

**THE GEO GROUP, INC.**  
**CYBER SECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE CHARTER**

**(As Adopted on November 12, 2024)**

The Cyber Security and Environmental Oversight Committee (the "Committee") is a committee of the Board of Directors (the "Board") of The GEO Group, Inc. (the "Company"). The primary function of the Committee is to assist the Board in fulfilling its oversight responsibilities by performing the duties described in this Cyber Security and Environmental Oversight Committee Charter.

**DUTIES AND RESPONSIBILITIES**

The Committee shall have the following duties and responsibilities:

**Cyber Security Oversight**

1. Review and discuss with management the types of information, data and assets collected, created, used, processed, and/or maintained by or on behalf of the Company, including personal information and/or any information or assets of the Company's customers, individuals within our care, employees and business partners (collectively, "Company Information Assets").
2. Review and discuss with management how and why that information is being collected, created, used, processed, and/or maintained.
3. Review and discuss with management, as and when appropriate, the Company's cybersecurity policies, controls and procedures, including the Company's: (i) procedures to identify and assess internal and external cybersecurity risks, (ii) controls to protect from cyberattacks, unauthorized access or other malicious acts and risks, (iii) procedures to detect, respond to, assess and mitigate negative effects from and recover from cybersecurity attacks, and (iv) procedures for fulfilling applicable regulatory reporting and disclosure obligations related to cybersecurity risks, costs and incidents.
4. Assess the Company's information technology ("IT") and cybersecurity risks against both internal and external threats, including methods for identifying, assessing and mitigating those risks.
5. Review and discuss with management the integrity of the Company's IT systems and controls to ensure legal and regulatory compliance over the Company Information Assets.
6. Oversee and periodically review the Company's programs and policies related to technology and innovation and cyber and information security, including data protection and privacy, information security assessment and compliance, incident

detection and response and initiatives to support and enhance IT system capacity, stability and performance.

7. Oversee the management and response to cybersecurity threats, including any data breach incidents. In the event of an identified breach or attempted breach, review and discuss with management the details and impact of any such breach or attempted breach of the Company's IT systems, networks and/or Company Information Assets, the appropriate investigation of any such incidents, the response to such incidents, the implementation of measures to help prevent the recurrence of such incidents, and oversee the Company's disclosures and public communications related to such incidents.
8. Oversee and monitor the Company's review of new trends in technology and innovation that may affect the Company's strategies and initiatives, including industry trends and new opportunities and risks introduced by new technologies.

### **Environmental Oversight**

9. Review, advise and provide oversight on the Company's strategic plan for environmental sustainability initiatives.
10. Oversee Company matters, initiatives, reporting and public communications related to sustainability, environmental and climate-related matters.
11. Review and oversee, along with the Human Rights Committee, the Criminal Justice and Rehabilitation Committee, the Health Services Committee and the Nominating and Corporate Governance Committee, the annual publication of the Company's Human Rights and Environmental, Social and Governance Report.
12. Review with management significant risks or incidents related to sustainability and environmental and climate-related matters.
13. Oversee and monitor the Company's engagement with shareholders on sustainability, environmental and climate-related issues.

### **Other Matters**

14. Address or take action with respect to any other matter specifically delegated to the Committee from time to time by the Board.

## **MEMBERSHIP**

1. The Committee shall be comprised of at least three members designated by the Board. The Committee shall recommend, and the Board shall designate, one member of the Committee as Chair. Committee members may be removed by the Board.

2. The Committee must be comprised of members that meet the independence requirements of applicable laws (including the Securities Exchange Act of 1934, as amended (the "Exchange Act") and the rules promulgated thereunder) and the listing standards of the NYSE.

### **MEETINGS AND PROCEDURES**

1. The Committee may fix its own rules of procedure, which shall be consistent with the bylaws of the Company and this Charter.
2. The Chair or a majority of the members of the Committee may call meetings of the Committee upon such notice as is required for special Board meetings in accordance with the Company's bylaws. The Committee may meet by telephone conference call or by any other means permitted by law or the Company's bylaws.
3. A majority of the members of the Committee shall constitute a quorum.
4. The Chair of the Committee shall be responsible for leadership of the Committee, including preparing the agenda, presiding over Committee meetings, making Committee assignments and reporting the Committee's actions to the Board as contemplated below.
5. The Committee may request that any Director, officer or employee of the Company, or other persons whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests.
6. The Chair of the Committee (or other member designated by the Chair or the Committee in the Chair's absence) shall report to the full Board, at the request of the Board, with respect to those matters considered and acted upon by the Committee.
7. The Committee shall keep written minutes of its meetings, which minutes shall be maintained with the books and records of the Company.
8. The Committee, in its sole discretion, may delegate certain of its responsibilities to other committees of the Board or subcommittees of the Committee, provided that such committees are comprised solely of members of the Board that meet the independence requirements of applicable law (including the Exchange Act and the rules promulgated thereunder) and the NYSE listing standards.

### **PERFORMANCE EVALUATION**

1. The Committee shall conduct a self-evaluation of its performance annually.
2. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope.

3. In conducting this review, the Committee shall address all matters that it considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.
4. The Committee shall present to the Board the results of its evaluation, including any recommended amendments to this Charter and any recommended changes to the Company's or the Board's policies and procedures.

#### **OUTSIDE ADVISORS**

1. The Committee, in its sole discretion, may retain outside legal, accounting or other advisors, at the Company's expense, as the Committee determines appropriate or advisable to carry out its duties. Additionally, the Committee shall have the authority to call upon the appropriate corporate staff for assistance in the conduct of its responsibilities.
2. The Company shall provide appropriate funding, as determined by the Committee, for compensation to any advisors that the Committee chooses to engage. The Company shall also pay for any ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.