



The GEO Group, Inc. ®

HUMAN RIGHTS AND ESG REPORT

2022

LETTER FROM OUR EXECUTIVE CHAIRMAN OF THE BOARD



George C. Zoley

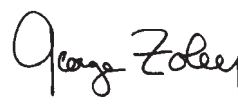
During 2022, our corporate, regional, and field employees continued to focus on delivering high-quality services on behalf of our government agency partners and achieving operational excellence across all our service lines. As a company, we have also remained committed to advancing our company's Environmental, Social and Governance (ESG) objectives.

The publication of our fifth annual Human Rights and ESG Report highlights our continued commitment to respecting the human rights and improving the lives of those entrusted to our care. To reinforce this important commitment, we have restructured our Board committees to include three new committees: a standing committee to oversee Criminal Justice and Rehabilitation, a standing committee to oversee Human Rights, and a standing committee to oversee Cybersecurity and Environmental matters.

In 2022, we also undertook a Human Rights Due Diligence Assessment, which included engagement with multiple internal and external stakeholder groups. Moving forward, we expect to evaluate additional human rights initiatives, including a future review of our Global Human Rights Policy and its implementation.

Our 2022 Human Rights and ESG Report includes enhanced disclosures related to our Board oversight of human rights and ESG matters, employee diversity and training programs, corporate governance, and environmental sustainability, including updated metrics and statistics, in accordance with the Universal Standards of the Global Reporting Initiative (GRI). The report also reinforces our commitment to providing enhanced rehabilitation and post-release support services through our award-winning GEO Continuum of Care® (CoC) program. During 2022, our CoC facilities delivered approximately 3.5 million hours of enhanced rehabilitation programming, and our academic, vocational training, substance abuse treatment, behavioral treatment, and post-release support programs achieved important completion milestones.

For over 30 years, we have been a trusted service provider to government agencies in the United States and internationally, delivering innovative private sector solutions that help meet public sector challenges. We are proud of our collective success, which is underpinned by the dedication of our employees, and we look forward to continued engagement with our diverse stakeholders as we pursue our ESG goals and aspirations.

A handwritten signature in black ink that reads "George Zoley". The signature is fluid and cursive.

George C. Zoley
Executive Chairman
GEO Board of Directors

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ABOUT THIS REPORT AND FORWARD-LOOKING INFORMATION

ABOUT THIS REPORT

GEO's fifth annual Human Rights and ESG Report addresses the company's aspirational goals as a leading government services provider. We recognize that our approximately 18,000 employees are not always able to achieve their best efforts and our company's desired best outcomes. As such, we are committed to continuous improvement in the areas of human rights, environmental, social and governance activities. The report references the UN Guiding Principles on Business and Human Rights and has been prepared with reference to the 2021 Universal Standards of the Global Reporting (GRI).

This report covers calendar year 2022, with three years of data where available.

FORWARD-LOOKING INFORMATION

This report contains certain forward-looking statements based on our management's current assumptions and expectations, including statements regarding our goals, commitments, programs, and other business plans, initiatives and objectives. These statements are typically accompanied by the words "expect," "may," "could," "hope," "believe," "would," "might," "estimate," "anticipate," "plan," "aspire" or similar words. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended.

Although we believe there is a reasonable basis for the forward-looking statements made in this report, our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in Item 1A of our most recent Annual Report on Form 10-K filed with the Securities and Exchange Commission ("SEC") and our subsequent Quarterly Reports on Form 10-Q, as well as with respect to our goals and commitments outlined in this report or elsewhere, the challenges, assumptions, risks, uncertainties, and other factors identified in this report. You should consider the forward-looking statements in this report in conjunction with our Annual Report on Form 10-K and our subsequent Quarterly Reports on Form 10-Q and Current Reports on Form 8-K filed with the SEC.

The forward-looking statements in this report are made as of the date of this report, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.



ABOUT THE GEO GROUP

The GEO Group, Inc. (NYSE:GEO) specializes in the design, financing, development, and delivery of support services for secure facilities, immigration processing centers, and community reentry centers in the United States, Australia, South Africa, and the United Kingdom.

GEO provides complementary, turnkey solutions for numerous government agencies worldwide across a spectrum of diversified secure facility support services, in-custody rehabilitation, community reentry programs, and electronic monitoring services.



IN 2022, GEO'S WORLDWIDE OPERATIONS INCLUDED THE OWNERSHIP AND/OR SUPPORT SERVICES FOR:

82,000+ Facility Beds

102 Secure facilities, immigration processing centers and community reentry centers

18,000+ Employees Worldwide

GEO'S ESG OBJECTIVES

- To implement best practices that follow recognized global human rights standards and respect the dignity and basic human rights of all individuals in our care.
- To be a leading provider of enhanced in-custody rehabilitation programs and post-release support services through our award-winning GEO Continuum of Care®.
- To provide quality support services that foster a safe and humane environment, deliver high quality medical care, and adhere to independent accreditation standards.
- To provide development opportunities to our workforce and to instill an organizational culture rooted in diversity, inclusion, and respect.
- To advance environmental sustainability in our facilities by investing in energy conservation measures and following independent Green Building certification standards.

GEO'S COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

OUR COMMITMENT TO RESPECTING HUMAN RIGHTS

Since our founding more than 30 years ago, GEO has become a leader in the delivery of high-quality secure facility support services, community reentry programs, and evidence-based rehabilitation.

We are committed to ethical practices in all aspects of our business. Everywhere we operate, we comply with strict standards established by our government agency partners, including the U.S. federal government, state governments, and local jurisdictions. Through rigorous processes implemented across our operations, we also adhere to operational and management guidelines developed by independent accreditation entities applicable to our services.

GEO has always maintained a strong commitment to respecting human rights, which extends to all our employees, contractors, and the individuals entrusted to our care. To respect human rights, our commitment is informed by external standards including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights, as well as the International Labor Organization's eight core conventions.

GEO further demonstrated this commitment by conducting a Human Rights Risk Assessment/Due Diligence process in 2022 with the assistance of a third-party ESG firm. The results of this process can be found at geogroup.com/GEO-Human-Rights-Due-Diligence.

GEO GROUP'S MATERIALITY-BASED APPROACH TO ESG

To inform this report, GEO retained an independent third-party to perform an ESG materiality assessment.

The assessment began by examining a range of ESG data providers, as well as studying peer company ESG disclosures, to conduct a materiality analysis for ESG topics, including the Global Reporting Initiative (GRI) Standards.

Each topic was prioritized based on an analysis focusing on their relevance and potential impacts.

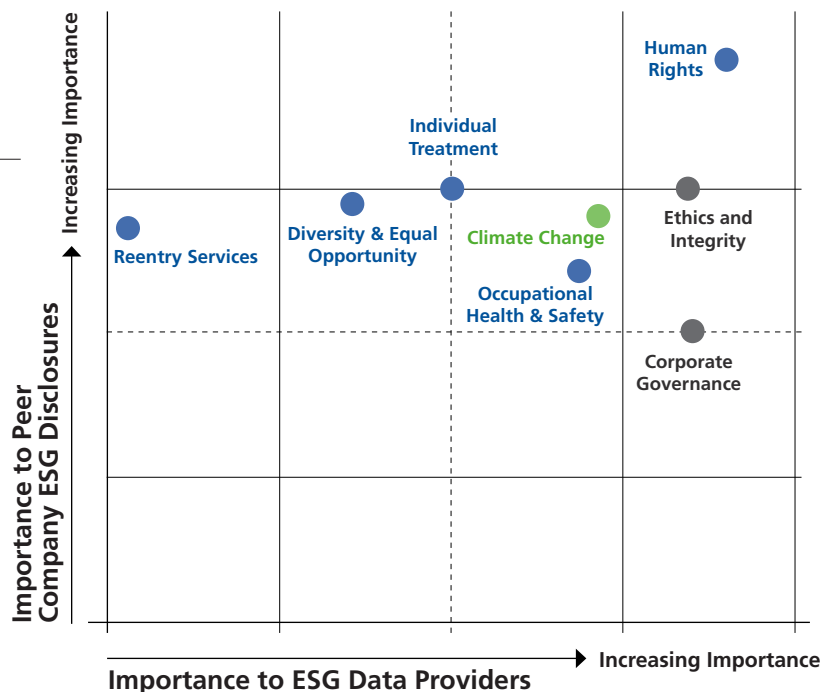
From this research, each ESG topic received an overall materiality score to help focus our strategy and disclosures for this report.

The materiality matrix shows the relative weight of different topics from two perspectives. The Y axis shows how important an issue is considered by peer company ESG disclosures, while the X axis shows the topic's importance to ESG data providers.

Materiality Assessment

Table Key

- Environmental
- Social
- Governance





WHAT WE DO

- ✓ We believe GEO facilities are, by comparison, among the best in the U.S. and the world.
- ✓ We believe GEO facilities are substantially newer than the majority of government facilities and are all fully air-conditioned.
- ✓ Less than 8% of the capacity in U.S. corrections and detention facilities is managed and/or operated by private-sector contractors.
- ✓ We believe GEO facilities are highly rated by independent accreditation entities including the American Correctional Association and the National Commission on Correctional Health Care.
- ✓ We advocate for public-private partnerships that deliver private sector solutions to public sector challenges with strict government oversight.
- ✓ GEO facilities typically have on-site, full-time government monitors.
- ✓ We are a federal government services provider delivering support services to the U.S. Department of Homeland Security (DHS).
- ✓ We believe we provide quality support services for modern immigration processing centers under contracts with DHS, which have such amenities as 24/7 access to healthcare, including medical, dental, and mental health services; multilingual informational 'Know Your Rights' materials and translation services; artificial turf soccer fields; flat screen TVs in living areas; indoor and outdoor recreation; classrooms and multipurpose rooms; and leisure and legal libraries.
- ✓ We proudly operate in accordance with the DHS Performance-Based National Detention Standards, inclusive of applicable waivers, established under President Obama's Administration.
- ✓ We believe we provide safe and humane residential care for individuals during the adjudication of their civil immigration cases.
- ✓ With respect to our state customers, GEO is proud to be a world leader in in-custody rehabilitation through our award-winning GEO Continuum of Care® program.
- ✓ The GEO Continuum of Care® (CoC) is enhanced in-custody rehabilitation programming, including cognitive behavioral treatment, integrated with post-release support services.
- ✓ At the Corporate Office level, the CoC program is administered by the GEO Continuum of Care® Division with subject matter experts in education, cognitive behavioral treatment, substance abuse treatment, post-release services, CoC training, and quality assurance.
- ✓ On any typical day, there are approximately 31,500 individuals participating in enhanced in-custody rehabilitation programming and post-release support services, which resulted in 3.5 million programming hours completed during 2022.
- ✓ GEO's CoC rehabilitation program includes cognitive behavioral therapy that identifies the individual's criminogenic risks and develops an appropriate treatment plan.
- ✓ The Corporate CoC Division Case Managers coordinate with the facility Case Managers regarding the progress and eventual release of the CoC participants.
- ✓ At GEO's Corporate Office, a team of Post-Release Case Managers provides post-release support services on a 24/7 basis, aiding individuals in fulfilling their most critical needs following their release back into the community. Identified needs include housing, clothing, food, employment, and transportation assistance.

WHAT WE DON'T DO

- ✗ We don't provide services for any shelters or facilities housing unaccompanied migrant minors.
- ✗ We don't provide services for any border patrol holding facilities along the U.S. Southwest border or anywhere in the United States.
- ✗ We don't provide services for any facilities with tent structures or chain-link fencing in housing areas.
- ✗ We don't provide services for any facilities that are overcrowded.
- ✗ We don't play a role in passing criminal justice or immigration laws, and we don't advocate for or against criminal justice or immigration enforcement policies.
- ✗ We don't deny care or treatment to detainees who are pregnant, ill, or suffering from mental illness.
- ✗ We do not subject any individuals in our care to forced or involuntary labor. At many GEO Facilities, GEO administers a Voluntary Work Program in accordance with government agency partner directives and standards.



South Bay Correctional and Rehabilitation Facility, FL



Montgomery Processing Center, TX



Junee Correctional Centre, Australia



Kingman Correctional and Rehabilitation Facility, AZ

Executive Summary of The GEO Group's Response to 2016 DOJ OIG Report on Contracted Federal Prisons

The Department of Justice, Office of Inspector General issued a report (the "OIG Report") in August 2016 titled "Review of the Federal Bureau of Prisons ("BOP") Monitoring of Contract Prisons."

We believe the OIG Report was not only flawed, from an analytical basis, but the underlying data in fact revealed that the contracted facilities were as safe, if not safer, than the publicly operated facilities.

Flawed Comparison

- We believe the OIG Report was inherently flawed since it offered an apples to oranges comparison of non-similar facilities.
- The DOJ OIG selected 14 low-security prison facilities operated by the BOP with a total of 22,600 inmates, mostly U.S. citizens, and only 12% criminal aliens.
- The private sector comparison involved 14 low-security, contracted facilities with a total of 28,000 inmates, of whom 96% were criminal aliens that came from approximately 90 foreign countries.
- Consequently, we believe this was not a fair comparison of similar inmate populations between the public and private sector facilities.
- Even the BOP expressed skepticism regarding the OIG Report by stating:

"We continue to caution against drawing comparisons of contract prisons to BOP operated facilities, as the different nature of the inmate populations and programs offered in each facility limit such comparisons."

We Believe the Underlying Data Shows Contracted Facilities Were As Safe, If Not Safer, Than Public Facilities

- We believe the data in the OIG Report showed that contracted facilities were, in many respects, actually safer than the public facilities.
- According to the data in the OIG Report, the contracted facilities performed better in several very key categories, per each 10,000 beds:
 - Fewer deaths: 54 deaths in the contracted facilities, versus 127 in the public facilities
 - Fewer drug confiscations
 - Fewer inmate fights
 - Fewer suicides
 - Fewer disruptive behavior incidents
 - Fewer uses of force
 - Fewer overall grievances
 - Fewer medical and dental grievances
 - Fewer grievances in the Special Housing Units
 - Fewer positive drug tests
 - Fewer guilty findings of inmate sexual misconduct against inmates
 - Fewer allegations of staff sexual misconduct against inmates
- We believe these findings from the OIG Report confirm the contracted facilities were as safe, if not safer, than public facilities.

Read GEO's Detailed Response to the 2016 DOJ OIG Report on BOP Contracted Facilities:
geogroup.com/GEO2016OIGResponse

GEO BOARD OF DIRECTORS



GEORGE C. ZOLEY | EXECUTIVE CHAIRMAN OF THE BOARD

Mr. Zoley is GEO's Executive Chairman of the Board. He served as Chairman, CEO and Founder until July 1, 2021. Mr. Zoley founded GEO in 1984 and continues to be a major factor in GEO's development of new business opportunities in the areas of correctional and detention support services, community reentry, offender rehabilitation, and other diversified government services.

Areas of Expertise: • Company Founder • Strategic Leadership
• Business Development • Government Contracting



JOSE GORDO | CHIEF EXECUTIVE OFFICER

Mr. Gordo is GEO's Chief Executive Officer and a member of GEO's Board of Directors, which he joined in 2019. Mr. Gordo has over 20 years of experience in business management, private equity, corporate finance, and business law; and has been involved with GEO over the last two decades. Prior to joining GEO, Mr. Gordo had been serving as the Managing Partner of a general partnership that invests in and actively oversees small and medium-sized privately held companies. Mr. Gordo was previously a partner at the national law firm of Akerman LLP.

Areas of Expertise: • Business Management • Corporate Finance
• Corporate Law



TERRY MAYOTTE | CHAIR, AUDIT AND FINANCE, COMPENSATION, INDEPENDENT COMMITTEE, NOMINATING AND CORPORATE GOVERNANCE COMMITTEE, LEAD INDEPENDENT DIRECTOR*

Mr. Mayotte has over 35 years of experience in leadership and financial management. Mr. Mayotte held the position of Executive Vice President and Chief Financial Officer at Oasis Outsourcing, where he founded the organization in 1996 and was a principal architect of the company's business model and strategic direction.

Areas of Expertise: • Insurance • Finance • Business Management
• Mergers and Acquisitions

* Applying NYSE Independence Standards



THOMAS C. BARTZOKIS, MD, FACC | INDEPENDENT DIRECTOR*

Dr. Bartzokis has over 30 years of experience in the medical field, specializing in cardiology. In 2011, Dr. Bartzokis established, and currently serves as Managing Partner, of Bartzokis, Rubenstein & Servoss, MD, PL, which offers services in Consultative and Interventional Cardiology. He is also a Clinical Affiliate Assistant Professor of Cardiology at the Charles Schmidt College of Medicine at Florida Atlantic University and has held several leadership positions at the Boca Raton Regional Hospital. Dr. Bartzokis has been nationally recognized as a Castle Connolly Top Doctor consistently since 1998.

Areas of Expertise: • Medical Management and Research
• Leadership • Clinical Medicine



JACK BREWER | CHAIR, CRIMINAL JUSTICE AND REHABILITATION COMMITTEE, INDEPENDENT DIRECTOR*

Mr. Brewer founded The Serving Institute, his Liberty University affiliated faith sports-based academy for at-risk youth. He is an adjunct professor at Fordham Gabelli School of Business, where he teaches his business leadership and transition curriculum to athletes, as well as inmates in custody. In 2020, Mr. Brewer was appointed to the U.S. Commission on the Social Status of Black Men and Boys. He also leads efforts delivering emergency aid to thousands of people in Africa and the Caribbean. In 2022, he was appointed to the Florida Juvenile Justice Delinquency Prevention State Advisory Group.

Areas of Expertise: • Offender Rehabilitation • GEO Continuum of Care® • Leadership Development for At-Risk Youth • Civil Rights Advocacy • International Aid and Humanitarian Work



SCOTT M. KERNAN | CHAIR, OPERATIONS AND OVERSIGHT COMMITTEE, INDEPENDENT DIRECTOR*

Mr. Kernan served as Secretary of the California Department of Corrections and Rehabilitation (“CDCR”) from January 2016 until August 2018. Prior to that time, Mr. Kernan was appointed the Undersecretary of Operations of the CDCR beginning in September 2008 and served in that position until October 2011.

Areas of Expertise: • American Correctional Association (ACA) Standards • Core Correctional Practices

* Applying NYSE Independence Standards

GEO BOARD OF DIRECTORS



LINDSAY L. KOREN | CHAIR, HUMAN RIGHTS COMMITTEE; CHAIR, LEGAL STEERING COMMITTEE; INDEPENDENT DIRECTOR*

Ms. Koren is currently the Senior Vice President, Division General Counsel for Darden Restaurants, where she leads the Ethics & Compliance program, and has been with Darden Restaurants since 2015. Ms. Koren served as a Senior Director for international compliance and an Assistant General Counsel at Walmart from January 2011 until early 2015. At Walmart, Ms. Koren advised the business on legal and compliance matters for Walmart's global business, operating in 26 countries. Ms. Koren also previously served as a trial attorney with the U.S. Department of Justice from 2004 to 2007, representing the government in appellate litigation matters, and as an attorney advisor to the Chief Immigration Judge.

Areas of Expertise: • Ethics & Compliance • International Law
• Immigration Law • Corporate Governance



ANDREW N. SHAPIRO | CHAIR, CORPORATE PLANNING COMMITTEE, INDEPENDENT DIRECTOR*

Mr. Shapiro has over 30 years of experience in the banking industry. He is the founder and Chief Executive Officer of Applied Risk Capital LLC, a company dedicated to indemnifying banks against the non-payment of loans and derivatives. Mr. Shapiro served in a variety of capacities at BNP Paribas from 1995 through August 2018, including as Head of Loan Capital Markets for the Americas, Head of the Value Preservation Group for the Americas, Global Head of Loan Syndications, and Head of Corporate Debt Origination for the Americas.

Areas of Expertise: • Business Management • Debt and Finance
• Capital Restructuring



JULIE M. WOOD | CHAIR, CYBERSECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE, INDEPENDENT DIRECTOR*

Ms. Wood is currently the Chief Executive Officer of Guidepost Solutions LLC, a company specializing in monitoring, compliance, international investigations, and risk management solutions. Prior to joining the private sector, she served as the Head of U.S. Immigration and Customs Enforcement under the U.S. Department of Homeland Security from January 2006 until November 2008.

Areas of Expertise: • U.S. Department of Homeland Security (DHS)
• U.S. Immigration and Customs Enforcement (ICE)
• Performance-Based National Detention Standards (PBNDS)

* Applying NYSE Independence Standards

PRIMARY BOARD COMMITTEES OVERSEEING COMPANY SERVICES/POLICIES

CRIMINAL JUSTICE AND REHABILITATION COMMITTEE

The Criminal Justice and Rehabilitation Committee oversees and guides the Company's efforts regarding rehabilitation and recidivism reduction programs.

- **Committee Membership:** Jack Brewer (Chair), Thomas C. Bartzokis, MD, FACC, Scott M. Kernan, Lindsay L. Koren, and Julie M. Wood



ENHANCED OFFENDER REHABILITATION THROUGH GEO CONTINUUM OF CARE®

- Periodic review of GEO's rehabilitation and reentry programs
- Review of recidivism reduction programs
- Review of vocational initiatives and Second Chance Partnerships

HUMAN RIGHTS COMMITTEE

The Human Rights Committee oversees and guides the Company's efforts regarding its long-standing commitment to respect the human rights of all individuals entrusted to our care.

- **Committee Membership:** Lindsay L. Koren (Chair), Jack Brewer, and Scott M. Kernan



HUMAN RIGHTS & ESG

- Periodic review of ESG initiatives
- Annual review of Human Rights and ESG Report
- Review of the Company's efforts in the area of respecting human rights

CYBERSECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE

The Cybersecurity and Environmental Oversight Committee oversees and guides the Company's efforts regarding cybersecurity, privacy, and environmental concerns.

- **Committee Membership:** Julie M. Wood (Chair), Jose Gordo, Terry Mayotte, and Andrew Shapiro



CYBERSECURITY AND PRIVACY

- Periodic reviews of GEO's cybersecurity capabilities and privacy practices, potential vulnerabilities and remediation measures, if needed
- Risk management of cybersecurity threats



ENVIRONMENTAL OVERSIGHT

- Periodic review and evaluation of GEO's environmental sustainability initiatives

PRIMARY BOARD COMMITTEES OVERSEEING COMPANY SERVICES/POLICIES

OPERATIONS AND OVERSIGHT COMMITTEE

The Operations and Oversight Committee reviews with management various issues relating to GEO's operations that may arise from time to time. The committee oversees operational risks related to GEO's various operating divisions including GEO Secure Services and GEO Care.

- **Committee Membership:** Scott M. Kernan (Chair), Jack Brewer, Thomas C. Bartzokis, MD, FACC, Jose Gordo, and Julie M. Wood



HEALTH SERVICES

- Periodic Review of GEO's Health Services



SECURITY SERVICES

- Periodic review of GEO's Security Services



CONTRACT COMPLIANCE ACTIVITIES

- Periodic review of GEO's contract compliance and quality control program



PRISON RAPE ELIMINATION ACT (PREA) REPORTING

- Annual review of GEO's PREA Report

PRIMARY BOARD COMMITTEES OVERSEEING COMPANY SERVICES/POLICIES

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The nominating and corporate governance committee oversees GEO's corporate governance guidelines and Code of Business Conduct and Ethics. The committee also assesses Board membership needs and composition, and recommends nominees to GEO's Board of Directors.

- **Committee Membership:** Terry Mayotte (Chair), Scott M. Kernan, and Andrew Shapiro



CORPORATE GOVERNANCE

- Annual recommendation of Board nominees
- Periodic review of GEO's bylaws
- Periodic review of GEO's Code of Business Conduct and Ethics
- Periodic review of corporate governance guidelines



POLITICAL CONTRIBUTIONS AND LOBBYING EXPENDITURES

- Annual review of GEO's Political Activities and Contributions Policy
- Annual review of GEO's Political Activity and Lobbying Report
- Annual review of GEO's political contributions and lobbying expenditures

DELIVERING ON OUR PROMISE: ETHICS AND GOVERNANCE

GEO'S BOARD OF DIRECTORS: INDEPENDENT, EXPERIENCED AND DIVERSE

GEO's Board of Directors is comprised primarily of external directors. The independent directors bring a wide range of complementary skills and experience that are relevant to our operations and give them the ability to provide valuable oversight and direction for our company.

BOARD OF DIRECTORS DIVERSITY

Board of Directors Diversity (2022-2020)	2022	2021	2020
# of Board of Directors Members	9	9	8
% of Underrepresented Minorities on the Board*	22%	22%	25%
% of Women on the Board	22%	22%	25%
% of Board Independence**	78%	78%	75%
% Age 30 - 50	22%	11%	25%
% over Age 50	78%	89%	75%

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

**Applying New York Stock Exchange (NYSE) Independence Standards.

Additional information on individual members of GEO's Board of Directors is available on our company's website at geogroup.com/board-of-directors.

GEO's Code of Business Conduct and Ethics is publicly available on our website at geogroup.com/Code-of-Conduct.pdf. The code is also available to our employees in local languages, such as Spanish.

Specific sections of GEO's Code of Business Conduct and Ethics articulate the company's policies and guidelines with respect to compliance with anti-bribery and anti-corruption laws, government contracting, health and safety, conflicts of interest, accurate record-keeping, confidentiality, improper gifts, political contributions, anti-discrimination and anti-sexual harassment, reporting illegal and unethical behavior, and senior leadership roles

and responsibilities for meeting disclosure and accounting requirements set by the U.S. Securities and Exchange Commission.

The standards and policies described in each section of GEO's Code of Business Conduct and Ethics are communicated widely throughout our organization and reinforced with each of our employees through rigorous and ongoing training.

At the time of hiring, all new GEO employees are provided a copy of GEO's Code of Business Conduct and Ethics, along with the GEO Employee Handbook, and are required to sign an acknowledgement form.

GEO'S OFFICE OF PROFESSIONAL RESPONSIBILITY

Under applicable laws, as a government contractor, and as established by GEO's Code of Business Conduct and Ethics, GEO requires a thorough investigation of all acts and allegations of staff misconduct. The Office of Professional Responsibility (OPR), at the direction of GEO's General Counsel, is responsible for investigating all acts and allegations of serious staff misconduct.

OPR reviews more than 1,500 matters reported annually through the employee hotline or other reporting mechanisms and investigates all matters of serious staff misconduct.

2022 Ethics & Compliance Statistics

1,500+ EthicsPoint Hotline Complaints Processed	563 OPR Investigations Open/Closed
153 Sustained Cases	27.2% Sustained Closure Rate

In 2022, there were 1,500 reports to the hotline, of which 563 investigations were opened and subsequently closed by OPR, and 153 cases were sustained.

GEO's Office of Professional Responsibility (OPR) routinely reviews and makes necessary updates to its process to ensure matters of serious staff misconduct continue to be promptly and effectively handled.

WHISTLEBLOWER PROGRAM

To ensure GEO can identify and address potential ethical violations efficiently, we provide employees and third parties a dedicated confidential and anonymous toll-free hotline. The EthicsPoint hotline, managed by an independent, third-party provider, is available 24/7 and in local languages, such as Spanish. The hotline is proactively advertised throughout the organization. If a report is made involving directors or executive officers, then it will be investigated by the Audit and Finance Committee of GEO's Board of Directors. If a report is made involving any other person, then it will be handled by OPR.

After all appropriate steps necessary to investigate the allegation are taken, and it has been determined there was a violation of the Code of Business Conduct and Ethics, the Audit and Finance Committee, and OPR will report such determination to the Board of Directors or applicable regional or divisional vice president, respectively. It is then the Board of Directors' or applicable regional or divisional vice president's responsibility to take such preventative or disciplinary action as deemed appropriate.

This policy and other policies, practices, and procedures, as well as the overall area of Corporate Governance, is overseen by GEO's Senior Vice President and General Counsel, which provides for managerial responsibility and accountability at the highest level of GEO's management structure.

GEO's Whistleblower Program includes a strict non-retaliation policy. Sections 16 and 17 of GEO's Code of Business Conduct and Ethics specifically discuss protections provided for employees who report suspected illegal or unethical behavior, or other violations of the Code.

ANTI-BRIBERY AND ANTI-CORRUPTION

It is GEO's policy to comply with the requirements of all applicable anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and similar local laws of jurisdictions where we operate. It is GEO's policy to require our agents, consultants, and business partners to comply with those same laws and practices.

Certain activities related to government officials – such as providing gifts, political contributions, entertainment, travel-related benefits or facilitating payments – can violate domestic and foreign anti-bribery laws. Bribery of non-governmental officials is also illegal in many countries and violates GEO's Code of Business Conduct and Ethics.

Our Anti-Bribery Policy prohibits all forms of bribery, including domestic bribery. It requires assessments of all business partners, internal approvals, books,

and record entries, and it imposes records retention requirements in key risk areas related to government officials and business partners. The Anti-Bribery Policy also requires audits to help ensure compliance, as well as appropriate due diligence of companies targeted for acquisition or as potential joint venture partners, particularly where the target companies have government contracts or other significant governmental interaction.

To reinforce our ongoing commitment to ethics and anti-corruption, GEO adheres to the American Correctional Association's industry-specific Code of Ethics, including its anti-corruption standards. All GEO field staff receive a minimum of 40 hours of training per year, including training regarding our Code of Business Conduct and Ethics, Global Human Rights Policy, and Gifts Policy, among others.

POLITICAL ENGAGEMENT

Our political engagement efforts are largely educational, with the overarching objective of informing lawmakers and policymakers of the long-standing quality services we have delivered on behalf of federal and state government agencies for over three decades under both Democratic and Republican administrations.

Our government relations activities are focused on promoting the benefits of public-private partnerships in the delivery of support services for secure facilities and processing centers, as well as the provision of evidence-based rehabilitation and community reentry programs through the GEO Continuum of Care®.

GEO has been a trusted service provider to the federal government for over 30 years and to state governments for several decades. In that time, we have not advocated for or against, nor have we played a role in setting, criminal justice or immigration enforcement policies, such as whether to criminalize behavior, the length of criminal sentences, or the basis for or length of an individual's incarceration or detention.

GEO uses corporate resources to support the Company's political engagement and educational efforts, including expenditures for external entities who advocate on GEO's behalf. Any such advocacy requires the prior approval of GEO's Senior Vice President, Client Relations; is overseen and managed by GEO's Client Relations Department; and is conducted in accordance with applicable law.

For additional information on GEO's Corporate Governance, please visit geogroup.com/Responsible-Governance.

HUMAN RIGHTS FOCUSED



GEO acknowledges the unique status of its operations as a service provider to governmental agencies, encompassing the management and operation of secure correctional and rehabilitation facilities, immigration processing centers, community reentry centers and programs, and electronic and location monitoring services. We recognize the significant role that respect for human rights plays in our services in the United States and around the world.

Our commitment to respecting human rights is rooted in our [Global Human Rights Policy](#), which is informed by reference to the United Nation's Universal Declaration of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We acknowledge that the human rights of all persons in our care and of our employees are to be respected without discrimination, bias, or favoritism.

RESPECTING HUMAN RIGHTS THROUGH OVERSIGHT AND CONTRACT COMPLIANCE

GEO has a Corporate Contract Compliance Division, which provides the overall direction and oversight of compliance for the entirety of the Company's operations and reports directly to GEO's Chief Executive Officer.

Operating as an independent monitoring team, the Contract Compliance Division is responsible for implementing GEO's Quality Control Program throughout GEO's operational business units: GEO Secure Services and GEO Care.

GEO audits cover a one-year period between the last and the current audit dates. Internal audits are conducted by facility staff at a pre-determined frequency. Follow-up audits – which are completed by our Contract Compliance Division – focus on non-compliant findings and advised items from the prior year's corporate audit, internal facility audits, and any government agency findings. Furthermore, our Contract Compliance Division conducts ad hoc audits when needed to address any findings identified in intervening government audits and/or internal audits.

GEO's Contract Compliance audit tools are used to review every aspect of a facility's support services, including facility safety, staff training, and other key factors.

For Immigration Processing Centers under the U.S. Department of Homeland Security (DHS), GEO has developed a comprehensive Quality Control Plan, which is reviewed and approved by the federal government for each contract location. The plan includes a Director-level, subject matter expert who oversees the auditing process, as well as an audit team of subject matter experts with DHS experience. The team conducts four on-site reviews of all Immigration Processing Centers annually.

We provide support services at each of our facilities in compliance with governmental standards, national accreditation, and certification guidelines, as well as the requirements of our government agency partners. Details of our quality control program can be found on our website at [geogroup.com/exceeding-quality-compliance](https://www.geogroup.com/exceeding-quality-compliance)

U.S. Establishment, Promulgation and Evaluation of Human Rights Compliance for Civil Immigration Detainees and State Inmates

Establishment of Human Rights

United States

- U.S. Constitution
- U.S. Court Rulings
- Federal/State Laws and Regulations

International

- UN Instruments Governing Human Rights
- UN Instruments Covering the Treatment of Prisoners

Promulgation of Human Rights

State Inmates

- State Correctional Policies and Standards

DHS Civil Immigration Detainees

- Performance Based National Detention Standards

Evaluation of Human Rights Compliance

State Inmates and DHS Civil Immigration Detainees

- Government on-site monitors
- Self audits and compliance verification
- Periodic government agency audits
- Periodic third-party contractor audits
- Evaluation by the American Correctional Association (ACA)
- Audits by the National Commission on Correctional Health Care (NCCHC)

GEO Contract Compliance/Quality Control Monitoring

Daily	<ul style="list-style-type: none"> On-site Government Agency Monitors provide daily reviews On-site GEO Contract Compliance Monitors for Immigration Processing Centers provide daily reviews
Monthly	<ul style="list-style-type: none"> On-site GEO Contract Compliance Monitors for Immigration Processing Centers perform Quality Control audits On-site GEO Operations Monitors for Secure Services Facilities perform Quality Control audits
Quarterly	<ul style="list-style-type: none"> On-site GEO Operations Monitors for Secure Services Facilities perform Health Services audits GEO Corporate Contract Compliance Monitors for Immigration Processing Centers perform facility audits
Annually	<ul style="list-style-type: none"> GEO Corporate Contract Compliance Monitors perform annual audits required by GEO's Quality Control Program Government Agency Partner Headquarters Monitors perform standard annual facility audits
Tri-Annually	<ul style="list-style-type: none"> American Correctional Association (ACA) and Prison Rape Elimination Act (PREA) audits are performed every three years The National Commission on Correctional Health Care audits are performed every three years

HUMAN RIGHTS QUESTIONS INCLUDED IN GEO CONTRACT COMPLIANCE AUDITS

GEO AUDIT CATEGORY	Human Rights Related Questions	GEO AUDIT CATEGORY	Human Rights Related Questions
Food Services	90	Substance Abuse Program	31
Physical Plant	170	Sanitation	108
PREA	118	Safety	133
Admission/Orientation	94	Emergency Preparedness	46
Law Library/Courts	81	Accountability	39
Mail/Visitation/Telephone	188	Restricted Housing Units (RHU)	80
Library	11	Searches/Security Inspection	46
Discipline	114	Use of Force	35
Work Programs	67	Health Services	399
Religious Programs	67	Recreation Programs	60

Total Human Rights Related Audit Questions: 1,977

* The total number of human rights questions included in GEO Contract Compliance audits in 2022 reflects the sale and discontinuation of GEO's Youth Services contracts.

INCLUSION OF HUMAN RIGHTS IN COMPLIANCE PROGRAM

GEO's commitment to respecting human rights is reinforced by our Quality Control Program, which identifies audit requirements, audit processes, reporting requirements, training components, and guidelines for the American Correctional Association (ACA) accreditation, PREA compliance and certification and, for the Immigration Processing Centers, the DHS Performance-Based National Detention Standards. Each GEO facility undergoes numerous audit reviews, including an annual GEO corporate audits, government agency audits, and third-party inspections.

In 2022, GEO's U.S. Secure Services facilities successfully underwent over 300 audits, including internal audits, government reviews, third-party accreditations, and certifications under PREA. The majority of our U.S. Secure Services facilities and GEO Care's Residential Reentry Centers in the continental U.S. are audited on a three-year accreditation/certification period by third-party accreditation entities and under PREA. On an annual basis, approximately 33% of our facilities receive accreditation/reaccreditation and/or certification/recertification.

GEO SECURE SERVICES – U.S. AUDIT ACTIVITY: 2022 - 2020

	2022	2021	2020
Total Active U.S. Secure Facilities	50	53	58
Internal GEO Contract Compliance Audits Completed*	180	197	136
Government Customer Audits Completed	77	52	40
Third-party Inspections Completed	15	19	33

*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'S CONTRACT COMPLIANCE AUDIT PROCESS

GEO's Quality Control Program includes field and remote audits, the development and implementation of corrective action plans, accreditation preparation, and verification activity. Designed to prevent errors, identify gaps in operational excellence, and mitigate performance deficiencies, the program involves the following:

Two-part Compliance Process

Part one is an audit led by the Contract Compliance Division staff and field-based subject matter experts. The second part involves an audit conducted by each facility's dedicated compliance administrator or program director.

Consistent Content

Both types of audits include questions from GEO's policies and procedures, contract requirements, applicable third-party accreditation standards, and government audit findings. The audits cover every question GEO's government agency partners use in their own individual audit activities.

Analytics and Reporting

Both sets of audit results are entered in the Contract Compliance database, analyzed, and shared with all levels of GEO's management to identify trends and potential opportunities for improvement.

Continuous Improvement

All applicable Contract Compliance audit tools are evaluated at a minimum of twice per year for continued adherence with the necessary requirements. Audit results are used to develop effective corrective actions where needed, and to inform daily monitoring practices to ensure thorough and sustained compliance.

Specialized Medical and Health Care Assessments

A dedicated health care team within the Contract Compliance Division audits all aspects of health care treatment provided at GEO Secure Services facilities and applicable GEO Reentry facilities in the U.S.

THIRD-PARTY ACCREDITATION ENTITIES

As a matter of policy, all GEO facilities are designed and operated in accordance with the guidelines of several organizations or protocols, including:



American Correctional Association (ACA) Accreditation

We are committed to achieving ACA accreditation at all GEO Secure Services facilities and all applicable GEO Reentry facilities. As of 2022, 65 GEO facilities have achieved an average ACA accreditation score of 99.6%. ACA accreditation scores for individual GEO facilities can be found on GEO's website at [geogroup.com/industry-leading-standards](https://www.geogroup.com/industry-leading-standards).

Prison Rape Elimination Act of 2003



Prison Rape Elimination Act (PREA) Compliance and Certification

GEO mandates zero tolerance towards all forms of sexual abuse and sexual harassment in our facilities and has a rigorous compliance process for facilities that fall within the scope of the Prison Rape Elimination Act of 2003 (PREA). Currently, GEO has 82 facilities certified under either the U.S. Department of Justice or the U.S. Department of Homeland Security PREA regulations. Additional information on GEO's PREA policy and compliance process is available on our website at [geogroup.com/PREA](https://www.geogroup.com/PREA).



National Commission on Correctional Health Care (NCCHC) Accreditation

Beyond complying with ACA healthcare standards, many GEO facilities also obtain NCCHC accreditation based on requirements set by our government agency partners. Currently, 11 GEO Secure Services facilities are accredited by the NCCHC, including the nine Immigration Processing Centers, for which GEO provides health care services on behalf of the U.S. Department of Homeland Security.

HUMAN RIGHTS AWARENESS AND EMPLOYEE TRAINING

Meeting American Correctional Association Training Standards

We reinforce, promote, and support our commitment to respect human rights through company-wide awareness and training programs. All new GEO employees — including our facility and program staff who work directly with the individuals in our care — are required to complete our human rights training.

In addition, GEO has a robust training program for staff at all levels of the organization. Our training of managerial, administrative, and security staff is based on independent standards set by the American Correctional Association. The training encompasses a minimum of 120 hours within the staff member's first year of employment and 40 hours of recurring training during each consecutive year of employment.

Contractor and Third Party Training

GEO has developed a training program designed to introduce all contractors and third parties to our facilities and programs. This is a self-paced course that must be completed by all contractors and third parties prior to beginning their services. The course includes GEO's Commitment to Human Rights, Facility Rules and Regulations, Inmate/Detainee/Resident Rights and Responsibilities, and Entry and Exit Procedures.

While GEO does not use contract security providers at any of our operations or facilities, our policies and training would also apply to these groups if we were ever to engage with them.

HUMAN RIGHTS DUE DILIGENCE ASSESSMENT

With the assistance of a third-party ESG firm, GEO has conducted a human rights risk assessment/due diligence process, focusing on identifying salient human rights based on the nature of GEO's services. This process does not represent an evaluation of GEO's operational performance.

GEO's human rights due diligence involved a four-step process that included active engagement with all critical stakeholder groups:

- 1. Preparation.** This initial step involved reviewing GEO documents, including GEO's Global Human Rights Policy and other relevant policies as well as procedures, trainings, and other relevant documents. GEO also engaged in dialogue with key investors. We conducted an extensive media scan and prepared an assessment tool in accordance with the Danish Institute for Human Rights and the United Nations Guiding Principles on Business and Human Rights (UNGP).
- 2. Analysis & Interviews.** The analysis involved creating a shortlist of human rights by stakeholders (inmates/detainees/residents and employees). This step was followed by a series of 26 interviews with key GEO stakeholders.
- 3. Saliency Assessment.** This step involved assessing and scoring each human right based on the following factors: scale, reach, probability, remediability, and attribution to GEO. We then aggregated scores for salience classification for both inmates/ detainees/ residents and employees.
- 4. Reporting.** This step involved compiling final salient rights for both inmates/detainees/ residents and employees.

The results of GEO's Human Rights Due Diligence Assessment can be found on our website at www.geogroup.com/GEO-Human-Rights-Due-Diligence.

HUMAN RIGHTS GOALS AND OBJECTIVES

The results of GEO's Human Rights Due Diligence Assessment in 2022 provide a framework for a comprehensive review of GEO's Global Human Rights Policy and related training.

In the next phase of our human rights engagement, GEO will carefully evaluate and update its Global Human Rights Policy and training. We will also continue to engage with our stakeholders for their valuable input on our future human rights initiatives. Among the goals and objectives, we are pursuing are several steps in the coming years.

- 1. Human Rights Policy Update.** We recognize the importance of having a robust and responsive human rights policy. As a next step, we will work to update our policy framework based on the results of the human rights due diligence assessment. This will involve collaboration and engagement with external and internal stakeholders to ensure that our policy is informed by international human rights standards and incorporates the latest developments and best practices.
- 2. Employee Training Programs.** Our employees play a pivotal role in our commitment to protect the human rights of all those in our care. To empower them with the knowledge and skills necessary, we will review the results of the human rights due diligence assessment to guide updates to our employee and contractor human rights training programs. We expect these initiatives to enhance the training and education of our staff to recognize and address human rights matters, ethical conduct, and reporting mechanisms, ensuring a more informed and responsive workforce.
- 3. Cross-Functional Working Group.** We plan to establish a cross-functional working group to further our commitment to continuous improvement. This group will be comprised of subject matter experts from our Board of Directors, including the Chairs of the Human Rights and Criminal Justice and Rehabilitation Committees, and various company functions such as operations, human resources, contract compliance, legal, etc. The working group will collaborate on the development, monitoring, and refinement of our human rights program. We expect that their collective insights will help drive innovation and responsiveness across the organization.

These next steps are consistent with our long-standing commitment to our human rights program, ensuring that it meets or exceeds the expectations of our diverse stakeholder groups. We look forward to sharing our progress in our future Human Rights & ESG Reports.

ENVIRONMENTALLY RESPONSIBLE

GEO is committed to creating sustainable environments in our facilities throughout the U.S. and worldwide. GEO will strive to procure renewable energy as the availability of sources of renewable energy increases over time.

ENVIRONMENTAL SUSTAINABILITY POLICY STATEMENT

As a company specializing in public-private partnerships for the design, financing, development, and delivery of support services for secure facilities, processing centers, and community reentry centers worldwide, we work to promote our growth and services in a sustainable and responsible manner. We are committed to delivering our services in a manner that contributes to positive economic, social, and environmental outcomes for the individuals in our care, our employees, government agency partners, and shareholders, as well as the communities we serve.

Mindful of energy, water, and waste management, we have adopted an integrated approach focusing on environmental protection and awareness, waste and energy reduction, and risks and opportunities related to climate change.

We are committed to maintaining the environment and reducing the footprint of our business operations by:

- Identifying, measuring, and offsetting the environmental footprint of our global operations;
- Reducing our environmental impact through local operations initiatives;
- Preventing pollution by conserving energy and resources, recycling, minimizing waste, and pursuing other resource reduction strategies;
- Maintaining full compliance with applicable environmental laws, regulations, and company policies and procedures; and
- Working with our stakeholders on activities that promote environmental protection and stewardship.

Using our environmental management system, which monitors our energy and water usage, as well as waste and carbon emissions, we are pursuing a sustainable and environmentally sound future. We are committed to creating sustainable

environments in our facilities worldwide, and we believe that our adoption of a greener operational philosophy lowers operating costs and emissions for the benefit of all. We regularly strive to identify sustainable initiatives and innovations that deliver energy and natural resource efficiency across new and existing facilities we own and manage. For more information on GEO's environmental sustainability policy statement, please visit geogroup.com/Environmental-Policy.

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

For several years, we have been monitoring our facilities' utility operating costs monthly, including electricity, natural gas, water usage, waste disposal, and carbon emissions to encourage each facility to focus on conservation measures and enhance environmental sustainability efforts. The systems we have developed allow us to identify and prioritize the most impactful energy, water, and emissions reduction activities.

In 2017, we issued our first internal utility sustainability report, ranking leading and trailing facilities throughout our company in terms of electricity, gas and water usage, and solid waste generation. The report also provided instructions and strategies to staff for reducing the consumption of energy and water resources and addressed waste production. As individual GEO facilities adopt a green operational philosophy, the facilities are better able to manage energy consumption, reduce emissions, and lower operating costs.



GEO GROUP ENVIRONMENTAL PERFORMANCE METRICS				
Energy Consumption	2022	2021	2020	Unit
Total Energy Usage	1,644,105	1,749,990	2,112,087	GJ
Electricity*	920,411	967,072	1,096,882	GJ
Natural Gas	644,742	707,792	902,713	GJ
Diesel	17,619	16,091	26,001	GJ
Fuel Oil	22,796	15,315	36,398	GJ
Propane	38,538	43,720	50,093	GJ
Energy Intensity Unit	0.09	0.10	0.11	energy/sq ft
Water Withdrawal				
Water Usage**	2,783,034,486	2,774,780,187	1,654,153,197	gallons
Greenhouse Gas Emissions				
Scope 1 Emissions	44,182	44,789	58,014	tCO2e
Scope 2 Location-based Emissions	96,749	110,339	132,591	tCO2e
Scope 2 Market-based Emissions	93,920	110,177	132,692	tCO2e
Scope 1 Intensity	0.0025	0.0024	0.0030	tCO2e/sq ft
Scope 2 Intensity***	0.0054	0.0060	0.0069	tCO2e/sq ft

* In 2022, we remedied an error in our conversion factor used that impacted our previously reported Total Energy Usage and Electricity numbers for 2021.

** The increase in 2022 and 2021 water usage data reflects two additional facilities, which had not been included in the 2020 data due to comparability reasons.

*** Scope 2 location-based emissions.

ASSESSING GEO'S ENVIRONMENTAL PERFORMANCE

Starting in 2020, GEO undertook the initiative of determining our carbon footprint, including greenhouse gas (GHG) emissions and energy consumption data. We gathered data from each facility regarding energy use, including natural gas, diesel, fuel, propane, and electricity, and water use; and used the data to calculate Scope 1 and Scope 2 emissions.

The initiative also helped gauge the types of recycling programs GEO's facilities have implemented on a local level. While most of our facilities typically have recycling programs focused on wastepaper and cardboard, plastic, glass, wood, and organic waste, a number of our facilities are also engaged in recycling programs for aluminum, metals, electronics, and batteries.

2022 GEO GROUP ENVIRONMENTAL PERFORMANCE 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	1,358,581	163,692	37,071	GJ
Electricity	777,314	79,658	23,163	GJ
Natural Gas	549,748	81,134	13,860	GJ
Diesel	15,710	1,861	48	GJ
Fuel Oil	5,638	0	0	GJ
Biofuel	0	945	0	GJ
Propane	10,171	93	0	GJ
Energy Intensity Unit	0.086	0.097	0.088	energy/sq ft
Water Withdrawal				
Water Usage	2,643,817,264	130,529,826	8,687,396	gallons
Greenhouse Gas Emissions				
Scope 1 Emissions	38,450	4,869	863	tCO ₂ e
Scope 2 Location-based Emissions	85,404	8,452	2,893	tCO ₂ e
Scope 2 Market-based Emissions	82,578	8,468	2,875	tCO ₂ e/sq ft
Scope 1 Intensity	0.0024	0.0029	0.0020	tCO ₂ e/sq ft
Scope 2 Intensity***	0.0054	0.0050	0.0068	tCO ₂ e/sq ft

*** Scope 2 location-based emissions.

The data presented for GEO's 2022 Environmental Performance Metrics shows the company's total energy and water consumption for the year, and then breaks that data down into three segments:

- GEO Secure Services Facilities (U.S. + International)
- GEO Care Facilities (Residential Reentry)
- Corporate and Regional/Divisional Offices

Our baseline year is 2019 and The GHG Protocol: A Corporate Accounting and Reporting Standard, Revised was used in the calculation of energy use and GHG emissions. Energy emission factors are obtained from the International Energy Agency's Emissions Factors 2021, Department for Environment, Food and Rural Affairs ("DEFRA") 2021, and the U.S. Environmental Protection Agency's (EPA's) Emissions

& Generation Resource Integrated Database (eGRID) publication released January 2022 and the EPA's Emissions Factors for Greenhouse Gas Inventories, April 1st, 2022. All energy sources are included in intensity calculations. All seven gases identified by the GHG Protocol are included and relevant gases based on GEO operations include CO₂, CH₄, N₂O, and HFCs. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. The chosen consolidation approach for emissions is facilities under GEO operational control and excludes operations in which GEO owns an interest but has no control. GEO has no emissions from biogenic sources. The data show reporting of a location-based Scope 2 emissions figure.

SUSTAINABILITY AUDITS AND ENERGY IMPROVEMENTS

GEO has contracted Iconergy, which provides professional energy engineering and commissioning services to public, private, and nonprofit sector organizations, to conduct Investment Grade Audits across our GEO Secure Services facilities. Over the last five years, Energy Investment Grade Audits have been conducted at eight GEO Secure Services Facilities, and two facilities currently have pending audits with energy improvement recommendations. This important initiative is reflective of GEO's goal to achieve a minimum of 15% in energy and utility savings.

Iconergy is responsible for identifying energy conservation measures, which will provide GEO with both cost certainty and performance guarantees.

Below are the energy conservation measures that have been implemented at a number of our facilities based on Iconergy's Investment Grade Audit reports:

- Lighting Efficiency (LED fixtures)
- Water Efficiency (Push Button Shower, Toilet, and Faucet Fixtures)
- Water Service Upgrades
- HVAC Duct Sealing & Outside Fresh Air Intake

As a result of these audits, GEO will invest approximately \$25 million to retrofit, modify, and upgrade lighting, water, laundry, and HVAC systems. As of 2022, \$13 million in energy improvement projects have been completed.

ENERGY UPGRADE PROJECTS

	Investment Grade Audit Completed	Investment Amount	LED Upgrades	Water Efficiency Upgrades	Gas and Electric Upgrades	HVAC Improvements
Adelanto ICE Processing Center & Desert View Annex (CA)	✓	\$2.7M	✓	✓	✓	✓
Coastal Bend Detention Center (TX)	✓	\$1.3M	✓	✓	✓	
D. Ray James Correctional Facility (GA)	Pending	\$4.0M	✓	✓	✓	
East Hidalgo Detention Center (TX)	✓	\$2.7M	✓	✓		✓
Great Plains Correctional Facility (OK)	✓	\$4.6M	✓	✓	✓	✓
Karnes County Detention Center (TX)	✓	\$1.3M	✓	✓	✓	
Lawton Correctional and Rehabilitation Facility (OK)	✓	\$3.6M	✓	✓	✓	
Lea County Correctional Facility (NM)	✓	\$1.6M	✓	✓	✓	
Moshannon Valley Processing Center (PA)	Pending	\$3.3M	✓	✓	✓	



Adelanto ICE Processing Center, CA



Coastal Bend Detention Center, TX



East Hidalgo Detention Center, TX



Great Plains Correctional Facility, OK

ENERGY CONSERVATION ACTIVITIES AT GEO FACILITIES

In addition to the energy conservation activities at existing GEO facilities, at each of our newly-constructed facilities we implement a wide range of green initiatives, including:

- Use of R30 insulation in roofing
- R20 insulation in walls
- White reflective roofing materials
- Building management systems
- Low-flow showerheads
- Use of recycled water in laundry operations
- High efficiency LED lighting
- Occupancy sensors in offices and classrooms for lighting
- Use of gas for hot water heating instead of electricity
- Cycling of air conditioners using the building management system to avoid utility peak load charges
- Skylights for natural light with light-level sensors for balancing artificial lighting loads
- Low flow plumbing fixtures
- Control of plumbing fixtures, including showers, from control rooms
- Waterless urinals
- Use of timers/photocells on exterior lighting
- High efficiency HVAC equipment
- Use of chilled water systems vs. rooftop DX units
- Heat recovery for laundry exhaust
- Photovoltaic solar panels

LEED CERTIFICATION

GEO is committed to sustainable building practices that incorporate energy efficiency and mitigate environmental impact in the development of new facilities. This is reflected in our focus on new design and construction in accordance with LEED standards administered by the Green Building Certification Institute.



The Green Building Certification Institute

The Leadership in Energy & Environmental Design (LEED) certification program is administered by the Green Building Certification Institute. LEED certification is based on an evaluation of a number of environmental factors including but not limited to the sustainability of the site, the efficient use of water, energy, material, and other resources, the quality of indoor air and overall environment, and the use of innovative and environmentally friendly technologies and strategies.

The Green Building Certification Institute determines that a completed project satisfies all prerequisites and has achieved the minimum number of points outlined in the LEED certification program for the rating system to achieve a particular level of LEED certification – such as LEED Certified, LEED Silver, LEED Gold, or LEED Platinum.

In 2011, GEO's Blackwater River Correctional and Rehabilitation Facility in Milton, Florida, became our first ever LEED Certified project to receive Gold Certification and to our knowledge, it is one of the first ever LEED Gold Certified correctional facilities in the United States. Since then, 14 new or expanded GEO facilities throughout the U.S. have been designed in accordance with LEED certification standards.

Each new facility design considers all regulatory requirements, as well as applicable energy-saving and safety features.

Focus: GEO's Blackwater River Correctional and Rehabilitation Facility Meets LEED Gold Standards

The facility received LEED Gold Certification in 2011 and has many environmental and energy-efficient features, including:

- Heat-reflective white roofing systems
- Low-flow water fixtures
- Laundry water consumption control system
- Sustainable energy utilization: 70% electrical demand from wind power through the grid
- Waste recycling program
- Chilled water air conditioning system for interior climate management
- Dayrooms with auto shut-off lighting when skylights provide sufficient natural light

Blackwater River Correctional and Rehabilitation Facility, FL



SAFETY, RISK MANAGEMENT, AND CYBERSECURITY

In 2022, GEO provided support services for 102 secure facilities, processing centers, and community reentry facilities, as well as 90 non-residential reentry programs. We employed approximately 18,000 employees.

GEO has a firm commitment to the health and safety of our employees and those in our care, as well as contractors, medical providers and visitors at all our facilities. Our responsibilities in these areas, along with those of our employees, are highlighted in Section 7 of GEO's Code of Business Conduct and Ethics (see sidebar).

SECTION 7 – GEO'S CODE OF CONDUCT - HEALTH AND SAFETY

GEO strives to provide each employee with a safe and healthy work environment. Each employee has the responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. These requirements extend to all contractors performing work at all GEO facilities.

Violence and threatening behavior are never permitted. Employees should report to work in the condition to perform their duties, free from the influence of illegal drugs or alcohol. The use of illegal drugs in the workplace will not be tolerated. These requirements extend to all contractors performing work at all GEO facilities.

SAFE AND HUMANE ENVIRONMENT

We respect the right of all persons to have a safe and humane environment, and our commitment to this right is unwavering. Our goal of ensuring a safe and humane environment for everyone in our care calls for us to follow many sets of standards and laws that define and prescribe the daily operation of our facilities and programs.

GEO'S EHS MANAGEMENT SYSTEM

Throughout our operations, GEO has implemented an Environmental Health and Safety (EHS) Management System that is grounded in Integrated Safety Management. Our health and safety management system and practices apply to all GEO employees and contractors. Through the EHS, we have established objective, quantifiable targets and extensive feedback and reporting mechanisms to achieve continuous improvement in our health and safety performance.

The overall management of GEO's EHS program is led by GEO's Corporate Risk Management department, which is comprised of more than 50 professionals with expertise in occupational safety, workers' compensation and insurance, risk analytics, and environmental matters. Regional Safety Managers are embedded into our operations throughout the United States and provide hands-on, field support for our facilities.





GEO SAFETY INSTITUTE

GEO has long been an industry leader in Safety & Risk Management. Several years ago, we launched a university partnership to create a Correctional Officers Safety Course. After many years of success and hundreds of GEO students attending the course, we decided to bring the course in-house. After six months of planning, development, and creating the curriculum, the first GEO/OSHA General Industry 30-hour class was conducted in December 2016.

In 2022, GEO's Risk Management Department conducted an annual class session for Fire Safety Managers after a two-year hiatus due to the COVID pandemic. The session was then extended to include all GEO maintenance personnel from GEO's U.S. Secure Services and GEO Care facilities. All maintenance team members were trained during a rigorous seven-week course.

The GEO Safety Institute provides safety curriculum to each Division of the Company, as well as training curriculum for The GEO Continuum of Care®. Instructors are authorized trainers of the OSHA511 30-hour General Industry course. The course is generally attended by Fire Safety Managers, maintenance staff, compliance staff, management staff, and others. Since the inception of the GEO Safety Institute, approximately 424 Certificates of completion have been issued to successful participants.

The GEO Safety Institute also supports The GEO Continuum of Care® program for inmates and residents. The GEO Continuum of Care® program includes a safety curriculum that increases a participant's ability to seek gainful employment by providing several marketable training course certificates. The participants have access to classes such as the OSHA 10-Hour Construction Safety course and forklift operator training. To date, 4,344 students have successfully completed either the OSHA 10-hour course and/or forklift operator training.

The GEO Safety Institute supports the company by providing training modules on the following subjects:

- Workplace Violence
- Fire Protection
- Respiratory Protection
- Walking Working Surfaces
- Ladder Safety
- Fall Protection
- Powered Industrial Trucks/Forklift
- Personal Protective Equipment
- Conducting Safety Audits and Inspections
- Safety Committee Functions and Duties
- Defensive Driving/Spotter and Backing Safety
- Emergency Response and Evacuations
- Chemical Safety Management
- Safer Lifting and Ergonomics
- Safe Searches and Sharp Objects Handling
- Slip Trip Fall Prevention
- Office Safety
- Sanitation and Janitorial
- Food Service Safety & Food Borne Illness Prevention
- Incident Investigations
- Workers' Compensation Fraud Prevention
- Risk Management Claim Reporting



CYBERSECURITY

GEO maintains a Board-level Committee to provide oversight on the Company's protection against potential cyber-related incidents. The Cybersecurity and Environmental Oversight Committee is empowered and authorized to oversee and guide the Company's processes and initiatives as well as its risk management program regarding cybersecurity, privacy, and environmental concerns.

Notably, the Committee's members are from diverse industries that have implemented state-of-the-art protections against cyber incidents. Their collective insights inform measures being developed, implemented, and continually updated by GEO's information technology, finance, operations, and risk management departments. Day-to-day cybersecurity responsibility rests with our Chief Information Security Officer, who provides reports to the Committee on a regular basis, and GEO's Information Technology (IT) Department. GEO's IT Department has a data security incident management plan to investigate and remediate any issues that are raised.

GEO understands the importance of cybersecurity and takes all necessary measures to ensure information is secure. Besides the physical security elements of our data centers, GEO's environment is monitored 24/7 by a Security Operations Center (SOC). GEO performs regular threat assessments, penetration tests, and threat hunting, both internally and through third party engagements.

To protect the privacy and confidentiality of the data of those entrusted to our care and employees, GEO uses best in class technologies to implement strict

information security policies based on the National Institute of Standards and Technology (NIST) 800-53 framework moderate control set. GEO regularly performs compliance framework assessments through authorized third-party service providers to identify strategic growth opportunities to keep up with the emerging and constantly changing threat landscape.



To maintain the highest levels of security, GEO works closely with experienced security professionals and top cybersecurity firms to ensure the correct resources are always available and provide a holistic view into GEO's information security posture.



Our robust continuous training program ensures all employees are always up to date on the latest threat vectors, best practices, new risks, and common attack methods. Through regular training content, internal phishing tests, and GEO's agile approach to cybersecurity, we strive for success in every aspect of security, based on the threat landscape.

BI Incorporated also provides training to all employees on privacy and cybersecurity, conducts background checks, receives security clearances for access to critical systems, and maintains an administrative hierarchy for accessing system information.

SUPPLY CHAIN RISK MANAGEMENT

GEO places great value on its relationships with its numerous and varied contractors, vendors, and suppliers, and therefore also implements specific cyber-related risk management and insurance protocol tools for these stakeholders; accordingly, the cybersecurity requirements are designed to protect them, as well as GEO, its employees, and government agency partners from computer viruses, ransomware, malware, phishing, and other attacks and potential threats from cyber-criminals.

For additional information on GEO's Safety, Risk Management, and Cybersecurity, please visit geogroup.com/Risk-Management-and-Cyber-Security



BI Incorporated, a subsidiary of GEO, also ensures cybersecurity is taken seriously. BI maintains an Authority to Operate (ATO) through government contracts that are aligned with the NIST FISMA (Federal Information Security Management Act) Moderate security framework. Part of this agreement includes the Continuous Monitoring (ConMon) of the system, its security compliance to the framework, and conducting monthly vulnerability scans. In addition to NIST, BI Incorporated is preparing for Federal Risk and Authorization Management Program (FedRAMP) readiness assessment, which provides increased security standards through the standardization of security monitoring for cloud products and services.



ENGAGING WITH OUR STAKEHOLDERS

GEO's stakeholders include our employees and Board members, government agency partners, regulators, accrediting organizations, faith-based organizations and NGOs, the individuals in our care, unions and labor organizations, communities where we operate, and investors and creditors.

Through regular meetings and discussions, webcasts and conference calls, as well as a steady flow of information provided in our reports, newsletters, and posted on our website, we strive to educate our stakeholders on our operations, governance practices, the regulatory environment in which we operate, and our overall commitment to corporate social responsibility, sustainability, and respecting the human rights of all those in our care.

At the same time, we have been active participants in ongoing dialogues with many of our stakeholders and carefully consider their input and feedback as being critical to our focus on achieving operational excellence, having a positive impact on individuals and our society, and meeting the standards for excellence in corporate citizenship.

An area of emphasis for GEO involves working with key stakeholders to help the company understand different strategies of achieving human rights goals/assessing human rights topics in our U.S. Secure Services facilities, processing centers and community reentry programs.



FAITH-BASED PARTNERSHIPS

As part of our collaboration with key stakeholders, GEO partners with approximately 47 faith-based organizations around the country, including national organizations and local community churches. These organizations offer a wide range of religious and educational services, as well as guidance and mentorship, to the individuals in our care.

We have also partnered with the Global Leadership Summit, an annual two-day event telecast held every August. The summit is telecast to hundreds of locations in North America and brings together pioneering pastors and leaders from around the world to discuss leadership, skill development, and experiences that help local churches thrive.

For additional information on GEO's Faith-Based Partnerships, please visit geogroup.com/Faith-Based-Partnerships

THE GEO GROUP FOUNDATION

The GEO Group is committed to making a difference in the communities in which we operate. Every year, through The GEO Group Foundation, GEO supports charities, schools, community organizations, and higher education scholarships for students across the country.

Since 2011, The GEO Group Foundation has donated approximately \$20 million to scholarships, children’s organizations, health and disability organizations, youth sports and development, veterans’ organizations, and various other charitable organizations in the communities where we operate.

Overall, GEO donates more than 1% of net profits to charitable causes and community projects addressing local needs. The GEO Group Foundation is also a proud supporter of local charities where GEO is headquartered. Since 2011, GEO’s charitable giving in South Florida has totaled approximately \$6 million in donations benefitting various causes.

In 2022, The GEO Group Foundation ranked 13th on the Top South Florida Corporate Philanthropists list, published annually by the South Florida Business Journal, and has made the list ten years in a row.

Additional information on The GEO Group Foundation, including its annual reports, can be found at [geogroup.com/Foundation](https://www.geogroup.com/Foundation).



ENGAGING AND MONITORING OUR SUPPLIERS

GEO works with numerous diverse vendors and suppliers of services and goods, and requires compliance with applicable laws. GEO also monitors our suppliers for anti-corruption practices. We expect suppliers to maintain the same standards as GEO has laid out in our Code of Business Conduct and Ethics.

GEO takes our responsibilities seriously and has formal due diligence processes to screen and monitor third parties, suppliers, and agents.

The table below breaks down the annual dollar amounts GEO spends on vendors in each diversity category.



SMALL AND DIVERSE VENDOR BREAKOUT:

	2022	2021	2020
Woman Owned Businesses	\$51,499,628	\$46,293,914	\$46,795,774
Small Disadvantaged Businesses	\$24,224,441	\$23,060,689	\$28,978,174
Veteran Owned Businesses	\$11,116,748	\$9,552,000	\$10,433,360
Service Disabled Veteran Owned Businesses	\$6,269,642	\$4,512,097	\$5,014,925

GEO CONTINUUM OF CARE: REHABILITATOR OF LIVES

The GEO Continuum of Care® – an innovative and award-winning initiative we began in 2015 – provides enhanced in-custody rehabilitation programming, including cognitive behavioral treatment, integrated with post-release support services. This evidence-based treatment model begins with individualized risks and needs assessments and offers programs designed to address the specific needs of each participant based on their assessments.

FACILITATING TRANSITION: GEO'S POST-RELEASE SUPPORT SERVICES

Approximately 95% of all individuals released from prison return to their communities. GEO's Post-Release Support Services provide case management, develop and maintain community partnerships, and coordinate and distribute transitional resources based on individual need.

These measures are aimed at reducing recidivism rates, as well as increasing public safety, reducing victimization, and improving the quality of life for released individuals upon returning to their communities.

GEO understands the value of providing second chances to those impacted by the Criminal Justice System and continues to demonstrate this through our hiring practices. The GEO Continuum of Care® Post Release Call Center is over 83% staffed with returned citizens who had previously been incarcerated.

GEO's Post-Release Support Services include providing assistance for:

- Transitional Housing
- Substance Abuse and Mental Health Treatment
- Vocational Training
- Transportation Assistance
- Family Reunification Opportunities
- Educational Classes
- Clothing and Food Vouchers
- Job Placement Assistance

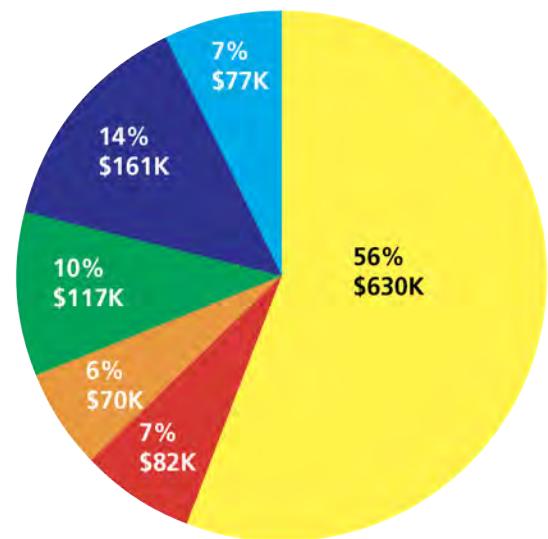
As an extension of the GEO Continuum of Care®, GEO's Post-Release Case Managers coordinate and facilitate the delivery of resources through 254 preferred providers. Weekly calls are scheduled with post-release participants to assess progress, provide support for up to 12 months, and motivate participants to continue in the behavioral change process.

In addition to extended case management, education, training, and related services, GEO allocated approximately \$1.1 million in funding during 2022 to assist those released from custody in obtaining such necessities as: housing (56%); clothing (7%); food (6%); transportation (10%); employment/education (14%); and treatment services (7%). Since 2015, GEO has allocated approximately \$8 million in funding to assist individuals released from GEO facilities.

2022 POST-RELEASE SUPPORT FUNDING



GEO allocated approximately **\$1.1 million** in funding in 2022 to assist those released from custody.



For additional information on the award-winning GEO Continuum of Care® (CoC) and the CoC Annual Reports, please visit <https://www.geogroup.com/CoC>

2022-2020 GEO CONTINUUM OF CARE (COC) HIGHLIGHTS



POPULATION

	2022	2021	2020
Total Eligible Population	55,767	45,728	37,774
Total Program Participants	16,585	27,731	20,294



PARTICIPATION

Total Programming Hours Completed	3,523,334	2,777,252	2,564,275
Total Programming Completions	91,804	86,262	83,521
Behavioral Program Completions	39,603	38,601	34,606
Individual Cognitive Behavioral Treatment Sessions Completed	34,415	33,219	31,260
Average Daily Vocational Attendance	5,001	4,895	4,074
Average Daily Academics Attendance	4,102	3,791	1,395
Average Daily Substance Abuse Treatment Attendance	6,113	6,947	8,212
Total Substance Abuse Treatment Completions	7,302	5,520	8,767
Total Vocational Completions	8,119	6,815	7,649
Total High School Equivalencies Issued	2,365	2,107	1,239
Average Program Participation Hours per Participant	209	167	126



POST-RELEASE SUPPORT SERVICES SUMMARY

Total Post-Release Participants	2,534	4,504	3,656
Community-Based Participants	1,868	1,868	5,343
Participants Pending Release	990	2,636	1,687
Employed/Students	739	808	1,320



STAFF DEVELOPMENT

Total Annual Trainings	12,104	8,987	7,362
Total Staff Training Hours	223,475	217,346	206,136

* Program participation in 2022 declined due to the discontinuation of the contracts for the Bay and Graceville Correctional and Rehabilitation Facilities in Florida and the George W. Hill Facility in Delaware County, Pennsylvania.

WORLD CLASS HEALTHCARE

The healthcare needs of the individuals in our care are often significant. Those needs can include acute or chronic healthcare conditions, as well as emergent care needs, and/or mental health conditions, issues, including despair, anxiety, depression, fear, PTSD, thoughts of self-harm, and suicidal ideation.

GEO is proud to directly provide healthcare services in many of our facilities.

Although GEO is typically responsible for the delivery of healthcare at our facilities as an ancillary component of our support services contracts, we are sometimes not the direct provider of health services. In some cases, our government agency partners determine who the healthcare provider will be.

GEO-provided health services are under the oversight of the GEO Healthcare Division in our Corporate Headquarters. The division is led by an Executive Vice President of Health Services and a Chief Medical Officer, with four decades of experience in clinical medicine, and is supported by subject matter experts in correctional healthcare, dental services, mental health services, quality control, administration, and off-site health claims management.

For all facilities at which GEO provides health services, local oversight and support for healthcare is also provided through one of GEO's three Regional Offices, located in Charlotte, North Carolina; San Antonio, Texas; and Los Angeles, California. Each Regional Office has a Regional Director of Health Services, and each Regional Director is supported by a team of Regional Managers of Health Services.

GEO strives to ensure that healthcare staff, including medical, nursing, dental, and mental health professionals, are available to provide care for everyone in our facilities. Through established staffing plans, these individuals fulfill their clinical and administrative responsibilities and work synergistically with our security staff to address any health situation that may arise. An Electronic Health Records system has been implemented in many of our facilities to maintain and track patients' clinical information efficiently and securely.

Initial screening for medical, mental health, and dental care is to be completed as soon as possible after intake, and generally within twelve hours of reception at our facilities. Those who are identified as most seriously ill are then prioritized for immediate clinical evaluation and treatment as needed.

In 2022, our Secure Services Healthcare Division oversaw nearly 575,000 medical encounters, including intake health screenings, physical exams, chronic care visits, off-site consultations, sick calls, dental visits, and mental health visits.

GEO SECURE SERVICES ANNUAL MEDICAL STATISTICS*

	2022	2021	2020
Intake Health Screenings	96,807	144,584	81,578
Physical Exams	66,426	93,890	59,124
Chronic Care Visits	54,670	70,020	89,517
Off-Site Consultations	13,538	14,138	11,960
Sick Calls	197,299	275,798	269,741
Dental Visits	40,704	40,766	55,842
Mental Health Visits	105,327	176,014	115,977

*The data presented above is only for facilities where GEO provides health services. Data for 2022 reflects the discontinuation of several Federal Bureau of Prisons contracts between 2021 and 2022.





HIGH-QUALITY NURSING SERVICES

Nursing is a major component of the healthcare services GEO provides to those in our care, representing approximately 65% of the overall health care staff in our Secure Services facilities. GEO's Corporate Health Services is extremely proud and supportive of our nursing staff comprised of RNs, LPNs, and Nurse Practitioners. They excel throughout not only their daily operations, but also showed exemplary operational excellence during the COVID pandemic.

HEALTHCARE SERVICES IN AUSTRALIA

In July of 2023, under a new contract with the Department of Justice and Community Safety in Victoria, Australia, GEO Healthcare commenced delivery of primary healthcare services across 13 public prisons. GEO Healthcare now provides a full range of primary health and specialist services, with a focus on some of the more vulnerable inmate cohorts, including Aboriginal peoples, older people, and people with disabilities.

Another key component of the new service delivery is the provision of alcohol and other drug abuse treatment services, which includes timely assessment and withdrawal programs, Medication Assisted Treatment of Opioid Dependency, harm education information, and alcohol or other drugs (AOD) peer support.

Additionally, GEO Healthcare staff are provided with contemporary healthcare training, including post-release assessments and support to ensure continuity of healthcare for people on release to the community.

All individuals in our care have coordinated access to healthcare services, which are available 24 hours per day, seven days per week. They are given the opportunity to submit oral or written healthcare requests at least daily, which are reviewed and prioritized by qualified healthcare professionals. Additionally, our patients receive ongoing education on disease risk and prevention and treatment plans.

All individuals in our care also have the right to refuse or question the healthcare they are receiving through an established grievance process, which is a key component of our Quality Improvement program.

Through effective suicide risk assessment and prevention policies and procedures, GEO's Behavioral Health care experts, working closely with Secure Services staff, are dedicated and committed to eliminating and reducing the risk of self-destructive individual behaviors of all those entrusted to our care.

We take our responsibility to provide prompt, comprehensive, and compassionate health and mental healthcare to everyone under our care seriously. Our health services staff follow policies, practices, and evidence-based updated clinical guidelines, including the correctional healthcare standards established by the American Correctional Association and the National Commission on Correctional Health Care.



DIVERSIFIED EMPLOYER

GEO is an equal opportunity employer focused on the rich diversity of our workforce with zero tolerance for all forms of workplace discrimination and sexual harassment. Responsibility for diversity initiatives lies with our Chief Human Resources Officer.

Today, women comprise more than half of GEO's U.S. workforce and play a significant role in our leadership and management. **Of GEO's 13,951 U.S. employees, 52% are female.** Women account for 56% of our corporate employees, 42% of our facility security staff, and 32% of those serving in management positions as directors and above. We also continue to recruit women to our workforce, with women comprising 56% of GEO's new hires in 2022.

Women are also involved at the highest levels of our organization. Of the nine members of GEO's Board of Directors in 2022, two were women.

In all areas of our business, GEO strives to achieve wider racial and ethnic diversity. In 2022, two of our Board seats were held by members of minority communities. Across our organization, under-represented minorities of the United States – including African American, Hispanic and Latino, Asian, Pacific Islander, Native Hawaiian and Native American/Alaskan – currently account for 68% of our U.S. employees.

Minorities comprise 43% of GEO's corporate workforce in the U.S., 73% of our facility security staff, and 32% of those serving in management positions as directors or above. GEO's employee population is also diverse by age. Of new hires in 2022, 41% were under age 30, 42% were between ages 30 and 50, and 17% were older than 50.

GEO is proud to support our local communities, and we recruit more than 90% of our workforce from these communities.



- GEO has been recognized by Latino Leaders Magazine as one of the Best Companies for Latinos to Work for. Learn more by visiting geogroup.com/latino-leaders-feature
- In 2022, GEO recognized its Diversity in Leadership Award recipients. Read more about the 2022 Diversity in Leadership Award recipients by visiting geogroup.com/embracing-diversity-inclusion
- GEO received the Military Friendly Top 10 Supplier Diversity Program Award, has been cited by U.S. Veterans Magazine among its "Top Veteran Friendly Companies," and was recognized in the Fall 2022 issue as one of the "Best of the Best 2022" Top Veteran Friendly Companies. For additional information, please visit geogroup.com/HiringHeroes

EMPLOYEE DIVERSITY

EMPLOYEE DIVERSITY BY AGE

U.S. Based Employees	2022	2021	2020	U.S. Based Employees	2022	2021	2020
Total of all GEO U.S. Employees	13,951	13,913	17,500	% Under Age of 30	24%	24%	27%
% of all U.S. Employees - Women	52%	51%	51%	% Between Ages 30 - 50	48%	48%	46%
% of all U.S. Employees - Minorities*	68%	66%	61%	% Over Age 50	28%	28%	27%
% of Board of Directors - Women	22%	22%	25%	Female Employees			
% of Board of Directors - Minorities*	22%	22%	25%	% Under Age of 30	23%	24%	26%
% of Management Positions - Directors or Above - Women	32%	28%	29%	% Between Ages 30 - 50	49%	49%	48%
% of Management Positions - Directors or Above - Minorities*	32%	29%	27%	% Over Age 50	27%	27%	26%
% of Corporate Employees - Women	56%	51%	57%	Minorities			
% of Corporate Employees - Minorities*	43%	42%	39%	% Under Age of 30	28%	27%	30%
% of All GEO Security Staff-U.S. (includes Transportation) - Women	42%	41%	41%	% Between Ages 30 - 50	49%	50%	47%
% of All GEO Security Staff-U.S. (includes Transportation) - Minorities*	73%	71%	69%	% Over Age 50	23%	23%	23%
% of all U.S. Employees - Veterans	12%	10%	10%	Management			
NEW HIRES				% Under Age of 30	0%	0%	1%
% Under Age of 30	41%	43%	47%	% Between Ages 30 - 50	37%	36%	39%
% Between Ages 30 - 50	42%	41%	38%	% Over Age 50	62%	64%	60%
% Over Age 50	17%	16%	14%	Corporate Employees			
% Women	56%	57%	53%	% Under Age of 30	8%	8%	9%
				% Between Ages 30 - 50	47%	47%	49%
				% Over Age 50	45%	45%	42%
				Security Staff (Includes Transportation)			
				% Under Age of 30	33%	33%	36%
				% Between Ages 30 - 50	49%	48%	46%
				% Over Age 50	19%	19%	18%
				Veteran Employees			
				% Under Age of 30	20%	18%	16%
				% Between Ages 30 - 50	44%	44%	43%
				% Over Age 50	36%	38%	41%

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

COMPENSATION AND BENEFITS

GEO offers competitive employee compensation and benefits. In 2022, the average GEO security officer starting wage was \$23.21/hour, and the average GEO employee annual salary was \$55,726. GEO’s employee benefits generally include the following:

- Paid Time Off
- Paid Holidays
- Medical and Prescription Drug coverage
- Dental
- Vision
- Short- and Long-term Disability
- Health and Dependent Care Flexible Spending Accounts
- Basic, Additional, Spousal and Dependent Life Insurance
- 401(k) Retirement Plan
- Voluntary Whole Life Insurance
- Voluntary Critical Illness Insurance
- Voluntary Accident Insurance
- Legal and Identity Theft Protection Plans
- Employee Assistance Program
- Tuition Reimbursement
- Employee Rewards and Recognition Programs
- Employee Discounts

PROVIDING HIGHER EDUCATIONAL OPPORTUNITIES

GEO employees and their family members (parent, spouse, and child) are eligible to further pursue their educational goals by receiving reduced tuition rates on a variety of accredited online degree programs in business, education, healthcare, and other disciplines provided at 11 different higher education institutions. A tuition reimbursement program is also available for GEO employees pursuing their education as they work to develop their skills and enhance their job performance. Tuition reimbursement is provided to eligible employees for courses offered by accredited colleges, universities, and secretarial and trade schools.

In 2022, GEO provided approximately \$138K in tuition reimbursement to 128 employees.

Separately, GEO’s subsidiary, BI Incorporated, offers an education assistance program to its full-time employees with at least one year of service. For more information on GEO’s educational opportunities please visit <https://jobs.geogroup.com/benefits>

ADA COMPLIANCE

GEO engages in interactive processes to ensure that qualified individuals with disabilities under the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, as well as under all applicable state or local laws, are afforded a reasonable accommodation in the workplace for their disabilities. GEO fully supports and complies with all applicable federal, state, and local laws.

FMLA PARTICIPATION

Throughout our organization, we recognize the needs of employees facing challenging life circumstances and respect their rights under the Federal Medical Leave Act (FMLA). In 2022, 1,499 U.S. employees utilized the FMLA.

COMPLIANCE WITH FEDERAL AND STATE EMPLOYMENT LAWS

In each of our operations throughout the U.S., GEO complies with all federal, state, and local labor and employment laws and regulations. We have zero tolerance anti-discrimination and anti-sexual harassment policies. These policies are covered as part of the training conducted for all our U.S. employees and include detailed instructions for multiple ways for employees to report incidents.

REPRESENTATION BY LABOR UNIONS

GEO welcomes the participation of labor unions in our facilities and respects the rights of individual employees to choose whether or not to join labor organizations.

UNIONIZED EMPLOYEES – U.S. (2022-2020)

	2022	2021	2020
	41%	39%	30%

PERCENTAGE OF UNIONIZED GEO SECURE SERVICES EMPLOYEES – U.S.

	2022	2021	2020
Employees	54%	49%	38%
Security Staff	43%	41%	32%

In the United States, employees in 50 of our facilities are represented by unions including:

- International Association of Machinist & Aerospace Workers (IAMAW)
- The International Union, Security, Police and Fire Professionals of America (SPFPA)
- National Federation of Federal Employees (NFFE)
- International Brotherhood of Teamsters (IBT)
- National Union of Hospital and Health Care Employees, American Federation of State, County and Municipal Employees (NUHHCE/AFSCME) (1199J)
- American Federation of State, County and Municipal Employees (AFSCME in Illinois)
- United Government Security Officers of America (UGSOA)
- United Professional Security Officers of America

EMPLOYEE TRAINING AND DEVELOPMENT

GEO has a robust training program for staff at all levels of the organization. Our training of managerial, administrative, and security staff is based on the standards set by the American Correctional Association (ACA). The training requires a minimum of 120 hours of training within the staff member's first year of employment and 40 additional hours of recurring training on an annual basis.

GEO CONTINUUM OF CARE TRAINING INSTITUTE

The GEO Continuum of Care® Training Institute trains all staff from the time of hire and on a regular basis throughout their employment. The training institute creates and implements staff and facility development needs through a needs analysis. GEO incorporates feedback from staff and participant surveys as well as research trends to develop training curricula and lesson plans. Our staff development plans include basic training, refresher training, advanced training, skillset certifications, and new managers training.

SECURE SERVICES TRAINING AND EDUCATION

	2022*	2021*	2020
Total Staff Training Hours:	1,501,431	1,722,844	3,485,592
Total Annual Trainings:	9,196	11,414	20,724

*2022 and 2021 Secure Services training and education metrics decreased due to the COVID pandemic and the discontinuation of Federal Bureau of Prisons facility contracts.

TRAINING TOPICS INCLUDE BUT ARE NOT LIMITED TO:

- GEO's Commitment to Human Rights
- Social and Cultural Awareness Core Correctional Practices (CCP)
- Understanding the Individuals in our Care
- Workplace Violence Prevention Program (WVPP)
- Suicide Awareness and Intervention
- Interpersonal Communication Skills
- Prison Rape Elimination Act Training
- Staff Professionalism and Ethics
- Facility Grievance Procedures
- Health Insurance Portability and Accountability Act (HIPAA)
- Telephone, Mail and Visiting Procedures
- Religious Opportunities
- Accountability and Security Procedures
- Life Safety and Emergency Procedures
- Use of Force Regulations and Procedures
- Emergency Planning and Response Procedures
- Facility Disciplinary Procedures
- Search Procedures
- CPR, AED, and Basic First Aid
- Report Writing
- Personal Protective Equipment (PPE)
- Giving Direction

COC TRAINING AND EDUCATION

	2022	2021	2020
Total Staff Training Hours:	223,475	217,346	206,136
CoC Total Annual Trainings:	12,104	8,987	7,362

APPENDIX - GRI CONTENT INDEX

GRI Standard	Disclosure	Report Location or External GEO Reference
General Disclosures		
GRI 2: General Disclosures 2021	<i>Organizational profile</i>	
	2-1 Organizational details	About the GEO Group; Pages 4-5 2022 10-K ; Pages 1, 3-22 Boca Raton, FL GEO HQ Facility Details Publicly-Traded C-Corporation
	2-2 Entities included in the organization's sustainability reporting	2022 10-K ; Pages 83-87
	2-3 Reporting period, frequency and contact point	January 1, 2022 - December 31, 2022 GEO reports on an annual basis 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	About the GEO Group; Pages 4-5 2022 10-K ; Pages 3-52 Engaging with Our Stakeholders; Pages 34-35 There have been no significant changes to the organization or its supply chain.
	2-7 Employees	2022 10-K ; Pages 3-52 Diversified Employer; Pages 40-43
	2-8 Workers who are not employees	Diversified Employer; Pages 40-43 2022 10-K ; Pages 18-20
	2-9 Governance structure and composition	Delivering on Our Promise: Ethics and Governance; Pages 16-17 2023 Proxy Statement; Pages 11-20
	2-10 Nomination and selection of the highest governance body	2023 Proxy Statement; Pages 3-7; 14-18
	2-11 Chair of the highest governance body	Delivering on Our Promise: Ethics and Governance; Pages 16-17 2023 Proxy Statement ; Page 17
	2-12 Role of the highest governance body in overseeing the management of impacts	Primary Board Committees Overseeing Company Services/Policies; Page 13-15 Delivering on Our Promise: Ethics and Governance; Pages 16-17 Engaging with Our Stakeholders; Pages 34-35
	2-13 Delegation of responsibility for managing impacts	Letter from our Executive Chairman of the Board; Page 1 Delivering on Our Promise: Ethics and Governance; Pages 16-17 Human Rights Focused; Pages 18-23
	2-14 Role of the highest governance body in sustainability reporting	2022 10-K ; Pages 53-75
	2-15 Conflicts of interest	Delivering on Our Promise: Ethics and Governance; Pages 16-17 GEO's Code of Business Conduct and Ethics 2023 Proxy Statement ; Pages 15; 17; 22
2-16 Communication of critical concerns	Business Code & Ethics: Anti-bribery Corruption Training & Whistleblower Programs Corporate Policy & Procedure ; Chapter 5 - Oversight	

GRI Standard	Disclosure	Report Location or External GEO Reference
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Delivering on Our Promise: Ethics and Governance; Pages 16-17 2023 Proxy Statement ; Pages 3-6
	2-18 Evaluation of the performance of the highest governance body	Delivering on Our Promise: Ethics and Governance; Pages 16-17 2023 Proxy Statement ; Pages 3-6
	2-19 Remuneration policies	2023 Proxy Statement ; Pages 22-55
	2-20 Process to determine remuneration	2023 Proxy Statement ; Pages 52-55
	2-21 Annual total compensation ratio	2022 Proxy Statement ; Pages 48-52 2023 Proxy Statement ; Pages 45-46
	2-22 Statement on sustainable development strategy	Letter from our Executive Chairman of the Board; Page 1
	2-23 Policy commitments	Delivering on Our Promise: Ethics and Governance; Pages 16-17 Human Rights Focused; Pages 18-23 GEO's Code of Business Conduct and Ethics
	2-24 Embedding policy commitments	Human Rights Focused; Pages 18-23
	2-25 Processes to remediate negative impacts	Delivering on Our Promise: Ethics and Governance; Pages 16-17 Human Rights Focused; Pages 18-23 GEO's Code of Business Conduct and Ethics Business Code & Ethics: Anti-bribery Corruption Training & Whistleblower Programs
	2-26 Mechanisms for seeking advice and raising concerns	Delivering on Our Promise: Ethics and Governance; Pages 16-17 Human Rights Focused; Pages 18-23 GEO's Code of Business Conduct and Ethics Business Code & Ethics: Anti-bribery Corruption Training & Whistleblower Programs
	2-27 Compliance with laws and regulations	Human Rights Focused; Pages 18-23
	2-28 Membership associations	Engaging with Our Stakeholders; Pages 34-35 Diversified Employer; Pages 40-43
	2-29 Approach to stakeholder engagement	Engaging with Our Stakeholders; Pages 34-35
	2-30 Collective bargaining agreements	Diversified Employer; Pages 40-43

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	About the GEO Group; Pages 4-5
	3-2 List of material topics	About the GEO Group; Pages 4-5
	3-3 Management of material topics	Delivering on Our Promise: Ethics and Governance; Pages 16-17 Human Rights Focused, Pages 18-23 Environmentally Responsible, Pages 24-29 Safety, Risk Management and Cyber Security, Pages 30-33 Engaging With Our Stakeholders, Pages 34-35 GEO Continuum of Care: Rehabilitator of Lives, Pages 36-37 World Class Health Care, Pages 38-39 Diversified Employer, Pages 40-43

GRI Standard	Disclosure	Report Location or External GEO Reference
200 series (Economic topics)		
<i>Economic Performance</i>		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2022 10-K ; Pages 83-86
<i>Procurement Practices</i>		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Engaging with Our Stakeholders; Pages 34-35
<i>Anti-corruption</i>		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Delivering on Our Promise: Ethics and Governance; Pages 16-17
	205-2 Communication and training about anti-corruption policies and procedures	Delivering on Our Promise: Ethics and Governance; Pages 16-17
300 series (Environmental topics)		
<i>Energy</i>		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmentally Responsible; Pages 24-29
	302-3 Energy intensity	Environmentally Responsible; Pages 24-29
	302-4 Reduction of energy consumption	Environmentally Responsible; Pages 24-29
<i>Water and Effluents</i>		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Environmentally Responsible; Pages 24-29
<i>Emissions</i>		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmentally Responsible; Pages 24-29
	305-2 Energy indirect (Scope 2) GHG emissions	Environmentally Responsible; Pages 24-29
	305-4 GHG emissions intensity	Environmentally Responsible; Pages 24-29
	305-5 Reduction of GHG emissions	Environmentally Responsible; Pages 24-29

GRI Standard	Disclosure	Report Location or External GEO Reference
400 series (Social topics)		
<i>Employment</i>		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversified Employer; Pages 40-43
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversified Employer; Pages 40-43
<i>Occupational Health and Safety</i>		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety, Risk Management, and Cybersecurity; Pages 30-33
<i>Training and Education</i>		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Diversified Employer; Pages 40-43
	404-2 Programs for upgrading employee skills and transition assistance programs	Diversified Employer; Pages 40-43
<i>Diversity and Equal Opportunity</i>		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversified Employer; Pages 40-43
<i>Security Practices</i>		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Rights Focused, Pages 18-23 Diversified Employer; Pages 40-43
<i>Public Policy</i>		
GRI 415: Public Policy 2016	415-1 Political contributions	Delivering on Our Promise: Ethics and Governance; Page 17
<i>Customer Privacy</i>		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Delivering on Our Promise: Ethics and Governance; Pages 16-17



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