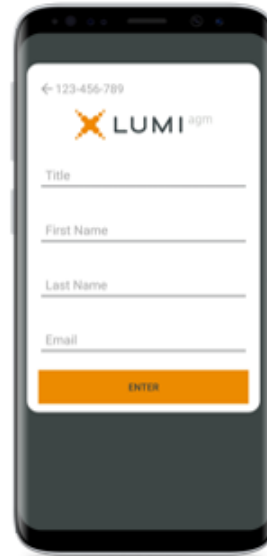
OR



3 To register as a securityholder, select 'I have a login' and enter your username (SRN or HIN) and password (postcode or country code).





3a If you are a visitor, select 'I am a guest' and enter your name and email details. Please note, visitors will not be able to ask questions or vote at the meeting.



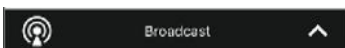
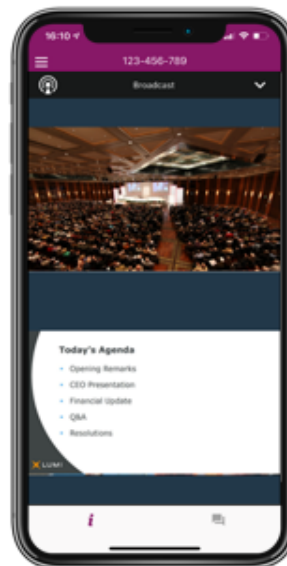
4 Once logged in, you will see the home page, which displays the meeting documents and information on the meeting. Icons will be displayed in different areas, depending on the device you are using.



5 View the webcast

To view proceedings you must tap the broadcast arrow  on your screen. Video and/or slides of the meeting will appear after approx. 30 seconds*. Toggle between the up or down arrow  to view another screen.

(*Dependant on the speed of your internet)



The broadcast bar allows you to view and listen to the proceedings



Home page icon, displays meeting information




Questions icon, used to ask questions



Voting icon, used to vote. Only visible when the chairman opens poll

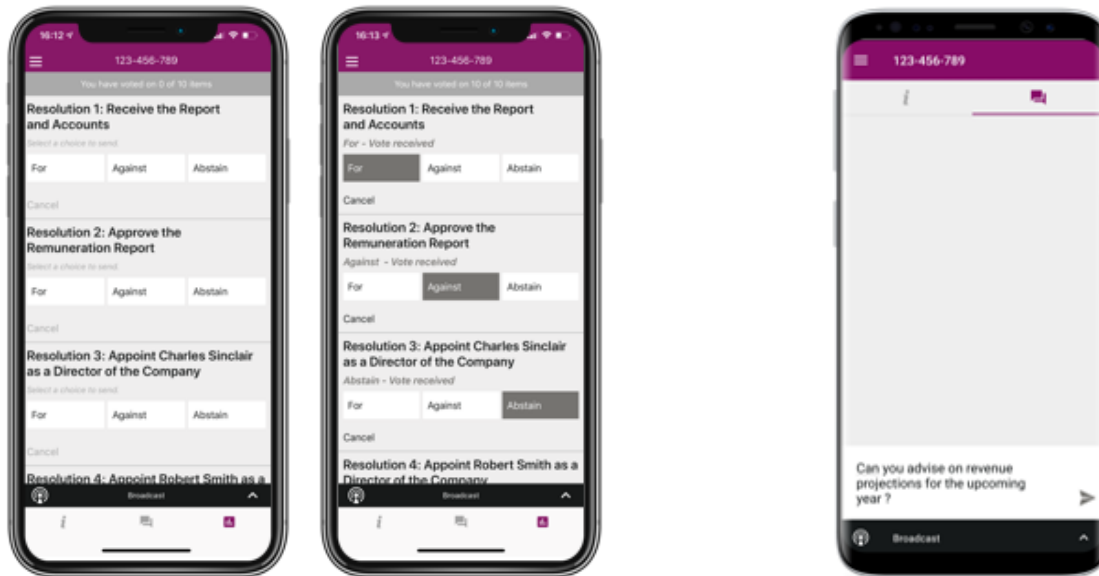
6 To Vote

When the Chairman declares the poll open:

- A voting icon  will appear on your device and the Meeting Resolutions will be displayed.
- To vote tap one of the voting options. Your response will be highlighted.
- To change your vote, simply press a different option to override.

The number of items you have voted or yet to vote on, is displayed at the top of the screen.

Votes may be changed up to the time the chairman closes the poll.



On some devices, to vote, you may need to minimise the webcast by selecting the arrow in the broadcast bar, audio will still be available. To return to the webcast after voting, select the arrow again.



For Assistance

If you require assistance prior to or during the Meeting, please call +61 3 9415 4024



<https://web.lumiagm.com>

7 To Ask Questions

Tap on the Questions icon  to submit a question, type your question in the chat box at the bottom of the screen and then select the send icon .

Confirmation that your message has been received will appear.

COUNTRY CODES

Select your country code from the list below and enter it into the **password** field.

ABW ARUBA	CPV CAPE VERDE	ISM BRITISH ISLES	NPL NEPAL	TKM TURKMENISTAN
AFG AFGHANISTAN	CRI COSTA RICA	ISR ISRAEL	NRU NAURU	TLS EAST TIMOR
AGO ANGOLA	CUB CUBA	ITA ITALY	NZL NEW ZEALAND	DEMOCRATIC REP OF
AIA ANGUILLA	CXR CHRISTMAS ISLAND	JAM JAMAICA	OMN OMAN	TMP EAST TIMOR
ALA ALAND ISLANDS	CYM CAYMAN ISLANDS	JEY JERSEY	PAK PAKISTAN	TON TONGA
ALB ALBANIA	CYP CYPRUS	JOR JORDAN	PAN PANAMA	TTO TRINIDAD & TOBAGO
AND ANDORRA	CZE CZECH REPUBLIC	JPN JAPAN	PCN PITCAIRN ISLANDS	TUN TUNISIA
ANT NETHERLANDS ANTILLES	DEU GERMANY	KAZ KAZAKHSTAN	PER PERU	TUR TURKEY
ARE UNITED ARAB EMIRATES	DJI DJIBOUTI	KEN KENYA	PHL PHILIPPINES	TUV TUVALU
ARG ARGENTINA	DMA DOMINICA	KGZ KYRGYZSTAN	PLW PALAU	TWN TAIWAN
ARM ARMENIA	DNK DENMARK	KHM CAMBODIA	PNG PAPUA NEW GUINEA	TZA TANZANIA UNITED REPUBLIC OF
ASM AMERICAN SAMOA	DOM DOMINICAN REPUBLIC	KIR KIRIBATI	POL POLAND	UGA UGANDA
ATA ANTARCTICA	DZA ALGERIA	KNA ST KITTS AND NEVIS	PRI PUERTO RICO	UKR UKRAINE
ATF FRENCH SOUTHERN TERRITORIES	ECU ECUADOR	KOR KOREA REPUBLIC OF	PRK KOREA DEM PEOPLES REPUBLIC OF	UMI UNITED STATES MINOR OUTLYING
ATG ANTIGUA AND BARBUDA	EGY EGYPT	KWT KUWAIT	PRT PORTUGAL	URY URUGUAY
AUS AUSTRALIA	ERI ERITREA	LAO LAO PDR	PRY PARAGUAY	USA UNITED STATES OF AMERICA
AUT AUSTRIA	ESH WESTERN SAHARA	LBN LEBANON	PSE PALESTINIAN TERRITORY OCCUPIED	UZB UZBEKISTAN
AZE AZERBAIJAN	ESP SPAIN	LBR LIBERIA	PYF FRENCH POLYNESIA	VAT HOLY SEE (VATICAN CITY STATE)
BDI BURUNDI	EST ESTONIA	LBY LIBYAN ARAB JAMAHIRIYA	QAT QATAR	VCT ST VINCENT & THE GRENADINES
BEL BELGIUM	ETH ETHIOPIA	LCA ST LUCIA	REU REUNION	VEN VENEZUELA
BEN BENIN	FIN FINLAND	LIE LIECHTENSTEIN	ROU ROMANIA	VGB BRITISH VIRGIN ISLANDS
BFA BURKINA FASO	FJI FIJI	LKA SRI LANKA	RUS RUSSIAN FEDERATION	VIR US VIRGIN ISLANDS
BGD BANGLADESH	FLK FALKLAND ISLANDS (MALVINAS)	LSO LESOTHO	RWA RWANDA	VNM VIETNAM
BGR BULGARIA	FRA FRANCE	LTU LITHUANIA	SAU SAUDI ARABIA KINGDOM OF	VUT VANUATU
BHR BAHRAIN	FRO FAROE ISLANDS	LUX LUXEMBOURG	SCG SERBIA AND MONTENEGRO	WLF WALLIS AND FUTUNA
BHS BAHAMAS	FSM MICRONESIA	LVA LATVIA	SDN SUDAN	WSM SAMOA
BIH BOSNIA & HERZEGOVINA	GAB GABON	MAC MACAO	SEN SENEGAL	YEM YEMEN
BLM ST BARTHELEMY	GBR UNITED KINGDOM	MAF ST MARTIN	SGP SINGAPORE	YMD YEMEN DEMOCRATIC FED REP
BLR BELARUS	GEO GEORGIA	MAR MOROCCO	SGS STH GEORGIA & STH SANDWICH ISL	YUG YUGOSLAVIA SOCIALIST FED REP
BLZ BELIZE	GGY GUERNSEY	MCO MONACO	SHN ST HELENA	ZAF SOUTH AFRICA
BMU BERMUDA	GHA GHANA	MDA MOLDOVA REPUBLIC OF	SJM SVALBARD & JAN MAYEN	ZAR ZAIRE
BOL BOLIVIA	GIB GIBRALTAR	MDG MADAGASCAR	SLB SOLOMON ISLANDS	ZMB ZAMBIA
BRA BRAZIL	GIN GUINEA	MDV MALDIVES	SLE SIERRA LEONE	ZWE ZIMBABWE
BRB BARBADOS	GLP GUADELOUPE	MEX MEXICO	SLV EL SALVADOR	
BRN BRUNEI DARUSSALAM	GMB GAMBIA	MHL MARSHALL ISLANDS	SMR SAN MARINO	
BTN BHUTAN	GNB GUINEA-BISSAU	MKD MACEDONIA FORMER YUGOSLAV REP	SOM SOMALIA	
BUR BURMA	GNQ EQUATORIAL GUINEA	MLI MALI	SPM ST PIERRE AND MIQUELON	
BVT BOUVET ISLAND	GRC GREECE	MLT MALTA	SRB SERBIA	
BWA BOTSWANA	GRD GRENADA	MMR MYANMAR	STP SAO TOME AND PRINCIPE	
BLR BELARUS	GRL GREENLAND	MNE MONTENEGRO	SUR SURINAME	
CAF CENTRAL AFRICAN REPUBLIC	GTM GUATEMALA	MNG MONGOLIA	SVK SLOVAKIA	
CAN CANADA	GUF FRENCH GUIANA	MNP NORTHERN MARIANA ISLANDS	SVN SLOVENIA	
CCK COCOS (KEELING) ISLANDS	GUM GUAM	MOZ MOZAMBIQUE	SWE SWEDEN	
CHE SWITZERLAND	GUY GUYANA	MRT MAURITANIA	SWZ SWAZILAND	
CHL CHILE	HKG HONG KONG	MSR MONTSERRAT	SYC SEYCHELLES	
CHN CHINA	HMD HEARD AND MCDONALD ISLANDS	MTQ MARTINIQUE	SYR SYRIAN ARAB REPUBLIC	
CIV COTE D'IVOIRE	HND HONDURAS	MUS MAURITIUS	TCA TURKS AND CAICOS ISLANDS	
CMR CAMEROON	HRV CROATIA	MWI MALAWI	TCD CHAD	
COD CONGO DEMOCRATIC REPUBLIC OF	HTI HAITI	MYS MALAYSIA	TGO TOGO	
COG CONGO PEOPLES REPUBLIC OF	HUN HUNGARY	MYT MAYOTTE	THA THAILAND	
COK COOK ISLANDS	IDN INDONESIA	NAM NAMIBIA	TJK TAJIKISTAN	
COL COLOMBIA	IMN ISLE OF MAN	NCL NEW CALEDONIA	TKL TOKELAU	
COM COMOROS	IND INDIA	NER NIGER		
	IOT BRITISH INDIAN OCEAN TERRITORY	NFK NORFOLK ISLAND		
	IRL IRELAND	NGA NIGERIA		
	IRN IRAN ISLAMIC REPUBLIC OF	NIC NICARAGUA		
	IRQ IRAQ	NIU NIUE		
	ISL ICELAND	NLD NETHERLANDS		
		NOR NORWAY		