



The GEO Group, Inc. ®

HUMAN RIGHTS AND ESG REPORT

2021

LETTER FROM OUR EXECUTIVE CHAIRMAN OF THE BOARD



During 2021, despite facing the ongoing challenges associated with the COVID-19 pandemic, our employees continued to make daily sacrifices to care for all those in our facilities and programs. Our corporate, regional, and field staff have remained focused on implementing best practices to mitigate the risks of the novel coronavirus, as we strive to achieve operational excellence across all our service lines.

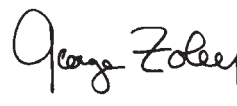
We have also remained committed to advancing our company's Environmental, Social and Governance (ESG) objectives. The publication of our fourth annual Human Rights and ESG report highlights our continued commitment to respecting the human rights and improving the lives of those entrusted to our care. This important 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 for the calendar year 2021, in accordance with the new Universal Standards of the Global Reporting Initiative (GRI).

Our fourth annual ESG 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 2021, our CoC facilities delivered approximately 2.8 million hours of enhanced rehabilitation programming.

Our academic programs awarded more than 2,100 high school equivalency degrees, and our vocational courses awarded close to 6,800 vocational training certifications. Our substance abuse treatment programs awarded more than 5,500 program completions, and we achieved over 38,000 behavioral program completions and more than 33,000 individual cognitive behavioral sessions. We also provided post-release support services to more than 4,500 individuals returning to their communities.

During 2021, our Board committee structure was expanded by two new committees. One dedicated committee to oversee Criminal Justice Rehabilitation and Human Rights, and another dedicated committee to oversee Cyber Security and Environmental Sustainability matters. We also recently undertook a Human Rights Risk Assessment and Due Diligence process. This process focused on identifying salient human rights and included interviews with and feedback from a diverse group of internal and external GEO stakeholders. The results of this due diligence process have been incorporated into this ESG report. Moving forward, we expect to evaluate additional human rights initiatives, including a future review of our Global Human Rights Policy and its implementation.

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.



George C. Zoley
Executive Chairman
GEO Board of Directors

TABLE OF CONTENTS

LETTER FROM OUR EXECUTIVE CHAIRMAN OF THE BOARD	1
ABOUT THIS REPORT AND FORWARD-LOOKING INFORMATION	3
ABOUT THE GEO GROUP	4
GEO'S COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY	5
WHAT WE DO & DON'T DO	6-7
GEO'S RESPONSE TO THE 2016 DOJ OIG REPORT	8
GEO BOARD OF DIRECTORS	10
PRIMARY BOARD COMMITTEES OVERSEEING COMPANY SERVICES/POLICIES	13
DELIVERING ON OUR PROMISE: ETHICS AND GOVERNANCE	16
HUMAN RIGHTS FOCUSED	18
U.S. ESTABLISHMENT, PROMULGATION AND EVALUATION OF HUMAN RIGHTS COMPLIANCE	24
ENVIRONMENTALLY RESPONSIBLE	28
SAFETY, RISK MANAGEMENT, AND CYBER SECURITY	32
ENGAGING WITH OUR STAKEHOLDERS	34
GEO CONTINUUM OF CARE: REHABILITATOR OF LIVES	36
WORLD CLASS HEALTH CARE	38
DIVERSIFIED EMPLOYER	40
IMPACT OF COVID-19 ON GEO FACILITIES/OPERATIONS AND ESG INITIATIVES	44
APPENDICES	46

ABOUT THIS REPORT AND FORWARD-LOOKING INFORMATION

ABOUT THIS REPORT

GEO's fourth 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, who have demonstrated significant strength and dedication during the COVID-19 pandemic, 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. For this report, GEO transitioned to using the new Universal Standards of the Global Reporting Initiative (GRI), and the report has been prepared with reference to the new GRI Standards.

This report covers calendar year 2021, 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,



GEO Headquarters

or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in our Registration Statement on Form S-4 (Reg. No. 333-266208) filed with the Securities and Exchange Commission (the "SEC"), in Item 1A of our most recent Annual Report on Form 10-K 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, unless required by law.

ABOUT THE GEO GROUP



The GEO Group, Inc. 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.

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.

IN 2021, GEO'S WORLDWIDE OPERATIONS INCLUDED THE OWNERSHIP AND/OR SUPPORT SERVICES FOR:

106 Secure facilities, immigration processing centers and community reentry centers

18,000 Employees Worldwide

86,000 Facility Beds

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 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, our 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.

Our Board of Directors demonstrated this commitment by adopting a Global Human Rights Policy in 2013. The policy is reviewed regularly and incorporates protections for civil liberties and freedom of speech. Our policy is available here: geogroup.com/geo-global-human-rights-policy.

GEO GROUP'S MATERIALITY-BASED APPROACH TO ESG

To inform this ESG 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 Global Reporting Initiative (GRI) Standards.

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

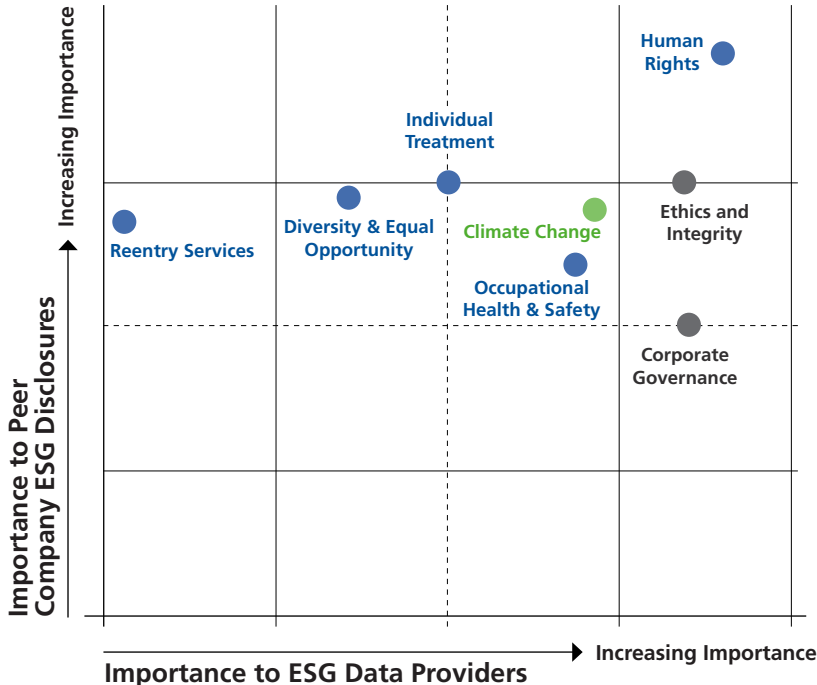
From this research, each ESG topic received an overall materiality score to help focus our strategy and disclosures for this report.

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, including transportation, civil detention, and alternatives to detention 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 2.8 million programming hours completed during 2021 despite COVID-19 pandemic restrictions.
- 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.

Karnes County Immigration Processing Center, TX



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, DIRECTOR, CHAIR, LEGAL STEERING COMMITTEE

Jose 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 privately held companies. Mr. Gordo was also previously a Managing Director at The Comvest Group, a Florida-based private equity firm and prior to that, 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. Thomas 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 from 1998 to 2021.

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



JACK BREWER | CHAIR, CRIMINAL JUSTICE REHABILITATION AND HUMAN RIGHTS 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.

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



ANNE N. FOREMAN | INDEPENDENT DIRECTOR*

Mrs. Foreman was the U.S. Air Force former Under Secretary with responsibility for over 600,000 service members and civilian employees, a \$115 billion budget, and all acquisition, financial, environmental, manpower, audit, and international affairs. She previously served as U.S. Air Force General Counsel and Chief Ethics Officer; Operations Officer for the Central Intelligence Agency; and member of the career Foreign Service in the Middle East, North Africa, and at the U.S. Mission to the United Nations. She has extensive experience serving on corporate boards in the U.S. and U.K. and as Chair of governance, audit, compensation, and security committees for over 20 years.

Areas of Expertise: • Extensive Domestic and International Leadership • High Level Government Contracting
• Ethics, Compliance, and Security

* Applying NYSE Independence Standards

GEO BOARD OF DIRECTORS



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

Mr. Kernan served as Agency 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



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, CYBER SECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE, INDEPENDENT DIRECTOR*

Mrs. 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 REHABILITATION AND HUMAN RIGHTS COMMITTEE

The Criminal Justice Rehabilitation and Human Rights Committee oversees and guides the Company's efforts regarding rehabilitation, recidivism reduction, and respect of human rights.

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

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



ENHANCED OFFENDER REHABILITATION THROUGH GEO CONTINUUM OF CARE®

- Periodic review of GEO's rehabilitation and reentry programs
- Review of recidivism reduction programs



CYBER SECURITY AND ENVIRONMENTAL OVERSIGHT COMMITTEE

The Cyber Security and Environmental Oversight Committee oversees and guides the Company's efforts regarding cyber security, privacy, and environmental concerns.

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

CYBER SECURITY AND PRIVACY

- Periodic reviews of GEO's cyber security capabilities and privacy practices, potential vulnerabilities and remediation measures, if needed



ENVIRONMENTAL OVERSIGHT

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



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, Dr. Thomas C. Bartzokis, MD, FACC, Jose Gordo, and Julie M. Wood

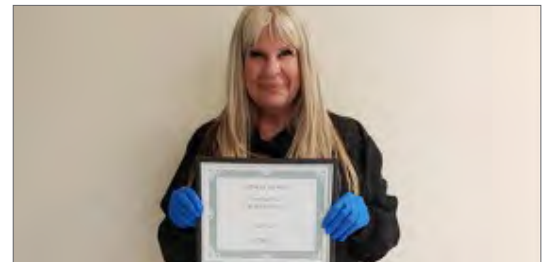
COVID RESPONSE

- Quarterly review of GEO's COVID response



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



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), Anne N. Foreman, 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



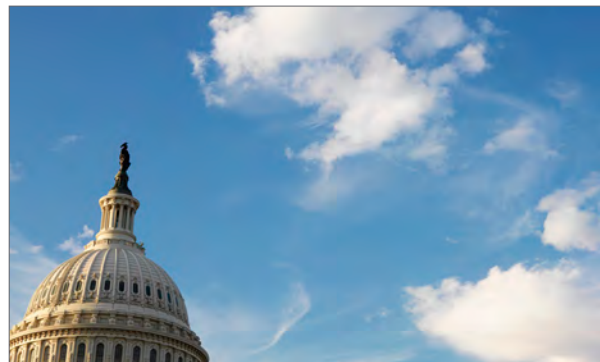
POLITICAL CONTRIBUTIONS

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



LOBBYING EXPENDITURES

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



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 (2021-2019)	2021	2020	2019
# of Board of Directors Members	9	9	8
% of Underrepresented Minorities on the Board*	33%	22%	25%
% of Women on the Board	22%	22%	25%
% of Board Independence**	78%	78%	75%
% under Age 30	-	-	-
% Age 30 - 50	22%	11%	13%
% over Age 50	78%	89%	87%

* 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, as well as 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.

2021 Ethics & Compliance Statistics

1,500+ EthicsPoint Hotline Complaints Processed	793 OPR Investigations Open/Closed
332 Sustained Cases	41.86% Sustained Closure Rate

In 2021, there were 1,579 reports to the hotline, of which 793 investigations were opened and subsequently closed by OPR and 332 cases were sustained.

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. If a report is made involving any other person, then it will be investigated 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, 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 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 U.K. 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 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](https://www.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.

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 that represent potential risks based on the nature of GEO's business services. This process does not represent an evaluation of GEO's operational performance.

GEO's human rights risk assessment 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 (UNGPR).
- 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 of Potential Risks.** 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 to be incorporated into the ESG report.

Topic Identification

GEO used the framework established by the United Nations Guiding Principles on Business and Human Rights as the foundation upon which it developed this due diligence program.

The process draws on the following foundational sources of international human rights:

- United Nations (UN) Universal Declaration of Human Rights
- UN International Covenant on Civil and Political Rights
- UN International Covenant on Economic, Social and Cultural Rights
- International Labour Organization (ILO) Fundamental Principles and Rights at Work

Additionally, based on the nature of GEO's facilities and services, the following international treaties and UN guidance were considered as part of this assessment:

- UN Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules)
- United Nations High Commissioner for Refugees (UNHCR) Detention Guidelines
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (UNCT)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Convention on the Rights of the Child
- Convention on the Rights of Persons with Disabilities

Based on these instruments, GEO identified a list of potentially salient human rights topics.

Potentially Salient Human Rights Topics

(Please refer to Appendix A for a description of each human right)

• Asylum • Civil/Political • Cultural/Economic/Social • Labor • Property • Security

- Right to seek asylum from persecution
- Right to humane and dignified conditions of detention
- Right to special attention for victims of trauma and torture, victims of trafficking
- Right to freedom of assembly (employees only)
- Right to equality before the law and equal protection of the law
- Right to a fair and public hearing by an independent and competent tribunal
- Right to be considered innocent until proven guilty
- Right of protection of the family and the right to marry
- Right to participate in public life
- Right of protection for the child
- Right of persons with disabilities (physical and/or mental)
- Right to accessibility
- Right to suitable clothing
- Right to exercise
- Right to contact with the outside world
- Right to freedom of thought, conscience and religion
- Right to suitable food
- Right to privacy
- Right to equality and freedom from discrimination
- Right to freedom of opinion and expression
- Right to education
- Right to take part in cultural life, to benefit from scientific progress, and to protection of the material and moral rights of authors and inventors
- Right to gender equality and equal remuneration
- Right to healthcare
- Right to protect Indigenous Peoples' cultural values and practices
- Right to social security, including social insurance
- Right to parental leave
- Right to adequate conditions of living
- Right to form and join trade unions
- Right not to be subjected to slavery, servitude or forced labor
- Right to work
- Right to rest and leisure
- Right to own property
- Right to personal records
- Right to be free from arbitrary arrest, detention and exile
- Right to separation of categories
- Right to liberty and security of the person
- Right not to be subjected to torture, cruel, inhumane and/or degrading treatment or punishment

Stakeholder Interviews

GEO conducted 26 interviews with internal and external stakeholders to gain a wide view on potentially salient human rights.

Internal stakeholders included members of GEO's Board of Directors, executive leadership and division heads, other senior leaders, subject matter experts, and frontline employees.

The external stakeholders we engaged included former GEO inmates/Continuum of Care alumni, multiple representatives of GEO shareholders,

including institutional investors and members of the Interfaith Center on Corporate Responsibility (ICCR), and two Community Advisory Boards (CABs) in Indiana and Louisiana. The CABs, discussed in more detail in the Engaging Stakeholders chapter, include representatives of local religious, civic, and educational organizations, government agencies, and interested citizens. Representatives from all of these groups participated in the interviews.

DETERMINATION AND SCORING OF SALIENT HUMAN RIGHTS

Building on the saliency methodology, the topics were then ranked. This determined the most important, or salient, human rights for both inmates/detainees/residents and employees considering the interviews conducted, research, and a scan of relevant media coverage.

We ranked those human rights in the order of saliency from Very High to Low:

- Very high
- High
- Moderate
- Low

Salient Inmate/Detainee/Resident Rights

Salient inmate/detainee/resident rights were identified, scored, and grouped in six different categories, including: asylum, civil/political, cultural/economic/social, labor, property, and security. The following chart illustrates the inmate/detainee/resident rights in the “very high,” “high,” and “moderate” categories.

Ranking	Very High	High	Moderate
Asylum	<ul style="list-style-type: none"> • Right to humane and dignified conditions of detention 		<ul style="list-style-type: none"> • Right to special attention for victims of trauma and torture, victims of trafficking
Civil/Political	<ul style="list-style-type: none"> • Right to equality and freedom from discrimination • Right to healthcare 	<ul style="list-style-type: none"> • Right to suitable food • Right to contact with the outside world 	<ul style="list-style-type: none"> • Right to freedom of opinion and expression • Right to freedom of thought, conscience and religion
Cultural/Economic/Social	<ul style="list-style-type: none"> • Right to adequate conditions of living 		<ul style="list-style-type: none"> • Right to protect Indigenous Peoples' cultural values and practices
Labor			<ul style="list-style-type: none"> • Right not to be subjected to slavery, servitude or forced labor
Property			<ul style="list-style-type: none"> • Right to personal records
Security	<ul style="list-style-type: none"> • Right to liberty and security of the person • Right not to be subjected to torture, cruel, inhumane and/or degrading treatment or punishment 		<ul style="list-style-type: none"> • Right to separation of categories

Salient Employee Rights

These rights were grouped into four categories: civil/political, cultural/economic/social, labor, and security. The following chart illustrates the employee rights in the “very high,” “high,” and “moderate” categories.

Ranking	Very High	High	Moderate
Civil/Political		<ul style="list-style-type: none"> Right to equality and freedom from discrimination Right to privacy 	<ul style="list-style-type: none"> Right to freedom of opinion and expression
Cultural/Economic/Social		<ul style="list-style-type: none"> Right to adequate conditions of living 	<ul style="list-style-type: none"> Right to parental leave Right to social security, including social insurance
Labor	<ul style="list-style-type: none"> Right to rest and leisure 		<ul style="list-style-type: none"> Right to work
Security	<ul style="list-style-type: none"> Right to liberty and security of the person 	<ul style="list-style-type: none"> Right not to be subjected to torture, cruel, inhumane and/or degrading treatment or punishment 	

Human Rights Potential Risks Considered Low

The rights listed below were considered low potential risks both for inmates/detainees/residents and employees.

• Asylum
 • Civil/Political
 • Cultural/Economic/Social
 • Labor
 • Property
 • Security

- **Right to seek asylum from persecution**
- **Right to freedom of assembly (employees only)**
- **Right to equality before the law and equal protection of the law**
- **Right to a fair and public hearing by an independent and competent tribunal**
- **Right to be considered innocent until proven guilty**
- **Right of protection of the family and the right to marry**
- **Right to participate in public life**
- **Right of protection for the child**
- **Right of persons with disabilities (physical and/or mental)**
- **Right to accessibility**
- **Right to suitable clothing**
- **Right to exercise**
- **Right to education**
- **Right to take part in cultural life, to benefit from scientific progress, and to protection of the material and moral rights of authors and inventors**
- **Right to gender equality and equal remuneration**
- **Right to form and join trade unions**
- **Right to own property**
- **Right to be free from arbitrary arrest, detention and exile**

The identified salient human rights represent current evaluations by GEO and are subject to potential change in the future. The company will continue to evaluate potential human rights risks through monitoring and stakeholder engagement.

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. The GEO Group human rights training module is available on our website and can be accessed at geogroup.com/Human-Rights-Training.pdf.

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 (ACA). 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.

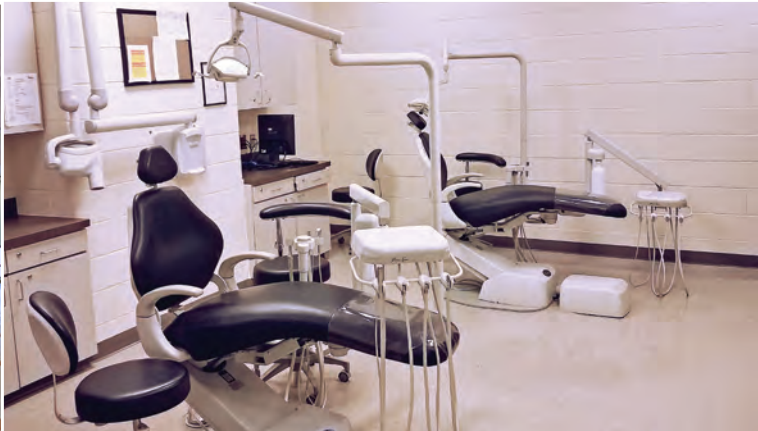
While GEO does not use contract security providers at any of our operations or facilities, our policies and training would also apply to these groups if we were ever to engage with them.

PLANS AND OBJECTIVES

The identification and scoring of salient human rights both for inmates/detainees/residents and employees provide a framework for reviewing GEO's Global Human Rights Policy, making necessary adjustments and fostering continuous improvement.

In the next phase of our activity, 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 this and all of our human rights initiatives.





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
- UN Instruments

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 (NCHC)

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 Joint Commission and 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 Service	109	Substance Abuse Program	37
Physical Plant	234	Sanitation	127
PREA	131	Safety	151
Admission/Orientation	115	Emergency Preparedness	56
Law Library/Courts	85	Accountability	43
Mail/Visitation/Telephone	192	Restricted Housing Units (RHU)	86
Library	12	Searches/Security Inspection	34
Discipline	124	Use of Force	38
Work Programs	71	Health Services	449
Religious Programs	73	Recreation Programs	68

Total Human Rights Related Audit Questions: 2,235

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 now conducts four on-site reviews of all the 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).

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 American Correctional Association (ACA) accreditation, Prison Rape Elimination Act (PREA) compliance and certification and, for Immigration Processing Centers, the DHS Performance-Based National Detention Standards. Each GEO facility undergoes numerous audit reviews, including an annual GEO corporate audit, government agency audits, and third-party inspections. In 2021, GEO's U.S. Secure Services facilities successfully underwent over 200 audits, including internal audits, government reviews, third-party accreditations, and certifications under the Prison Rape Elimination Act. 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: 2019 - 2021

	2021	2020	2019
Total Active U.S. Secure Facilities	53	58	67
Internal GEO Contract Compliance Audits Completed*	197	136	124
Government Customer Audits Completed	52	40	41
Third-party Inspections Completed	19	33	19

**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 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

At year-end, all applicable Contract Compliance audit tools are evaluated 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 2021, 64 GEO facilities have achieved an average ACA accreditation score of 99.70%. 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 (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 81 facilities certified under either the DOJ or DHS 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, 16 GEO Secure Services facilities are accredited by the NCCHC, including the ten Immigration Processing Centers on behalf of the U.S. Department of Homeland Security (DHS), for which GEO provides health care services.

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	2021	2020	2019	Unit
Total Energy Usage	1,749,982	2,112,078	2,560,998	GJ
Electricity	967,064	1,096,873	1,284,232	GJ
Natural Gas	707,792	902,713	1,183,941	GJ
Diesel	16,091	26,000	26,500	GJ
Fuel Oil	15,315	36,398	35,948	GJ
Propane	43,720	50,093	30,377	GJ
Energy Intensity Unit	0.10	0.11	0.12	energy/sq ft
Water Withdrawal				
Water Usage*	2,774,780,187	1,654,153,197	2,172,718,367	gallons
Greenhouse Gas Emissions				
Scope 1 Emissions***	44,789	58,014	71,399	tCO2e
Scope 2 Location-based Emissions	110,339	132,591	166,886	tCO2e
Scope 2 Market-based Emissions	110,177	132,692	166,994	tCO2e
Scope 1 Intensity	0.0024	0.0030	0.0035	tCO2e/sq ft
Scope 2 Intensity**	0.0060	0.0069	0.0081	tCO2e/sq ft

*The increase in 2021 water usage data reflects two additional facilities, which had not been included in the 2020 and 2019 data due to comparability reasons.

** Scope 2 location-based emissions

*** In 2021, the calculation methodology for fuel oil was refined and past years were recalculated to maintain comparability

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, as well as 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.

2021 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	1,542,503	168,654	38,825	GJ
Electricity	861,046	82,516	23,502	GJ
Natural Gas	607,316	85,785	14,691	GJ
Diesel	15,459	0	631	GJ
Fuel Oil	15,315	0	0	GJ
Propane	43,366	354	0	GJ
Energy Intensity Unit	0.10	0.10	0.06	energy/sq ft
Water Withdrawal				
Water Usage	2,660,405,024	104,638,063	9,737,103	gallons
Greenhouse Gas Emissions				
Scope 1 Emissions	39,173	4,730	886	tCO ₂ e
Scope 2 Location-based Emissions	98,607	8,835	2,897	tCO ₂ e
Scope 2 Market-based Emissions	98,445	8,835	2,897	tCO ₂ e/sq ft
Scope 1 Intensity	0.0024	0.0028	0.0013	tCO ₂ e/sq ft
Scope 2 Intensity**	0.0061	0.0053	0.0044	tCO ₂ e/sq ft

** Scope 2 location-based emissions

The data presented for GEO's 2021 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, 1 April 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.

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, fourteen 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 CYBER SECURITY

In 2021, GEO provided support services for 106 secure facilities, processing centers, and community reentry facilities, as well as 89 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 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.

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 issues. Regional Safety Managers are embedded into our operations throughout the United States and provide hands-on, field support for our 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.

Broward Transitional Center, FL



CYBER SECURITY

In 2021, among other measures aimed at elevating the company's protection against potential cyber-related incidents, GEO established a Board-level Committee to provide oversight on these matters. The Cyber Security and Environmental Oversight Committee is empowered and authorized to oversee and guide the Company's efforts regarding cyber security, privacy, and environmental concerns.

Notably, its 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 cyber security responsibility rests with our Chief Information Security Officer, who provides reports to the Committee on a regular basis, and the IT Department. The Department has a data security incident management plan to investigate and remediate any issues that are raised.

GEO facilities take steps to protect the privacy of inmates/detainees/residents, clients, and employees, including monthly cyber security training; prohibiting memory storage devices; website restrictions; and requiring additional permissions for certain tasks. GEO takes data security issues seriously, and we have a third party conduct risk assessments and audits of our data security system on a regular basis.

BI Incorporated, like GEO, takes cyber security seriously; conducting monthly vulnerability scans that are initiated by a third party and adhere to the National Institute of Standards and Technology (NIST) cyber security guidelines. In addition to NIST, BI Incorporated is preparing for Federal Risk and Authorization Management Program (FedRAMP) readiness certification, which provides standardization of security monitoring for cloud products and services.



BI Incorporated also provides training to all employees on privacy and cyber security, conducts background checks, and maintains an administrative hierarchy for accessing information. In addition to these protections, BI Incorporated does not store any of the data collected nor analyze the data, which ensures that only the institutions using its devices have access to the information.

SUPPLY CHAIN RISK MANAGEMENT

GEO also implements specific cyber-related risk management and insurance protocol tools for all GEO contractors, vendors, and suppliers.

GEO places great value on its relationships with its numerous and varied contractors, vendors, and suppliers; accordingly, the cyber security 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 Cyber Security, please visit geogroup.com/Risk-Management-and-Cyber-Security

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, and to learn how GEO can improve its services to fulfill the commitments outlined in our Global Human Rights Policy.



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 those 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 who 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 \$17.5 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.

\$5.9M in Student Scholarships Since 2011

Overall, GEO donates more than 1% of net profits to charitable causes and community projects addressing local needs. Additional information on The GEO Group Foundation, including its annual reports, can be found at geogroup.com/Foundation.

ENGAGING AND MONITORING OUR SUPPLIERS

GEO works with numerous 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:

	2021	2020	2019
Woman Owned Businesses	\$46,293,914	\$46,795,774	\$47,655,002
Small Disadvantaged Businesses	\$23,060,689	\$28,978,174	\$31,102,153
Veteran Owned Businesses	\$9,551,999	\$10,433,360	\$12,876,204
Service Disabled Veteran Owned Businesses	\$4,512,096	\$5,014,925	\$6,737,969



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 percent 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 50% staffed with returning citizens who have previously been incarcerated.

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

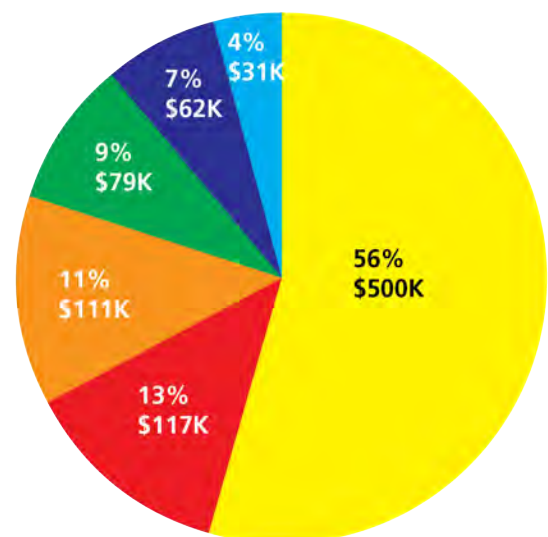
- Transitional housing
- Substance Abuse and Mental Health Treatment
- Vocational Training
- Transportation Assistance
- Family Reunification Opportunities
- Educational Classes
- Clothing and Food Vouchers
- Job Placement Assistance

As an extension of the GEO Continuum of Care®, GEO’s Post-Release Case Managers coordinate and facilitate the delivery of resources through

2021 POST-RELEASE SUPPORT FUNDING

- Housing
- Clothing
- Food Assistance
- Transportation
- Employment/Education
- Treatment

GEO allocated approximately **\$900K** in annual funding in 2021 to assist those released from custody



248 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 \$900,000 in company funding during 2021 to assist those released from custody in obtaining such necessities as: housing (56%); clothing (13%); food (11%); transportation (9%); employment/education (7%); and treatment services (4%).

2019-2021 GEO CONTINUUM OF CARE (COC) HIGHLIGHTS



POPULATION

	2021	2020	2019
Total Eligible Population	45,728	37,774	69,548
Total Program Participants	27,731	20,294	33,309



PARTICIPATION

Total Programming Hours Completed	2,777,252	2,564,275	6,789,417
Total Programming Completions	86,262	83,521	51,605
Behavioral Program Completions	38,601	34,606	44,715
Individual Cognitive Behavioral Treatment Sessions Completed	33,219	31,260	36,539
Average Daily Vocational Attendance	4,895	4,074	33,033
Average Daily Academics Attendance	3,791	1,395	13,244
Average Daily Substance Abuse Attendance	6,947	8,212	18,038
Total Substance Abuse Completions	5,520	8,767	8,767
Total Vocational Completions	6,815	7,649	9,413
Total High School Equivalencies Issued	2,107	1,239	2,882
Average Program Participation Hours per Participant	167	126	204

POST-RELEASE SUPPORT SERVICES



SUMMARY

Total Post-Release Participants	4,504	3,656	4,317
Community-Based Participants	1,868	5,343	3,840
Participants Pending Release	2,636	1,687	477
Employed/Students	808	1,320	1,638

STAFF DEVELOPMENT



Total Annual Trainings	8,987	7,362	6,342
Total Staff Training Hours	217,346	206,136	82,080

Significant variances reflect adjustments in programming and participation in 2020 and 2021 due to the COVID-19 pandemic.

GEO's 2021 annual funding commitment in support of the CoC program was approximately \$7 million

WORLD CLASS HEALTH CARE

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 issues, including despair, anxiety, depression, fear, 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 health care 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 up to three 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.

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 2021, our Secure Services Health Care Division oversaw nearly 800,000 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*

	2021	2020	2019
Intake Health Screenings	144,584	81,578	165,602
Physical Exams	93,890	59,124	108,346
Chronic Care Visits	70,020	89,517	98,988
Off-Site Consultations	14,138	11,960	21,641
Sick Calls	275,798	269,741	290,994
Dental Visits	40,766	55,842	88,347
Mental Health Visits	176,014	115,977	172,251

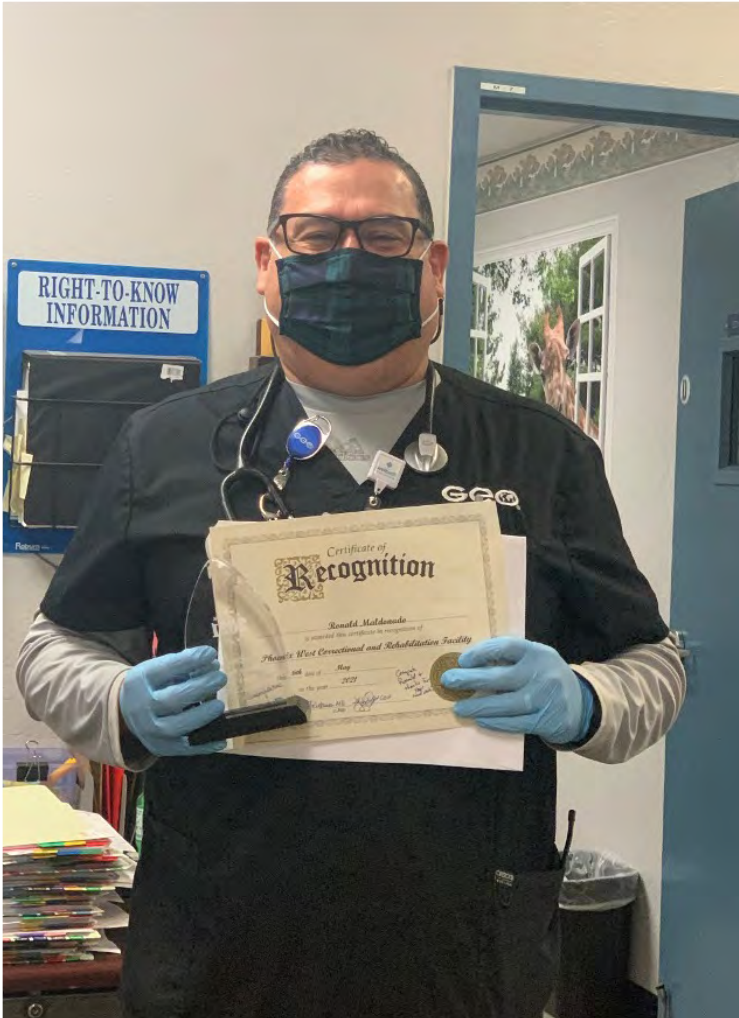
*Data presented for facilities where GEO provides health services.



All individuals in our care have coordinated access to healthcare services, which are available 24 hours per day, 7 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. 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.

Suicide risk assessment and prevention is an important objective of GEO’s healthcare services and is driven by our Behavioral Health services Mental Health Care experts. Our suicide prevention program is clearly defined in our policies and procedures and serves to eliminate and minimize the occurrence of a suicide by reducing risk of self-destructive individual behaviors.

We take our responsibility to provide prompt, comprehensive, and compassionate health and mental health care to everyone in our care seriously as evidenced by our dedicated health services staff and the policies, practices, and professional guidelines we follow in our facilities, including independent standards set by the American Correctional Association, the National Commission on Correctional Health Care, and the Joint Commission.



HIGH-QUALITY NURSING SERVICES

Nursing is a major component of the health care services GEO provides to those in our care. GEO’s Corporate Health Services is extremely proud and supportive of the nursing staff working within our organization.

Altogether, nurses represent approximately 60% of the overall health care staff in our Secure Services facilities. Our nurses have stood strong throughout not only their day-to-day operations, but have also exemplified operational excellence during the COVID-19 pandemic. With hearts of passion and a drive for superior patient care practices, they represent what correctional health care is all about.

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 an equal portion of GEO's U.S. workforce and play a significant role in our leadership and management. **Of GEO's 13,913 U.S. employees, 51% are female.** Women account for 51% of our corporate employees, 41% of our facility security staff, and 28% of those serving in management positions as directors and above. We also continue to recruit women to our workforce, with women comprising 57% of GEO's new hires in 2021.

Women are also involved at the highest levels of our organization. Of the 9 members of GEO's Board of Directors in 2021, two were women.

In all areas of our business, GEO strives to achieve wider racial and ethnic diversity. In 2021, three 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 66% of our U.S. employees.

Minorities comprise 42% of GEO's corporate workforce in the U.S., 71% of our facility security staff, and 29% of those serving in management positions as directors or above. GEO's employee population is also diverse by age. Of new hires in 2021, 43% were under age 30, 41% were between ages 30 and 50, and 16% were age 50 and older.

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 2021, GEO recognized its Diversity in Leadership Award recipients. Read more about the 2021 Diversity in Leadership Award recipients by visiting geogroup.com/embracing-diversity-inclusion
- GEO Group has repeatedly been cited by U.S. Veterans Magazine among its "Top Veteran Friendly Companies" and was recognized in the Fall 2021 issue as one of the "Best of the Best 2021" Top Veteran Friendly Companies. For additional information, please visit geogroup.com/HiringHeroes

EMPLOYEE DIVERSITY

U.S. Based Employees	2021	2020	2019
Total of all GEO U.S. Employees	13,913	17,500	18,837
% of all U.S. Employees - Women	51%	51%	51%
% of all U.S. Employees - Minorities*	66%	61%	64%
% of Board of Directors - Women	22%	22%	25%
% of Board of Directors - Minorities*	33%	22%	25%
% of Management Positions - Directors or Above - Women	28%	29%	34%
% of Management Positions - Directors or Above - Minorities*	29%	27%	29%
% of Corporate Employees - Women	51%	57%	56%
% of Corporate Employees - Minorities*	42%	39%	42%
% of All GEO Security Staff-U.S. (includes Transportation) - Women	41%	41%	41%
% of All GEO Security Staff-U.S. (includes Transportation) - Minorities*	71%	69%	70%
% of all U.S. Employees - Veterans	10%	10%	11%

NEW HIRES

% Under Age of 30	43%	47%	47%
% Age 30-50	41%	38%	38%
% Over Age 50	16%	14%	15%
% Women	57%	53%	56%

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

EMPLOYEE DIVERSITY BY AGE

U.S. Based Employees	2021	2020	2019
% Under Age of 30	24%	27%	29%
% Between the Ages 30 - 50	48%	46%	45%
% Over Age 50	28%	27%	26%
Female Employees			
% Under Age of 30	24%	26%	29%
% Between the Ages 30 - 50	49%	48%	47%
% Over Age 50	27%	26%	24%
Minorities			
% Under Age of 30	27%	30%	32%
% Between the Ages 30 - 50	50%	47%	46%
% Over Age 50	23%	23%	22%
Management			
% Under Age of 30	0.5%	1%	0%
% Between the Ages 30 - 50	36%	39%	39%
% Over Age 50	63.5%	60%	61%
Corporate Employees			
% Under Age of 30	8%	9%	9%
% Between the Ages 30 - 50	47%	49%	50%
% Over Age 50	45%	42%	41%
Security Staff (Includes Transportation)			
% Under Age of 30	33%	36%	39%
% Between the Ages 30 - 50	48%	46%	43%
% Over Age 50	19%	18%	18%
Veteran Employees			
% Under Age of 30	18%	16%	14%
% Between the Ages 30 - 50	44%	43%	42%
% Over Age 50	38%	41%	44%

COMPENSATION AND BENEFITS

GEO offers competitive employee compensation and benefits. In 2021, the average GEO security officer starting wage was \$21.70/hour, and the average GEO employee annual salary was \$51,487. 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 2021, GEO provided approximately \$167K in tuition reimbursement to more than 120 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://www.geogroup.com/education>.

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 2021, as many of our team members addressed personal challenges, including the continued impact of COVID-19 on their families, 2,197 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 includes 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. (2021-2019)

	2021	2020	2019
	39%	30%	31%

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

	2021	2020	2019
Employees	49%	38%	38%
Security Staff	41%	32%	33%

In the United States, employees in 41 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)
- Communications Workers of America (CWA)
- United Government Security Officers of America (UGSOA)

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

	2021*	2020	2019
Total Staff Training Hours:	1,722,844	3,485,592	2,848,564
Total Annual Trainings:	11,414	20,724	22,001

**2021 Secure Services training and education metrics decreased due to facility discontinuations and the COVID-19 pandemic.*

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

	2021	2020	2019
Total Staff Training Hours:	217,346	206,136	82,080
CoC Total Annual Trainings:	8,987	7,362	6,342

IMPACT OF COVID-19 ON GEO FACILITIES/ OPERATIONS AND ESG INITIATIVES

From the beginning of the global COVID-19 pandemic in 2020, our corporate, regional, and field staff have taken steps to mitigate the risks of the novel coronavirus.

These measures include working closely with our government agency partners to implement best practices consistent with the guidance issued by the Centers for Disease Control and Prevention (CDC). Ensuring the health and safety of all those entrusted to our care and of our employees has always been our number one priority.

Despite the significant challenges associated with the COVID-19 global pandemic, our GEO Continuum of Care® (CoC) staff continued to deliver enhanced rehabilitation to those in our care during 2021, often in innovative ways through virtual technologies.

Nonetheless, the pandemic affected GEO's operations in several areas, including:

- The majority of medical encounters handled by GEO Secure Services Health Division in 2021 and 2020 were lower than in 2019, partly due to an overall reduction in the populations at our secure state correctional facilities and immigration processing centers.
- Significant reductions in certain aspects of our CoC activities due to health and safety efforts. For instance, program participation hours were necessarily reduced, resulting in fewer vocational certificates, high school equivalency diplomas, and substance abuse certificates earned in 2020 and 2021 in comparison to 2019 (prior to the pandemic).
- Increases in non-residential reentry programs, as well as the number of individuals supported in post-release services.
- Significant increases in CoC staff training due to the increased use of online training and webinars.
- Postponement of sustainability initiatives originally planned for 2020 at select GEO Secure Services facilities, focused on LED lighting and water conservation upgrades totaling approximately \$10 million.

GEO GROUP'S HEALTH AND SAFETY MEASURES TO ADDRESS COVID-19

From the beginning of the global COVID-19 pandemic, we distributed guidance consistent with CDC guidelines, including regular updates, to all our facilities and implemented the following measures:

Testing

- We increased testing capabilities at our U.S. Secure Services facilities and entered into contracts with multiple commercial labs to provide adequate testing supplies and services.
- We invested approximately \$2 million to acquire Abbott Rapid COVID-19 ID NOW devices and testing kits capable of diagnosing not only COVID-19, but also influenza and strep throat.
- As of the end of December 2021, we had administered more than 206,000 COVID-19 tests to those in our care at our U.S. Secure Services facilities.

Bi-Polar Ionization/Engineering Controls

- We invested \$3.7 million to install bi-polar ionization air purification systems at select U.S. Secure Services facilities to reduce the spread of airborne bacteria and viruses.

Facemasks and Personal Hygiene Products

- We have provided continuing access to facemasks for all inmates, detainees, and residents, with a minimum of three facemasks per week or more often upon request.
- We increased the frequency of distribution of personal hygiene products, including soap, shampoo and body wash, and tissue paper, and we are ensuring the daily availability of bars of soap or soap dispensers at each sink for hand washing in all our facilities.

Social Distancing

- We have implemented social distancing pursuant to directives from our government agency partners and communicated these obligations and requirements via meetings, memos, and postings.
- We deployed floor markers throughout our facilities to inform and encourage social distancing and modified facility movements to accommodate social distancing.

Administrative/Work Practice Controls

- We temporarily suspended onsite social visitation.
- We established requirements for staff to complete a medical questionnaire and pass a daily temperature check.
- We modified intake procedures to screen new inmates/detainees and established isolation and quarantine procedures for COVID-19 positive and symptomatic cases, consistent with CDC guidelines.
- We posted reminders regarding coughing and sneezing etiquette, the importance of frequent handwashing, and the use of facemasks.
- We increased cleaning and disinfection of facilities, including high-touch areas (e.g., doorknobs/handles, light switches, handheld radios), housing unit dayrooms, dining areas, and other areas where individuals assemble.
- We advised our employees to remain home if they exhibit flu-like symptoms, and we have exercised flexible paid leave and paid time off policies to allow employees to remain home if they exhibit flu-like symptoms or to care for a family member.
- We enacted quarantine and testing policies for any employees who may have come into contact with an individual who has tested positive for COVID-19.

Vaccination

- We are working closely with our government partners and State and Local Health Departments to coordinate vaccination efforts for staff, inmates, detainees, and residents at our secure facilities, reentry centers and programs across the country; these measures align with recommendations from the CDC's Advisory Committee on Immunization Practices (ACIP) and criteria established through the FDA's approval process.
- The timing of vaccine distribution to staff, inmates, detainees, and residents is being directed by the Local and State Health Departments in jurisdictions where we operate through the guidance and prioritization recommendations offered by the CDC and ACIP.
- As of December 2021, GEO had worked with our government agency partners and State and Local Health Departments to administer more than 48,000 doses of the vaccine to inmates, detainees, and residents in our facilities.

GEO is continuing to coordinate closely with our government agency partners and local health agencies to ensure the health and safety of all those in our care and our employees. We are grateful for our frontline employees, who make sacrifices daily to provide care for all those in our facilities, during this unprecedented global pandemic. Details of GEO's COVID-19 response and mitigation measures are available on our website at geogroup.com/COVID19.



APPENDICES



APPENDIX A - DESCRIPTIONS OF POTENTIALLY SALIENT HUMAN RIGHTS TOPICS

Rights Category	Human Rights	Description
Asylum	Right to seek asylum from persecution	Everyone has the right to seek and to enjoy in other countries asylum from persecution. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.
Asylum	Right to humane and dignified conditions of detention	Conditions of detention must be humane and dignified. If detained, asylum-seekers should be treated with dignity and in accordance with international standards.
Asylum	Right to special attention for victims of trauma and torture, victims of trafficking	Because of the experience of seeking asylum, and the often traumatic events precipitating flight, asylum-seekers may present with psychological illness, trauma, depression, anxiety, aggression, and other physical, psychological and emotional consequences. Victims of torture and other serious physical, psychological or sexual violence also need special attention and should generally not be detained.
Civil / Political	Right to freedom of assembly (employees only)	Everyone has the right to freedom of peaceful assembly and association. No one may be compelled to belong to an association.
Civil / Political	Right to equality before the law and equal protection of the law	All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.
Civil / Political	Right to a fair and public hearing by an independent and competent tribunal	Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of their rights and obligations and of any criminal charge against them.
Civil / Political	Right to be considered innocent until proven guilty	Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he/she/they had all the guarantees necessary for their defense. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.
Civil / Political	Right of protection of the family and the right to marry	People of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution. Marriage shall be entered into only with the free and full consent of the intending spouses.
Civil / Political	Right to participate in public life	Everyone has the right to take part in the government of their country, directly or through freely chosen representatives. Everyone has the right to equal access to public service in their country. The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.
Civil / Political	Right of protection for the child	The child shall be registered immediately after birth and shall have the right from birth to a name, the right to acquire a nationality and, as far as possible, the right to know and be cared for by their parents. States Parties undertake to respect the right of the child to preserve their identity, including nationality, name and family relations as recognized by law without unlawful interference. States Parties shall ensure that a child shall not be separated from their parents against their will, except when competent authorities subject to judicial review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child. The minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years.
Civil / Political	Right of persons with disabilities (physical and/or mental)	Ensure and promote the full realization of all human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability.

Rights Category	Human Rights	Description
Civil / Political	Right to accessibility	Everyone has the right to participate fully in all aspects of life. Private entities must ensure minimum standards and guidelines are met to fulfill this right. States Parties shall take effective measures to ensure personal mobility with the greatest possible independence for persons with disabilities
Civil / Political	Right to suitable clothing	Every prisoner who is not allowed to wear their own clothing shall be provided with an outfit of clothing suitable for the climate and adequate to keep him/her/ them in good health. Such clothing shall in no manner be degrading or humiliating.
Civil / Political	Right to exercise	Every prisoner who is not employed in outdoor work shall have at least one hour of suitable exercise in the open air daily if the weather permits.
Civil / Political	Right to contact with the outside world	Prisoners shall be allowed, under necessary supervision, to communicate with their family and friends at regular intervals by corresponding in writing and using, where available, telecommunication, electronic, digital and other means; and by receiving visits. Where conjugal visits are allowed, this right shall be applied without discrimination.
Civil / Political	Right to freedom of thought, conscience and religion	Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change one's religion or belief, and freedom, either alone or in community with others and in public or private, to manifest their religion or belief in teaching, practice, worship and observance.
Civil / Political	Right to suitable food	Every prisoner shall be provided by the prison administration at the usual hours with food of nutritional value adequate for health and strength, of wholesome quality and well prepared and served. Drinking water shall be available to every prisoner whenever he/she/they need it.
Civil / Political	Right to privacy	No one shall be subjected to arbitrary interference with their privacy, family, home or correspondence, nor to attacks upon their honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.
Civil / Political	Right to equality and freedom from discrimination	All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood. This includes freedom from discrimination based on race, color, religion or creed, national origin or ancestry, citizenship, sex (including sexual orientation, gender, gender identity, pregnancy, child birth, breast feeding, parental leave), age, physical or mental disability, veteran status, or any other protected class.
Civil / Political	Right to freedom of opinion and expression	Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.
Cultural / Economic / Social	Right to education	Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace. Parents have a prior right to choose the kind of education that shall be given to their children.
Cultural / Economic / Social	Right to take part in cultural life, to benefit from scientific progress, and to protection of the material and moral rights of authors and inventors	Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he/she/they are the author.
Cultural / Economic / Social	Right to gender equality and equal remuneration	States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of all peoples, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with cis-gendered men. Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for work of equal value.

Rights Category	Human Rights	Description
Cultural / Economic / Social	Right to healthcare	The States Parties recognize the right of everyone to the enjoyment of the highest attainable standard of physical and mental health.
Cultural / Economic / Social	Right to protect Indigenous Peoples' cultural values and practices	Right to recognition and protection of social, cultural and spiritual values and practices.
Cultural / Economic / Social	Right to social security, including social insurance	Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for their dignity and the free development of their personality.
Cultural / Economic / Social	Right to parental leave	Special protection should be accorded to mothers/ fathers/people during a reasonable period before and after childbirth. During such period, working mothers/ fathers/people should be accorded paid leave or leave with adequate social security benefits.
Cultural / Economic / Social	Right to adequate conditions of living	Everyone has the right to a standard of living adequate for the health and well-being of himself and of their family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond their control. Motherhood and childhood are entitled to special care and assistance.
Labor	Right to form and join trade unions	Everyone has the right to form and to join trade unions for the protection of their interests.
Labor	Right not to be subjected to slavery, servitude or forced labor	No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
Labor	Right to work	Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favorable remuneration ensuring for themselves and their family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
Labor	Right to rest and leisure	Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
Property	Right to own property	Everyone has the right to own property alone as well as in association with others. No one shall be arbitrarily deprived of their property.
Property	Right to personal records	There shall be a standardized prisoner file management system in every place where persons are imprisoned. All records shall be kept confidential and made available only to those whose professional responsibilities require access to such records. Every prisoner shall be granted access to the records pertaining to him/her/them, subject to redactions authorized under domestic legislation, and shall be entitled to receive an official copy of such records upon release.
Security	Right to be free from arbitrary arrest, detention and exile	No one shall be subjected to arbitrary arrest, detention or exile.
Security	Right to separation of categories	The different categories of prisoners shall be kept in separate institutions or parts of institutions, taking account of their sex, age, criminal record, the legal reason for their detention and the necessities of their treatment. This right requires detention authorities to take special measures for the protection of detainees (such as separating juveniles from other detainees).
Security	Right to liberty and security of the person	Everyone has the right to life, liberty and the security of person. This includes safe and healthy working conditions for employees.
Security	Right not to be subjected to torture, cruel, inhumane and/or degrading treatment or punishment	No one shall be subjected to torture or to cruel, inhumane or degrading treatment or punishment. Each State Party shall ensure that all acts of torture are offences under its criminal law. The same shall apply to an attempt to commit torture and to an act by any person which constitutes complicity or participation in torture.

APPENDIX B - 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 2021 10-K ; Pages 1, 3-23 Boca Raton, FL GEO HQ Facility Details Publicly-traded C-Corporation
	2-2 Entities included in the organization's sustainability reporting	2021 10-K ; Pages 85-90
	2-3 Reporting period, frequency and contact point	January 1, 2021 - December 31, 2021 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 2021 10-K ; Pages 2-49 Engaging with Our Stakeholders; Pages 34-35 There have been no significant changes to the organization or its supply chain.
	2-7 Employees	2021 10-K ; Pages 3-49 Diversified Employer; Pages 40-43
	2-8 Workers who are not employees	Diversified Employer; Pages 40-43 2021 10-K ; Pages 21-22
	2-9 Governance structure and composition	Delivering on Our Promise: Ethics and Governance; Pages 16- 17 2022 Proxy Statement ; Pages 13-21
	2-10 Nomination and selection of the highest governance body	2022 Proxy Statement ; Pages 3-8; 16-19
	2-11 Chair of the highest governance body	Delivering on Our Promise: Ethics and Governance; Pages 16- 17 2022 Proxy Statement ; Page 18
	2-12 Role of the highest governance body in overseeing the management of impacts	Engaging with Our Stakeholders; Pages 42-45 Delivering on Our Promise: Ethics and Governance; Pages 16- 17 Primary Board Committees Overseeing Company Services/Policies; Page 6
	2-13 Delegation of responsibility for managing impacts	Letter from our Executive Chairman of the Board; Page 1 Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27 Delivering on Our Promise: Ethics and Governance; Pages 16- 17
	2-14 Role of the highest governance body in sustainability reporting	2021 10-K ; Pages 50-78
	2-15 Conflicts of interest	Delivering on Our Promise: Ethics and Governance; Pages 16- 17 GEO's Code of Business Conduct and Ethics 2022 Proxy Statement ; Pages 17; 19; 24
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 2022 Proxy Statement ; Pages 4-8
	2-18 Evaluation of the performance of the highest governance body	Delivering on Our Promise: Ethics and Governance; Pages 16- 17 2022 Proxy Statement ; Pages 4-8
	2-19 Remuneration policies	2022 Proxy Statement ; Pages 24-49
	2-20 Process to determine remuneration	2022 Proxy Statement ; Pages 49-55
	2-21 Annual total compensation ratio	2021 Proxy Statement ; Pages 45-48 2022 Proxy Statement ; Pages 48-52
	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 Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27 GEO's Code of Business Conduct and Ethics
	2-24 Embedding policy commitments	Human Rights Focused; Pages 18-23 Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27 Contract Compliance; Pages 26-27
	2-25 Processes to remediate negative impacts	Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27 Delivering on Our Promise: Ethics and Governance; Pages 16- 17 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	Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27 Delivering on Our Promise: Ethics and Governance; Pages 16- 17 GEO's Code of Business Conduct and Ethics Business Code & Ethics: Anti-bribery Corruption Training & Whistleblower Programs
	2-27 Compliance with laws and regulations	Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27
	2-28 Membership associations	Diversified Employer; Pages 40-43 Engaging with Our Stakeholders; Pages 34-35
	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 U.S. Establishment, Promulgation and Evaluation of Human Rights Compliance, Pages 24-27 Environmentally Responsible, Pages 28-31 Safety, Risk Management and Cyber Security, Pages 32-33 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 Impact of COVID-19 on GEO Facilities/Operations and ESG initiatives; Pages 44-45

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	2021 10-K ; Pages 85-89
<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 28-31
	302-3 Energy intensity	Environmentally Responsible; Pages 28-31
	302-4 Reduction of energy consumption	Environmentally Responsible; Pages 28-31
<i>Water and Effluents</i>		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Environmentally Responsible; Pages 28-31
<i>Emissions</i>		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmentally Responsible; Pages 28-31
	305-2 Energy indirect (Scope 2) GHG emissions	Environmentally Responsible; Pages 28-31
	305-4 GHG emissions intensity	Environmentally Responsible; Pages 28-31
	305-5 Reduction of GHG emissions	Environmentally Responsible; Pages 28-31
	205-1 Operations assessed for risks related to corruption	Delivering on Our Promise: Ethics and Governance; Pages 16- 17

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 40-45
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversified Employer; Pages 40-45
<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 Cyber Security; Pages 32-33
<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	Protecting Human Rights Through Oversight and Contract Compliance; Pages 26-27 Diversified Employer; Pages 40-43
<i>Public Policy</i>		
GRI 415: Public Policy 2016	415-1 Political contributions	Engaging with Our Stakeholders; Pages 42-45
<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



The GEO Group, Inc. ®

WORLD HEADQUARTERS

4955 Technology Way

Boca Raton, Florida 33431 USA

561.893.0101 866.301.4436

www.geogroup.com