



CORPORATE RESPONSIBILITY HIGHLIGHTS

2025

ABOUT THIS DISCLOSURE

This disclosure has been prepared with reference to the 2021 Universal Standards of the Global Reporting Initiative (GRI) and covers calendar year 2025, with three years of data where available.

BOARD OF DIRECTORS

	2025	2024	2023
# of Board of Directors Members	7	7	8
# of Minorities on the Board*	1	1	2
# of Women on the Board	3	3	2
% of Minorities on the Board*	14%	14%	12%
% of Women on the Board	42%	42%	25%
% of Board Independence	71%	71%	87%
% of Board Members Between 30 and 50	28%	28%	25%
% of Board Members Over 50	72%	72%	75%

GEO SECURE SERVICES – U.S. AUDIT ACTIVITY

	2025	2024	2023
Total Active U.S. Secure Facilities	51	50	50
Internal GEO Contract Compliance Audits Completed**	116	120	168
Government Customer Audits Completed	54	78	83
Third-party Inspections Completed	27	27	27

GEO CARE – U.S. AUDIT ACTIVITY***

	2025	2024	2023
Internal GEO Contract Compliance Audits Completed**	238	236	277
Government Customer Audits Completed	63	76	88
Third-party Inspections Completed	24	19	20

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

**Internal GEO Contract Compliance Audits Completed include Annual Corporate Audits, Follow-up Audits, Ad Hoc Audits, Medical, and Operations only audits.

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

HUMAN RIGHTS QUESTIONS INCLUDED IN GEO CONTRACT COMPLIANCE AUDITS

GEO AUDIT CATEGORY	2025	2024	2023
Food Services	104	117	122
Physical Plant	160	182	175
PREA	93	101	107
Admission/Orientation	118	134	150
Law Library/Courts	50	71	75
Mail/Visitation/Telephone	138	168	201
Library	9	14	19
Discipline	104	131	158
Work Programs	86	103	95
Religious Programs	52	64	72
Substance Abuse Program	45	38	39
Sanitation	125	136	142
Safety	120	135	130
Emergency Preparedness	64	80	79
Accountability	57	61	62
Restricted Housing Units (RHU)	85	160	123
Searches/Security Inspection	54	81	75
Use of Force	53	59	68
Health Services	332	361	340
Recreation Programs	43	49	56
Total	1,892	2,245	2,288

GEO GROUP ENERGY AND CONSUMPTION METRICS

Energy Consumption	2025*	2024	2023	Unit
Total Energy Usage	1,498,966	1,657,646	1,695,406	GJ
Electricity (Market-based)	723,693	851,031	813,929	GJ
Natural Gas	720,524	755,773	811,869	GJ
Diesel	17,430	17,362	15,740	GJ
Fuel Oil	22,122	19,192	13,014	GJ
Propane	15,197	14,288	40,854	GJ
Renewable Energy Usage	0	0	40,640	GJ
Non-renewable Energy Usage	1,498,966	1,657,646	1,654,766	GJ
% of Renewable Energy Usage	0%	0%	2%	%
% of Non-renewable Energy Usage	100%	100%	98%	%
Energy Intensity Unit	0.09	0.10	0.10	energy/sq ft
Water and Waste				
Water Withdrawal	1,843,680,508	2,130,926,948	2,113,184,852	gallons
Waste Generation**	208,185	4,078	1,814	metric tons
Greenhouse Gas Emissions				
Scope 1 Emissions	46,401	48,196	51,942	tCO2e
Scope 2 Location-based Emissions	72,522	89,292	94,573	tCO2e
Scope 2 Market-based Emissions	77,866	98,030	92,488	tCO2e
Scope 1 Intensity	0.0029	0.0029	0.0031	tCO2e/sq ft
Scope 2 Intensity***	0.0046	0.0054	0.0057	tCO2e/sq ft

*The decrease in energy consumption and GHG emissions in 2025 was primarily driven due to a reduction in the number of facilities managed by GEO.

**Waste data reported for the first time in 2023 and currently covers 22 Secure Services and 1 Residential Reentry facilities.

***Scope 2 location-based emissions.

2025 GEO GROUP ENERGY AND CONSUMPTION METRICS BY SEGMENT

	GEO SECURE SERVICES FACILITIES (U.S. + INTERNATIONAL)	GEO CARE FACILITIES (RESIDENTIAL REENTRY)	CORPORATE AND REGIONAL/DIVISIONAL OFFICES	UNIT
Energy Consumption				
Total Energy Usage	1,346,169	123,370	29,427	GJ
Electricity (Market-based)	640,064	58,020	25,609	GJ
Natural Gas	658,722	58,074	3,728	GJ
Diesel	17,340	0	89	GJ
Fuel Oil	14,846	7,276	0	GJ
Propane	15,197	0	0	GJ
Renewable Energy Usage	0	0	0	GJ
Non-renewable Energy Usage	1,346,169	123,370	29,427	GJ
% of Renewable Energy Usage	0%	0%	0%	%
% of Non-renewable Energy Usage	100%	100%	100%	%
Energy Intensity Unit	0.0846	0.0077	0.0018	energy/sq ft
Water and Waste				
Water Withdrawal	1,694,622,319	139,298,212	9,759,977	gallons
Waste Generation*	207,504	681	0	metric tons
Greenhouse Gas Emissions				
Scope 1 Emissions	41,982	4,104	315	tCO2e
Scope 2 Location-based Emissions	64,960	4,835	2,727	tCO2e
Scope 2 Market-based Emissions	69,743	5,213	2,910	tCO2e
Scope 1 Intensity	0.00264	0.00026	0.00002	tCO2e/sq ft
Scope 2 Intensity**	0.00408	0.00030	0.00017	tCO2e/sq ft

*Waste data reported for the first time in 2023 and currently covers 22 Secure Services and 1 Residential Reentry facilities.

**Scope 2 location-based emissions.

GEO SECURE SERVICES ANNUAL MEDICAL STATISTICS

	2025	2024	2023
Intake Health Screenings	165,932	120,671	98,047
Physical Exams	114,318	91,628	77,782
Chronic Care Visits	81,222	73,422	53,712
Off-site Consultations	22,908	18,931	17,198
Sick Calls	301,643	258,997	214,823
Dental Visits	47,837	48,731	44,704
Mental Health Visits	256,640	255,108	213,041

GEO HEALTH CARE AUSTRALIA MEDICAL STATISTICS*

	2025	2024	2023
Dental Visits	13,213	11,088	4,800
Nursing Visits	263,056	191,955	94,789
Optometry Visits	2,725	1,502	588
Mental Health Visits	59,246	23,136	10,919
Physiotherapy Visits	7,328	5,706	2,562
Podiatrist Visits	2,823	1,678	1,035
General Medical Visits (Medical Practitioner Total)	45,015	38,436	20,642
Visits to an Aboriginal Health Worker	5,802	3,903	928
Other Visits (e.g. Visits Undertaken at Transition Centres)	23,757	3,690	-

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

CYBERSECURITY TRAINING STATISTICS

	2025	2024	2023
Employees Who Participated in Cybersecurity Training	8,043	7,130	6,199
Participants Recorded Correct Responses in Training Quizzes	93%	84%	85%

ETHICS & COMPLIANCE STATISTICS

	2025	2024	2023
Ethics Point Hotline Complaints Processed	1,804	1,703	1,791
Office of Professional Responsibility Investigations Open/Closed	168	157	393
Sustained Cases	74	92	148
Sustained Closure Rate	44.04%	58.60%	37.70%
Complaint Categories for Sustained Cases			
Facility & Contraband Related	14	32	36
Employee Relations, Fraud/Theft & Workplace Violence	32	38	47
Other Misconduct	28	22	65

SUPPLIER BREAKOUT

	2025	2024	2023
Total Procurement Spending on Women-owned Businesses	\$61,134,978	\$50,614,937	\$50,909,625
% of Total Procurement Spending on Women-owned Businesses	50%	48%	48%
Total Procurement Spending on Small-disadvantaged Businesses	\$31,214,938	\$29,819,682	\$37,509,671
% of Total Procurement Spending on Small-disadvantaged Businesses	25%	28%	35%
Total Procurement Spending on Veteran-owned Businesses	\$16,537,160	\$15,497,494	\$10,891,373
% of Total Procurement Spending on Veteran-owned Businesses	13%	15%	10%
Total Procurement Spending on Businesses Owned by Disabled Veterans	\$9,475,198	\$7,506,622	\$4,300,818
% of Total Procurement Spending on Businesses Owned by Disabled Veterans	8%	7%	4%
Total Procurement Spending on Hub-zone Businesses	\$4,643,171	\$1,971,845	\$3,276,664
% of Total Procurement Spending on Hub-zone Businesses	4%	2%	3%
Total	\$123,005,445	\$105,410,580	\$106,888,151

EMPLOYEE DEMOGRAPHICS

Global Employees	2025	2024	2023
# of Global Employees	20,449	18,835	18,712
# of Global Employees by Gender (Female)	10,154	9,400	9,341
# of Global Employees by Gender (Male)	10,295	9,435	9,371
# of Global Management Employees by Gender (Female)	1,002	980	947
# of Global Management Employees by Gender (Male)	1,145	1,101	1,119
# of Global Employees Under Age 30	4,441	3,936	4,048
# of Global Employees Between Ages 30 - 50	9,926	9,003	8,982
# of Global Employees Over Age 50	6,082	5,796	5,682
U.S. Based Employees			
# of U.S. Employees	16,013	14,384	14,331
% of Female Corporate Employees	52.30%	54.50%	54.20%
% of Female Security Staff	41.80%	41.10%	41.50%
# of Employees by Gender (Female)	8,026	7,365	7,367
# of Employees by Gender (Male)	7,985	7,019	6,964
% of Employees by Gender (Female)	50.10%	51.20%	51.40%
% of Employees by Gender (Male)	49.90%	48.80%	48.60%
# of Management Employees by Gender (Female)	823	786	766
# of Management Employees by Gender (Male)	929	864	875
% of Management Employees by Gender (Female)	47.00%	47.60%	46.70%
% of Management Employees by Gender (Male)	53.00%	52.40%	53.30%
# of New Hires by Gender (Female)	2,677	2,397	2,636
# of New Hires by Gender (Male)	2,940	2,136	2,417
# of Promotions by Gender (Female)	696	533	460
# of Promotions by Gender (Male)	612	435	398
% of Minority Corporate Employees	48.10%	48.20%	45.00%
% of Minority Security Staff	74.30%	73.50%	73.20%
# of Employees by Race (Asian)	332	297	296
# of Employees by Race (Black/African American)	4,405	3,693	3,795
# of Employees by Race (Hispanic/Latino)	5,836	5,398	5,211

	2025	2024	2023
# of Employees by Race (White)	4,704	4,356	4,510
# of Employees by Race (American Indian or Alaska Native)	86	88	98
# of Employees by Race (Native Hawaiian or Other Pacific Islander)	125	107	112
# of Employees by Race (Two or More Races)	338	296	309
# of Employees by Race (Other/Not Specified)	187	149	0
% of Employees by Race (Asian)	2.07%	2.10%	2.10%
% of Employees by Race (Black/African American)	27.51%	25.70%	26.50%
% of Employees by Race (Hispanic/Latino)	36.45%	37.50%	36.40%
% of Employees by Race (White)	29.38%	30.30%	31.40%
% of Employees by Race (American Indian or Alaska Native)	0.54%	0.60%	0.70%
% of Employees by Race (Native Hawaiian or Other Pacific Islander)	0.78%	0.70%	0.80%
% of Employees by Race (Two or More Races)	2.11%	2.10%	2.10%
% of Employees by Race (Other/Not Specified)	1.17%	1.00%	0%
# of Management Employees by Race (Asian)	26	20	21
# of Management Employees by Race (Black/African American)	372	337	335
# of Management Employees by Race (Hispanic/Latino)	491	474	464
# of Management Employees by Race (White)	799	759	772
# of Management Employees by Race (American Indian or Alaska Native)	7	7	7
# of Management Employees by Race (Native Hawaiian or Other Pacific Islander)	8	7	8
# of Management Employees by Race (Two or More Races)	43	44	34
# of Management Employees by Race (Other/Not Specified)	6	2	0
% of Management Employees by Race (Asian)	1.48%	1.20%	1.30%
% of Management Employees by Race (Black/African American)	21.23%	20.40%	20.40%
% of Management Employees by Race (Hispanic/Latino)	28.03%	28.70%	28.30%
% of Management Employees by Race (White)	45.61%	46.00%	47.00%
% of Management Employees by Race (American Indian or Alaska Native)	0.40%	0.40%	0.40%
% of Management Employees by Race (Native Hawaiian or Other Pacific Islander)	0.46%	0.40%	0.50%
% of Management Employees by Race (Two or More Races)	2.45%	2.70%	2.10%

	2025	2024	2023
% of Management Employees by Race (Other/Not Specified)	0.34%	0.10%	0%
# of New Hires by Race (Asian)	106	66	78
# of New Hires by Race (Black/African American)	1,780	1,402	1,596
# of New Hires by Race (Hispanic/Latino)	1,760	1,348	1,492
# of New Hires by Race (White)	1,632	1,398	1,620
# of New Hires by Race (American Indian or Alaska Native)	42	50	65
# of New Hires by Race (Native Hawaiian or Other Pacific Islander)	40	16	30
# of New Hires by Race (Two or More Races)	159	77	172
# of New Hires by Race (Other/Not Specified)	98	176	0
% of New Hires by Race (Asian)	1.90%	1.50%	1.50%
% of New Hires by Race (Black/African American)	31.68%	30.90%	31.60%
% of New Hires by Race (Hispanic/Latino)	31.32%	29.70%	29.50%
% of New Hires by Race (White)	29.04%	30.80%	32.10%
% of New Hires by Race (American Indian or Alaska Native)	0.75%	1.10%	1.30%
% of New Hires by Race (Native Hawaiian or Other Pacific Islander)	0.72%	0.40%	0.60%
% of New Hires by Race (Two or More Races)	2.84%	1.70%	3.40%
% of New Hires by Race (Other/Not Specified)	1.75%	3.90%	0%
# of Promotions by Race (Asian)	22	18	21
# of Promotions by Race (Black/African American)	310	201	226
# of Promotions by Race (Hispanic/Latino)	363	348	299
# of Promotions by Race (White)	418	351	263
# of Promotions by Race (American Indian or Alaska Native)	5	7	8
# of Promotions by Race (Native Hawaiian or Other Pacific Islander)	11	8	18
# of Promotions by Race (Two or More Races)	26	24	20
# of Promotions by Race (Other/Not Specified)	18	11	0
% of Promotions by Race (Asian)	1.88%	1.90%	2.50%
% of Promotions by Race (Black/African American)	26.43%	20.80%	26.40%
% of Promotions by Race (Hispanic/Latino)	30.95%	36.00%	35.00%
% of Promotions by Race (White)	35.64%	36.30%	30.80%
% of Promotions by Race (American Indian or Alaska Native)	0.43%	0.70%	0.90%

	2025	2024	2023
% of Promotions by Race (Native Hawaiian or Other Pacific Islander)	0.94%	0.80%	2.10%
% of Promotions by Race (Two or More Races)	2.22%	2.50%	2.30%
% of Promotions by Race (Other/Not Specified)	1.51%	1.00%	0%
% of Employees by Veteran Status	9.01%	9.10%	11.30%
# of Employees by Veteran Status	1,443	1,475	1,625
# of Management Employees by Veteran Status	215	204	226
% of Management Employees by Veteran Status	12.27%	11.60%	13.70%
% of New Hires by Veteran Status	16.27%	16.50%	16.30%
Rate of Promotions by Veteran Status	10.55%	10.50%	11.80%
New Hires by Age			
% Under Age 30	32.30%	36.10%	40.00%
% Between Ages 30 - 50	46.66%	45.80%	41.00%
% Over Age 50	21.04%	18.10%	19.00%
Promotions by Age			
% Under Age 30	18.25%	18.10%	21.00%
% Between Ages 30 - 50	55.24%	59.10%	55.80%
% Over Age 50	26.51%	22.80%	23.20%
U.S. Based Employees by Age			
% Under Age 30	22.46%	20.60%	22.80%
% Between Ages 30 - 50	49.38%	49.50%	48.30%
% Over Age 50	28.16%	29.90%	28.90%
Female Employees by Age			
% Under Age 30	20.47%	19.10%	21.60%
% Between Ages 30 - 50	51.81%	51.30%	50.00%
% Over Age 50	27.72%	29.60%	28.40%
Minorities Employees by Age			
% Between Ages 30 - 50 by Race (White)	25.64%	26.10%	27.80%
% Between Ages 30 - 50 by Race (American Indian or Alaska Native)	0.43%	0.50%	0.50%
% Between Ages 30 - 50 by Race (Native Hawaiian or Other Pacific Islander)	0.90%	0.80%	0.80%
% Between Ages 30 - 50 by Race (Two or More Races)	2.15%	2.20%	2.30%

	2025	2024	2023
% Between Ages 30 - 50 by Race (Other/Not Specified)	1.18%	1.10%	0.80%
% Over Age 50 by Race (Asian)	2.82%	2.70%	2.70%
% Over Age 50 by Race (Black/African American)	27.12%	26.60%	28.10%
% Over Age 50 by Race (Hispanic/Latino)	24.97%	25.00%	23.60%
% Over Age 50 by Race (White)	41.38%	42.30%	42.50%
% Over Age 50 by Race (American Indian or Alaska Native)	0.64%	0.70%	0.80%
% Over Age 50 by Race (Native Hawaiian or Other Pacific Islander)	0.50%	0.50%	0.60%
% Over Age 50 by Race (Two or More Races)	1.55%	1.60%	1.50%
% Over Age 50 by Race (Other/Not Specified)	1.02%	0.60%	0.20%
Management Employees by Age			
% Under Age 30	4.22%	3.60%	1.80%
% Between Ages 30 - 50	53.55%	53.10%	49.30%
% Over Age 50	42.23%	43.30%	48.90%
Corporate Employees by Age			
% Under Age 30	9.70%	7.10%	7.80%
% Between Ages 30 - 50	42.40%	44.10%	44.70%
% Over Age 50	47.90%	48.80%	47.50%
Security Staff (Includes Transportation) by Age			
% Under Age 30	31.05%	28.30%	31.10%
% Between Ages 30 - 50	49.99%	51.40%	49.80%
% Over Age 50	18.96%	20.30%	19.10%
Veteran Employees by Age			
% Under Age 30	12.00%	12.20%	16.50%
% Between Ages 30 - 50	43.70%	43.20%	43.60%
% Over Age 50	44.30%	44.60%	39.90%
Wage			
Average Security Officer Starting Wage	\$29.10	\$27.46	\$24.98
Average Employee Annual Salary	\$62,453	\$60,181	\$59,739

	2025	2024	2023
Benefits			
Tuition Reimbursement Provided to Employees	\$85,962.71	\$88,528.27	\$124,344.00
# of Employees that Received a Tuition Reimbursement	83	87	123
# of Employees that Utilized FMLA	1,665	425*	1,436
Unionized Employees (U.S. Based Employees)			
% of Unionized Employees Company-Wide	54%	50%	47%
# of Facilities with Unions	63	57	49
% of Unionized Secure Services Employees	66%	64%	60%
% of Unionized Secure Services Security Staff	76%	76%	73%

*In 2024, GEO transitioned to a new human resources management system. Data for 2024 reflects June - December 2024.

TRAINING & EDUCATION BY DIVISION			
	2025	2024	2023
Secure Services Training and Education			
Total Staff Training Hours	1,159,533	1,087,533	1,066,218
Total Annual Trainings	9,830	9,950	9,889
CoC Training and Education			
Total Staff Training Hours	312,987	304,135	270,459
CoC Total Annual Trainings	19,481	17,434	12,879
Human Rights Training			
Hours of Recurring Human Rights Training Each Year After the First	40	40	40
Minimum Hours of Employee Human Rights Training in First Year	120	120	120

CORPORATE STATISTICS

	2025	2024	2023
# of Beds	74,803	79,279	81,255
# of Secure Facilities, Immigration Processing Centers, and Community Reentry Centers	95	99	100
# of Non-Residential Reentry Programs	96	98	89
Prison Rape Elimination Act (PREA) Compliance and Certification			
# of Facilities Certified Under Either the Department of Justice's or Department of Homeland Security's PREA regulations	75	76	77
National Commission on Correctional Health Care (NCCHC) Accreditation			
# of Secure Facilities Accredited by the NCCHC	8	11	11
# of Immigration Processing Centers Accredited by the NCCHC for Which GEO Provides Healthcare Services	13	11	11
American Correctional Association (ACA) Accreditation			
# of ACA Accredited Facilities	66	66	66
Average ACA Accreditation Score	99.61%	99.58%	99.57%

APPENDIX - GRI CONTENT INDEX

STATEMENT OF USE		The GEO Group, Inc. has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 with reference to the GRI Standards.
GRI Standard	Disclosure	Report Location or External GEO Reference
General Disclosures		
GRI 2: General Disclosures 2021	<i>Organizational profile</i>	
	2-1 Organizational details	The GEO Group, Inc. 2025 10-K ; Pages 3-24 Boca Raton, FL Publicly-Traded C-Corporation
	2-2 Entities included in the organization's sustainability reporting	2025 10-K ; Pages 83-87
	2-3 Reporting period, frequency and contact point	January 1, 2025 - December 31, 2025 GEO reports on an annual basis IR@geogroup.com
	2-4 Restatements of information	Due to methodology updates, the 2023 total energy usage and non-renewable energy usage figures were restated.
	2-5 External assurance	No external assurance is provided at this time
	2-6 Activities, value chain and other business relationships	2025 10-K ; Pages 3-52 Engaging with Our Stakeholders There have been no significant changes to the organization or its supply chain.
	2-7 Employees	2025 10-K ; Page 20 Cultivating A Fulfilling Workplace
	2-8 Workers who are not employees	2025 10-K ; Page 20 Cultivating A Fulfilling Workplace
	2-9 Governance structure and composition	2026 Proxy Statement ; Pages 11-20 Corporate Governance
	2-10 Nomination and selection of the highest governance body	2026 Proxy Statement ; Pages 3-9; 11-20
	2-11 Chair of the highest governance body	2026 Proxy Statement ; Page 17 Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Engaging with Our Stakeholders
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Dedicated Compliance Team
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance
	2-15 Conflicts of interest	2026 Proxy Statement ; Pages 18 and 23 Business Code & Ethics GEO's Code of Business Conduct and Ethics

GRI Standard	Disclosure	Report Location or External GEO Reference
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Business Code & Ethics Corporate Policy & Procedure Manual: Chapter 5 - Oversight
	2-17 Collective knowledge of the highest governance body	2026 Proxy Statement ; Pages 3-9 Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	2026 Proxy Statement ; Pages 3-9 Corporate Governance
	2-19 Remuneration policies	2026 Proxy Statement ; Pages 23-55
	2-20 Process to determine remuneration	2026 Proxy Statement ; Pages 54-56
	2-21 Annual total compensation ratio	2026 Proxy Statement ; Page 47 2025 Proxy Statement ; Page 49
	2-22 Statement on sustainable development strategy	Not Available
	2-23 Policy commitments	Corporate Governance Exceeding Quality Compliance GEO's Code of Business Conduct and Ethics
	2-24 Embedding policy commitments	Exceeding Quality Compliance
	2-25 Processes to remediate negative impacts	Corporate Governance Business Code & Ethics Exceeding Quality Compliance GEO's Code of Business Conduct and Ethics
	2-26 Mechanisms for seeking advice and raising concerns	Business Code & Ethics Reporting Sexual Abuse (PREA) GEO's Code of Business Conduct and Ethics
	2-27 Compliance with laws and regulations	Exceeding Quality Compliance
	2-28 Membership associations	Cultivating a Fulfilling Workplace Engaging with Our Stakeholders
	2-29 Approach to stakeholder engagement	Engaging with Our Stakeholders
	2-30 Collective bargaining agreements	2025 Corporate Responsibility Highlights, Page 12

Material Topics

	3-3 Management of material topics	An Opportunity Employer Commitment To Training Excellence Corporate Governance Cultivating a Fulfilling Workplace Exceeding Quality Compliance Energy and Consumption Risk Management and Cyber Security Engaging with Our Stakeholders GEO Continuum of Care® World Class Healthcare
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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	2025 10-K ; Pages 80-86
<i>Procurement Practices</i>		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2025 Corporate Responsibility Highlights, Page 6 Engaging with Our Stakeholders
<i>Anti-corruption</i>		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Code & Ethics
	205-2 Communication and training about anti-corruption policies and procedures	Business Code & Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Code & Ethics
300 series (Environmental topics)		
<i>Energy</i>		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
	302-3 Energy intensity	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
	302-4 Reduction of energy consumption	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
<i>Water and Effluents</i>		
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
<i>Emissions</i>		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
	305-2 Energy indirect (Scope 2) GHG emissions	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
	305-4 GHG emissions intensity	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
	305-5 Reduction of GHG emissions	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption
<i>Waste</i>		
GRI 306: Waste 2020	306-3 Waste generated	2025 Corporate Responsibility Highlights, Page 3 Energy and Consumption

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	2025 Corporate Responsibility Highlights, Page 7 An Opportunity Employer
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	An Opportunity Employer
<i>Occupational Health and Safety</i>		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Risk Management and Cyber Security
<i>Training and Education</i>		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	An Opportunity Employer
	404-2 Programs for upgrading employee skills and transition assistance programs	An Opportunity Employer
<i>Diversity and Equal Opportunity</i>		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2025 Corporate Responsibility Highlights, Page 1 An Opportunity Employer
<i>Security Practices</i>		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Commitment To Training Excellence
<i>Public Policy</i>		
GRI 415: Public Policy 2016	415-1 Political contributions	Political Engagement
<i>Customer Privacy</i>		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business Code & Ethics



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