# The GEO Group, Inc. ®

# CORPORATE RESPONSIBILITY HIGHLIGHTS

# 2024

# ABOUT THIS DISCLOSURE

This disclosure has been prepared with reference to the 2021 Universal Standards of the Global Reporting Initiative (GRI) and covers calendar year 2024, with three years of data where available.

| BOARD OF DIRECTORS | | | |
|---|---|---|---|
| | **2024** | **2023** | **2022** |
| # of Board of Directors Members | 7 | 8 | 9 |
| # of Minorities on the Board | 1 | 2 | 2 |
| # of Women on the Board | 3 | 2 | 2 |
| % of Minorities on the Board* | 14% | 12% | 22% |
| % of Women on the Board | 42% | 25% | 22% |
| % of Board Independence | 71% | 87% | 78% |
| % of Board Members Between 30 and 50 | 28% | 25% | 22% |
| % of Board members Over 50 | 72% | 75% | 78% |

| GEO SECURE SERVICES – U.S. AUDIT ACTIVITY | | | |
|---|---|---|---|
| | **2024** | **2023** | **2022** |
| Total Active U.S. Secure Facilities | 50 | 50 | 50 |
| Internal GEO Contract Compliance Audits Completed** | 120 | 168 | 180 |
| Government Customer Audits Completed | 78 | 83 | 77 |
| Third-party Inspections Completed | 27 | 27 | 15 |

| GEO CARE – U.S. AUDIT ACTIVITY*** | | | |
|---|---|---|---|
| | **2024** | **2023** | **2022** |
| Internal GEO Contract Compliance Audits Completed** | 236 | 277 | 254 |
| Government Customer Audits Completed | 76 | 88 | 89 |
| Third-party Inspections Completed | 19 | 20 | 29 |

*Includes Hispanic/Latino, Black/African American, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, Asian, and two or more races.

**Includes: Annual Corporate Audits, Follow-up Audits, PREA Mock Audits, ACA Mock Audits, ACA Readiness Assessments, Ad Hoc Audits, Medical, and Operations only audits.

***GEO Care audits include residential reentry centers, day reporting centers, in-person treatment programs, and ISAP locations.

# HUMAN RIGHTS QUESTIONS INCLUDED IN GEO CONTRACT COMPLIANCE AUDITS

| GEO AUDIT CATEGORY | 2024 | 2023 | 2022 |
|---|---|---|---|
| Food Services | 117 | 122 | 90 |
| Physical Plant | 182 | 175 | 170 |
| PREA | 101 | 107 | 118 |
| Admission/Orientation | 134 | 150 | 94 |
| Law Library/Courts | 71 | 75 | 81 |
| Mail/Visitation/Telephone | 168 | 201 | 188 |
| Library | 14 | 19 | 11 |
| Discipline | 131 | 158 | 114 |
| Work Programs | 103 | 95 | 67 |
| Religious Programs | 64 | 72 | 67 |
| Substance Abuse Program | 38 | 39 | 31 |
| Sanitation | 136 | 142 | 108 |
| Safety | 135 | 130 | 133 |
| Emergency Preparedness | 80 | 79 | 46 |
| Accountability | 61 | 62 | 39 |
| Restricted Housing Units (RHU) | 160 | 123 | 80 |
| Searches/Security Inspection | 81 | 75 | 46 |
| Use of Force | 59 | 68 | 35 |
| Health Services | 361 | 340 | 399 |
| Recreation Programs | 49 | 56 | 60 |
| **Total** | **2,245** | **2,288** | **1,977** |

# GEO GROUP ENERGY AND CONSUMPTION METRICS

| Energy Consumption | 2024 | 2023 | 2022 | Unit |
|---|---|---|---|---|
| **Total Energy Usage** | **1,657,646** | **1,736,046** | **1,685,936** | **GJ** |
| **Electricity (Market-based)** | **851,031** | **813,929** | **921,965** | **GJ** |
| **Natural Gas** | **755,773** | **811,869** | **644,742** | **GJ** |
| **Diesel** | **17,362** | **15,740** | **17,619** | **GJ** |
| **Fuel Oil** | **19,192** | **13,014** | **22,796** | **GJ** |
| **Propane** | **14,288** | **40,854** | **38,538** | **GJ** |
| **Renewable Energy Usage** | **0** | **40,640** | **40,276** | **GJ** |
| **Non-renewable Energy Usage** | **1,657,646** | **1,695,406** | **1,645,660** | **GJ** |
| **% of Renewable Energy Usage** | **0%** | **2%** | **2%** | **%** |
| **% of Non-renewable Energy Usage** | **100%** | **98%** | **98%** | **%** |
| **Energy Intensity Unit** | **0.10** | **0.10** | **0.09** | **energy/sq ft** |
| **Water and Waste** | | | | |
| **Water Withdrawal** | **2,130,926,948** | **2,113,184,852** | **2,813,351,280** | **gallons** |
| **Waste Generation*** | **4,078** | **1,814** | **N/A** | **metric tons** |
| **Greenhouse Gas Emissions** | | | | |
| **Scope 1 Emissions** | **48,196** | **51,942** | **44,182** | **tCO2e** |
| **Scope 2 Location-based Emissions** | **89,292** | **94,573** | **96,860** | **tCO2e** |
| **Scope 2 Market-based Emissions** | **98,030** | **92,488** | **94,029** | **tCO2e** |
| **Scope 1 Intensity** | **0.0029** | **0.0031** | **0.0025** | **tCO2e/sq ft** |
| **Scope 2 Intensity**** | **0.0054** | **0.0057** | **0.0054** | **tCO2e/sq ft** |

*Waste data reported for the first time in 2023 and currently covers 15 Secure Services facilities.*

**Scope 2 location-based emissions.*

## 2024 GEO GROUP ENERGY AND CONSUMPTION METRICS BY SEGMENT

| | GEO SECURE SERVICES FACILITIES (U.S. + INTERNATIONAL) | GEO CARE FACILITIES (RESIDENTIAL REENTRY) | CORPORATE AND REGIONAL/DIVISIONAL OFFICES | UNIT |
|---|---|---|---|---|
| **Energy Consumption** | | | | |
| **Total Energy Usage** | **1,486,672** | **144,952** | **26,022** | **GJ** |
| **Electricity (Market-based)** | **757,073** | **72,855** | **21,104** | **GJ** |
| **Natural Gas** | **687,026** | **63,858** | **4,889** | **GJ** |
| **Diesel** | **16,134** | **1,201** | **26** | **GJ** |
| **Fuel Oil** | **14,552** | **4,637** | **3** | **GJ** |
| **Propane** | **11,888** | **2,400** | **0** | **GJ** |
| **Renewable Energy Usage** | **0** | **0** | **0** | **GJ** |
| **Non-renewable Energy Usage** | **1,486,672** | **144,952** | **26,022** | **GJ** |
| **% of Renewable Energy Usage** | **0%** | **0%** | **0%** | **%** |
| **% of Non-renewable Energy Usage** | **100%** | **100%** | **100%** | **%** |
| **Energy Intensity Unit** | **0.09** | **0.01** | **0.00** | **energy/sq ft** |
| **Water and Waste** | | | | |
| **Water Withdrawal** | **2,011,880,994** | **107,938,760** | **11,107,194** | **gallons** |
| **Waste Generation\*** | **4,078** | **N/A** | **N/A** | **metric tons** |
| **Greenhouse Gas Emissions** | | | | |
| **Scope 1 Emissions** | **43,380** | **4,447** | **368** | **tCO2e** |
| **Scope 2 Location-based Emissions** | **79,983** | **6,878** | **2,431** | **tCO2e** |
| **Scope 2 Market-based Emissions** | **88,003** | **7,423** | **2,604** | **tCO2e** |
| **Scope 1 Intensity** | **0.0026** | **0.0003** | **0.000** | **tCO2e/sq ft** |
| **Scope 2 Intensity\*\*** | **0.0049** | **0.0004** | **0.000** | **tCO2e/sq ft** |

*\*Waste data reported for the first time in 2023 and currently covers 15 Secure Services facilities.*

*\*\*Scope 2 location-based emissions.*

## GEO SECURE SERVICES ANNUAL MEDICAL STATISTICS

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| Intake Health Screenings | 120,671 | 98,047 | 96,807 |
| Physical Exams | 91,628 | 77,782 | 66,426 |
| Chronic Care Visits | 73,422 | 53,712 | 54,670 |
| Off-site Consultations | 18,931 | 17,198 | 13,538 |
| Sick Calls | 258,997 | 214,823 | 197,299 |
| Dental Visits | 48,731 | 44,704 | 40,704 |
| Mental Health Visits | 255,108 | 213,041 | 105,327 |

## GEO HEALTH CARE AUSTRALIA MEDICAL STATISTICS

| | 2024 | 2023* | 2022 |
|---|---|---|---|
| Dental Visits | 11,088 | 4,800 | - |
| Nursing Visits | 191,955 | 94,789 | - |
| Optometry Visits | 1,502 | 588 | - |
| Mental Health Visits | 23,136 | 10,919 | - |
| Physiotherapy Visits | 5,706 | 2,562 | - |
| Podiatrist Visits | 1,678 | 1,035 | - |
| General Medical Visits (Medical Practitioner Total) | 38,436 | 20,642 | - |
| Visits to an Aboriginal Health Worker | 3,903 | 928 | - |

*GEO's Contract for Health Care in Australia began in July 2023. As such, data for 2023 only reflects July - December of 2023.*

## CYBERSECURITY TRAINING STATISTICS

| | 2024 | 2023* | 2022 |
|---|---|---|---|
| Employees Who Participated in Cybersecurity Training | 7,130 | 6,199 | - |
| Participants Recorded Correct Responses in Training Quizzes | 84% | 85% | - |

*GEO began disclosing metrics related to cybersecurity training in 2023.*

## UNIONIZED EMPLOYEES (U.S. BASED EMPLOYEES)

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| Unionized Employees | 50% | 47% | 41% |
| **PERCENTAGE OF UNIONIZED GEO SECURE SERVICES EMPLOYEES – U.S.** | | | |
| Secure Services Employees | 64% | 60% | 54% |
| Secure Services Security Staff | 76% | 73% | 43% |

## TRAINING & EDUCATION BY DIVISION

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| **SECURE SERVICES TRAINING AND EDUCATION** | | | |
| Total Staff Training Hours | 1,087,533* | 1,066,218 | 1,501,431 |
| Total Annual Trainings | 9,950 | 9,889 | 9,196 |
| **COC TRAINING AND EDUCATION** | | | |
| Total Staff Training Hours | 304,135 | 270,459 | 223,475 |
| CoC Total Annual Trainings | 17,434 | 12,879 | 12,104 |

## SUPPLIER BREAKOUT

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| Total Procurement Spending on Women-owned Businesses | $50,614,937 | $50,909,625 | $51,499,628 |
| % of Total Procurement Spending on Women-owned Businesses | 48% | 48% | 52% |
| Total Procurement Spending on Small-disadvantaged Businesses | $29,819,682 | $37,509,671 | $24,224,441 |
| % of Total Procurement Spending on Small-disadvantaged Businesses | 35% | 35% | 24% |
| Total Procurement Spending on Veteran-owned Businesses | $15,497,494 | $10,891,373 | $11,116,748 |
| % of Total Procurement Spending on Veteran-owned Businesses | 10% | 10% | 11% |
| Total Procurement Spending on Businesses Owned by Disabled Veterans | $7,506,622 | $4,300,818 | $6,269,642 |
| % of Total Procurement Spending on Businesses Owned by Disabled Veterans | 4% | 4% | 6% |
| Total Procurement Spending on Hub-zone Businesses | $1,971,845 | $3,276,664 | $3,155,852 |
| % of Total Procurement Spending on Hub-zone Businesses | 3% | 3% | 3% |
| **Total** | **$105,410,580** | **$106,888,151** | **$96,266,311** |

# U.S. BASED EMPLOYEES

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| # of U.S. Employees | 14,384 | 14,331 | 13,951 |
| % of Female Corporate Employees | 54.5% | 54.2% | 56.0% |
| % of Female Security Staff | 41.1% | 41.5% | 42.0% |
| # of Employees by Gender (Female) | 7,365 | 7,367 | 7,264 |
| # of Employees by Gender (Male) | 7,019 | 6,964 | 6,687 |
| % of Employees by Gender (Female) | 51.2% | 51.4% | 52.1% |
| % of Employees by Gender (Male) | 48.8% | 48.6% | 47.9% |
| # of Management Employees by Gender (Female) | 786 | 766 | 750 |
| # of Management Employees by Gender (Male) | 864 | 875 | 857 |
| % of Management Employees by Gender (Female) | 47.6% | 46.7% | 46.6% |
| % of Management Employees by Gender (Male) | 52.4% | 53.3% | 53.4% |
| # of New Hires by Gender (Female) | 2,397 | 2,636 | 3,228 |
| # of New hires by Gender (Male) | 2,136 | 2,417 | 2,587 |
| # of Promotions by Gender (Female) | 533 | 460 | 614 |
| # of Promotions by Gender (Male) | 435 | 398 | 481 |
| % of Minority Corporate Employees | 48.2% | 45.0% | 43.0% |
| % of Minority Security Staff | 73.5% | 73.2% | 73.0% |
| # of Employees by Race (Asian) | 297 | 296 | 288 |
| # of Employees by Race (Black/African American) | 3,693 | 3,795 | 3,659 |
| # of Employees by Race (Hispanic/Latino) | 5,398 | 5,211 | 5,038 |
| # of Employees by Race (White) | 4,356 | 4,510 | 4,257 |
| # of Employees by Race (American Indian or Alaska Native) | 88 | 98 | 93 |
| # of Employees by Race (Native Hawaiian or Other Pacific Islander) | 107 | 112 | 112 |

| | | | |
|---|---|---|---|
| # of Employees by Race (Two or More Races) | 296 | 309 | 288 |
| # of Employees by Race (Other/Not Specified) | 149 | 0 | 216 |
| % of Employees by Race (Asian) | 2.1% | 2.1% | 2.1% |
| % of Employees by Race (Black/African American) | 25.7% | 26.5% | 26.1% |
| % of Employees by Race (Hispanic/Latino) | 37.5% | 36.4% | 36.0% |
| % of Employees by Race (White) | 30.3% | 31.4% | 30.4% |
| % of Employees by Race (American Indian or Alaska Native) | 0.6% | 0.7% | 0.7% |
| % of Employees by Race (Native Hawaiian or Other Pacific Islander) | 0.7% | 0.8% | 0.8% |
| % of Employees by Race (Two or More Races) | 2.1% | 2.1% | 2.1% |
| % of Employees by Race (Other/Not Specified) | 1.0% | 0% | 1.8% |
| # of Management Employees by Race (Asian) | 20 | 21 | 21 |
| # of Management Employees by Race (Black/African American) | 337 | 335 | 317 |
| # of Management Employees by Race (Hispanic/Latino) | 474 | 464 | 437 |
| # of Management Employees by Race (White) | 759 | 772 | 761 |
| # of Management Employees by Race (American Indian or Alaska Native) | 7 | 7 | 6 |
| # of Management Employees by Race (Native Hawaiian or Other Pacific Islander) | 7 | 8 | 6 |
| # of Management Employees by Race (Two or More Races) | 44 | 34 | 30 |
| # of Management Employees by Race (Other/Not Specified) | 2 | 0 | 28 |
| % of Management Employees by Race (Asian) | 1.2% | 1.3% | 1.3% |
| % of Management Employees by Race (Black/African American) | 20.4% | 20.4% | 19.7% |
| % of Management Employees by Race (Hispanic/Latino) | 28.7% | 28.3% | 27.2% |
| % of Management Employees by Race (White) | 46.0% | 47.0% | 47.4% |
| % of Management Employees by Race (American Indian or Alaska Native) | 0.4% | 0.4% | 0.4% |
| % of Management Employees by Race (Native Hawaiian or Other Pacific Islander) | 0.4% | 0.5% | 0.4% |
| % of Management Employees by Race (Two or More Races) | 2.7% | 2.1% | 1.9% |

| | | | |
|---|---|---|---|
| % of Management Employees by Race (Other/Not Specified) | 0.1% | 0% | 1.7% |
| # of New Hires by Race (Asian) | 66 | 78 | 94 |
| # of New Hires by Race (Black/African American) | 1,402 | 1,596 | 1,871 |
| # of New Hires by Race (Hispanic/Latino) | 1,348 | 1,492 | 1,854 |
| # of New Hires by Race (White) | 1,398 | 1,620 | 1,706 |
| # of New Hires by Race (American Indian or Alaska Native) | 50 | 65 | 56 |
| # of New Hires by Race (Native Hawaiian or Other Pacific Islander) | 16 | 30 | 44 |
| # of New Hires by Race (Two or More Races) | 77 | 172 | 168 |
| # of New Hires by Race (Other/Not Specified) | 176 | 0 | 0 |
| % of New Hires by Race (Asian) | 1.5% | 1.5% | 1.6% |
| % of New Hires by Race (Black/African American) | 30.9% | 31.6% | 28.5% |
| % of New Hires by Race (Hispanic/Latino) | 29.7% | 29.5% | 29.5% |
| % of New Hires by Race (White) | 30.8% | 32.1% | 35.7% |
| % of New Hires by Race (American Indian or Alaska Native) | 1.1% | 1.3% | 1.1% |
| % of New Hires by Race (Native Hawaiian or Other Pacific Islander) | 0.4% | 0.6% | 0.8% |
| % of New Hires by Race (Two or More Races) | 1.7% | 3.4% | 2.8% |
| % of New Hires by Race (Other/Not Specified) | 3.9% | 0% | 0% |
| # of Promotions by Race (Asian) | 18 | 21 | 34 |
| # of Promotions by Race (Black/African American) | 201 | 226 | 268 |
| # of Promotions by Race (Hispanic/Latino) | 348 | 299 | 329 |
| # of Promotions by Race (White) | 351 | 263 | 412 |
| # of Promotions by Race (American Indian or Alaska Native) | 7 | 8 | 12 |
| # of Promotions by Race (Native Hawaiian or Other Pacific Islander) | 8 | 18 | 15 |
| # of Promotions by Race (Two or More Races) | 24 | 20 | 22 |
| # of Promotions by Race (Other/Not Specified) | 11 | 0 | 0 |

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| **% of Promotions by Race (Asian)** | 1.9% | 2.5% | 3.1% |
| **% of Promotions by Race (Black/African American)** | 20.8% | 26.4% | 24.5% |
| **% of Promotions by Race (Hispanic/Latino)** | 36.0% | 35.0% | 30.1% |
| **% of Promotions by Race (White)** | 36.3% | 30.8% | 37.7% |
| **% of Promotions by Race (American Indian or Alaska Native)** | 0.7% | 0.9% | 1.1% |
| **% of Promotions by Race (Native Hawaiian or Other Pacific Islander)** | 0.8% | 2.1% | 1.4% |
| **% of Promotions by Race (Two or More Races)** | 2.5% | 2.3% | 2.0% |
| **% of Promotions by Race (Other/Not Specified)** | 1.0% | 0% | 0% |
| **% of Employees by Veteran Status** | 9.1% | 11.3% | 11.5% |
| **# of Employees by Veteran Status** | 1,475 | 1,625 | 1,605 |
| **# of Management Employees by Veteran Status** | 204 | 226 | 213 |
| **% of Management Employees by Veteran Status** | 11.6% | 13.7% | 13.3% |
| **% of New Hires by Veteran Status** | 16.5% | 16.3% | 17.0% |
| **Rate of Promotions by Veteran Status** | 10.5% | 11.8% | 10.2% |

## U.S. BASED EMPLOYEES

| New Hires | 2024 | 2023 | 2022 |
|---|---|---|---|
| **% Under Age 30** | 36.1% | 40.0% | 41.0% |
| **% Between Ages 30 - 50** | 45.8% | 41.0% | 42.0% |
| **% Over Age 50** | 18.1% | 19.0% | 17.0% |
| **Promotions** | | | |
| **% Under Age 30** | 18.1% | 21.0% | 23.5% |
| **% Between Ages 30 - 50** | 59.1% | 55.8% | 55.2% |
| **% Over Age 50** | 22.8% | 23.2% | 21.3% |
| **U.S. Based Employees** | | | |
| **% Under Age 30** | 20.6% | 22.8% | 24.0% |
| **% Between Ages 30 - 50** | 49.5% | 48.3% | 48.0% |
| **% Over Age 50** | 29.9% | 28.9% | 28.0% |

| Female Employees | | | |
| --- | --- | --- | --- |
| % Under Age 30 | 19.1% | 21.6% | 23.5% |
| % Between Ages 30 - 50 | 51.3% | 50.0% | 49.0% |
| % Over Age 50 | 29.6% | 28.4% | 27.5% |
| **Minorities** | **2024** | **2023** | **2022** |
| % Between Ages 30 - 50 by Race (White) | 26.1% | 27.8% | 28.2% |
| % Between Ages 30 - 50 by Race (American Indian or Alaska Native) | 0.5% | 0.5% | 0.6% |
| % Between Ages 30 - 50 by Race (Native Hawaiian or Other Pacific Islander) | 0.8% | 0.8% | 0.9% |
| % Between Ages 30 - 50 by Race (Two or More Races) | 2.2% | 2.3% | 2.1% |
| % Between Ages 30 - 50 by Race (Other/Not Specified) | 1.1% | 0.8% | 1.9% |
| % Over Age 50 by Race (Asian) | 2.7% | 2.7% | 2.8% |
| % Over Age 50 by Race (Black/African American) | 26.6% | 28.1% | 27.3% |
| % Over Age 50 by Race (Hispanic/Latino) | 25.0% | 23.6% | 22.5% |
| % Over Age 50 by Race (White) | 42.3% | 42.5% | 42.6% |
| % Over Age 50 by Race (American Indian or Alaska Native) | 0.7% | 0.8% | 0.7% |
| % Over Age 50 by Race (Native Hawaiian or Other Pacific Islander) | 0.5% | 0.6% | 0.5% |
| % Over Age 50 by Race (Two or More Races) | 1.6% | 1.5% | 1.5% |
| % Over Age 50 by Race (Other/Not Specified) | 0.6% | 0.2% | 2.1% |
| **Management** | | | |
| % Under Age 30 | 3.6% | 1.8% | 0.4% |
| % Between Ages 30 - 50 | 53.1% | 49.3% | 37.4% |
| % Over Age 50 | 43.3% | 48.9% | 62.2% |
| **Corporate Employees** | | | |
| % Under Age 30 | 7.1% | 7.8% | 8.0% |
| % Between Ages 30 - 50 | 44.1% | 44.7% | 47.0% |
| % Over Age 50 | 48.8% | 47.5% | 45.0% |
| **Security Staff  (Includes Transportation)** | | | |
| % Under Age 30 | 28.3% | 31.1% | 33.0% |
| % Between Ages 30 - 50 | 51.4% | 49.8% | 48.5% |
| % Over Age 50 | 20.3% | 19.1% | 18.5% |

| Veteran Employees | | | |
|---|---|---|---|
| % Under Age 30 | 12.2% | 16.5% | 20.0% |
| % Between Ages 30 - 50 | 43.2% | 43.6% | 44.0% |
| % Over Age 50 | 44.6% | 39.9% | 36.0% |

## ETHICS & COMPLIANCE STATISTICS

| | 2024 | 2023 | 2022 |
|---|---|---|---|
| Ethics Point Hotline Complaints Processed | 1,703 | 1,791 | 1,500 |
| Office of Professional Responsibility Investigations Open/Closed | 157 | 393 | 563 |
| Sustained Cases | 92 | 148 | 153 |
| Sustained Closure Rate | 58.6% | 37.7% | 27.2% |

## COMPLAINT CATEGORIES FOR SUSTAINED CASES

| | 2024 | 2023* | 2022 |
|---|---|---|---|
| Facility & Contraband Related | 32 | 36 | - |
| Employee Relations, Fraud/Theft & Workplace Violence | 38 | 47 | - |
| Other Misconduct | 22 | 65 | - |

*GEO began providing a detailed breakdown of complaint categories in 2023.

# APPENDIX - GRI CONTENT INDEX

| STATEMENT OF USE | The GEO Group Inc. has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards. |
|---|---|

| GRI Standard | Disclosure | Report Location or External GEO Reference |
|---|---|---|
| **General Disclosures** | | |
| **GRI 2: General Disclosures 2021** | *Organizational profile* | |
| | 2-1 Organizational details | The GEO Group, Inc.<br>2024 10-K; Pages 3-22<br>Boca Raton, FL<br>Publicly-Traded C-Corporation |
| | 2-2 Entities included in the organization's sustainability reporting | 2024 10-K; Pages 83-87 |
| | 2-3 Reporting period, frequency and contact point | January 1, 2024 - December 31, 2024<br>GEO reports on an annual basis<br>IR@geogroup.com |
| | 2-4 Restatements of information | No restatements of information |
| | 2-5 External assurance | No external assurance is provided at this time |
| | 2-6 Activities, value chain and other business relationships | 2024 10-K; Pages 3-53<br>Engaging with Our Stakeholders<br>There have been no significant changes to the organization or its supply chain. |
| | 2-7 Employees | 2024 10-K; Pages 3-53<br>Cultivating A Fulfilling Workplace |
| | 2-8 Workers who are not employees | Cultivating A Fulfilling Workplace<br>2024 10-K; Pages 18-20 |
| | 2-9 Governance structure and composition | Corporate Governance<br>2025 Proxy Statement; Pages 11-21 |
| | 2-10 Nomination and selection of the highest governance body | 2025 Proxy Statement; Pages 3-21 |
| | 2-11 Chair of the highest governance body | Corporate Governance<br>2025 Proxy Statement; Pages 18-19 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Engaging with Our Stakeholders<br>Corporate Governance |
| | 2-13 Delegation of responsibility for managing impacts | Corporate Governance<br>Dedicated Compliance Team |
| | 2-14 Role of the highest governance body in sustainability reporting | Corporate Governance |
| | 2-15 Conflicts of interest | Business Conduct & Ethics<br>GEO's Code of Business Conduct and Ethics<br>2025 Proxy Statement; Pages 19,24 |

| GRI Standard | Disclosure | Report Location or External GEO Reference |
|---|---|---|
| **GRI 2: General Disclosures 2021** | **2-16 Communication of critical concerns** | **Business Code & Ethics**: Anti-bribery Corruption Training & Whistleblower Programs<br>**Corporate Policy & Procedure**: Chapter 5 - Oversight |
| | **2-17 Collective knowledge of the highest governance body** | **Corporate Governance**<br>**2025 Proxy Statement**; Pages 3-10 |
| | **2-18 Evaluation of the performance of the highest governance body** | **Corporate Governance**<br>**2025 Proxy Statement**; Pages 3-10 |
| | **2-19 Remuneration policies** | **2025 Proxy Statement**; Pages 24-59 |
| | **2-20 Process to determine remuneration** | **2025 Proxy Statement**; Pages 56-59 |
| | **2-21 Annual total compensation ratio** | **2025 Proxy Statement**; Page 49<br>**2024 Proxy Statement**; Pages 48-49 |
| | **2-22 Statement on sustainable development strategy** | Not Available |
| | **2-23 Policy commitments** | **Corporate Governance**<br>**Exceeding Quality Compliance**<br>**GEO's Code of Business Conduct and Ethics** |
| | **2-24 Embedding policy commitments** | **Exceeding Quality Compliance** |
| | **2-25 Processes to remediate negative impacts** | **Business Conduct & Ethics**<br>**Exceeding Quality Compliance**<br>**GEO's Code of Business Conduct and Ethics**<br>**Business Code & Ethics**: Anti-bribery Corruption Training & Whistleblower Programs |
| | **2-26 Mechanisms for seeking advice and raising concerns** | **Business Conduct & Ethics**<br>**Reporting Sexual Abuse (PREA)**<br>**GEO's Code of Business Conduct and Ethics**<br>**Business Code & Ethics**: Anti-bribery Corruption Training & Whistleblower Programs |
| | **2-27 Compliance with laws and regulations** | **Exceeding Quality Compliance** |
| | **2-28 Membership associations** | **Engaging with Our Stakeholders**<br>**Cultivating a Fulfilling Workplace** |
| | **2-29 Approach to stakeholder engagement** | **Engaging with Our Stakeholders** |
| | **2-30 Collective bargaining agreements** | **Cultivating a Fulfilling Workplace**<br>2024 Corporate Responsibility Highlights, Page 8 |

## Material Topics

| GRI Standard | Disclosure | Report Location or External GEO Reference |
|---|---|---|
| | **3-3 Management of material topics** | **Corporate Governance**<br>**Exceeding Quality Compliance**<br>**Energy and Consumption**<br>**Risk Management and Cyber Security**<br>**Engaging With Our Stakeholders**<br>**GEO Continuum of Care®**<br>**World Class Healthcare**<br>**Cultivating a Fulfilling Workplace** |

| GRI Standard | Disclosure | Report Location or External GEO Reference |
|---|---|---|
| **200 series (Economic topics)** | | |
| *Economic Performance* | | |
| **GRI 201: Economic Performance 2016** | 201-1 Direct economic value generated and distributed | **2024 10-K**; Pages 81-95 |
| *Procurement Practices* | | |
| **GRI 204: Procurement Practices 2016** | 204-1 Proportion of spending on local suppliers | **Engaging With Our Stakeholders**<br>2024 Corporate Responsibility Highlights, Page 8 |
| *Anti-corruption* | | |
| **GRI 205: Anti-corruption 2016** | 205-1 Operations assessed for risks related to corruption | **Business Conduct & Ethics** |
| | 205-2 Communication and training about anti-corruption policies and procedures | **Business Conduct & Ethics** |
| | 205-3 Confirmed incidents of corruption and actions taken | **Business Conduct & Ethics** |
| **300 series (Environmental topics)** | | |
| *Energy* | | |
| **GRI 302: Energy 2016** | 302-1 Energy consumption within the organization | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| | 302-3 Energy intensity | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| *Water and Effluents* | | |
| **GRI 303: Water and Effluents 2018** | 303-3 Water withdrawal | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| *Emissions* | | |
| **GRI 305: Emissions 2016** | 305-1 Direct (Scope 1) GHG emissions | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| | 305-4 GHG emissions intensity | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| | 305-5 Reduction of GHG emissions | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |
| *Waste* | | |
| **GRI 306: Waste 2020** | 306-3 Waste generated | **Energy and Consumption**<br>2024 Corporate Responsibility Highlights, Pages 5-6 |

| GRI Standard | Disclosure | Report Location or External GEO Reference |
|---|---|---|
| **400 series (Social topics)** | | |
| *Employment* | | |
| **GRI 401: Employment 2016** | **401-1 New employee hires and employee turnover** | **An Opportunity Employer**<br>**2024 Corporate Responsibility Highlights, Pages 9, 11, and 12** |
| | **401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees** | **An Opportunity Employer** |
| *Occupational Health and Safety* | | |
| **GRI 403: Occupational Health and Safety 2018** | **403-1 Occupational health and safety management system** | **Risk Management and Cyber Security** |
| *Training and Education* | | |
| **GRI 404: Training and Education 2016** | **404-1 Average hours of training per year per employee** | **An Opportunity Employer** |
| | **404-2 Programs for upgrading employee skills and transition assistance programs** | **An Opportunity Employer** |
| *Diversity and Equal Opportunity* | | |
| **GRI 405: Diversity and Equal Opportunity 2016** | **405-1 Diversity of governance bodies and employees** | **An Opportunity Employer**<br>**2024 Corporate Responsibility Highlights, Pages 3, 9-14** |
| *Security Practices* | | |
| **GRI 410: Security Practices 2016** | **410-1 Security personnel trained in human rights policies or procedures** | **Commitment To Training Excellence** |
| *Public Policy* | | |
| **GRI 415: Public Policy 2016** | **415-1 Political contributions** | **Political Engagement** |
| *Customer Privacy* | | |
| **GRI 418: Customer Privacy 2016** | **418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data** | **Business Conduct & Ethics** |

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